

Recreation

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RECREATION DIVISION

| Budget Highlights | FY 2018 Actual | FY 2019 Budget | FY 2020 Requested | % Change From FY 2019 Budget |
|-----------------------------------|---------------------------|---------------------------|------------------------------|---|
| <u>Expenses</u> | | | | |
| Employee Expense | 1,709,088 | 1,884,130 | 1,827,872 | -3.0% |
| Supplies and Services | 1,117,439 | 1,181,515 | 1,178,894 | -0.2% |
| Machinery and Equipment | 46,771 | 64,600 | 52,650 | -18.5% |
| Debt Service | 17,665 | 17,279 | 16,881 | -2.3% |
| Total Expenses | 2,890,963 | 3,147,524 | 3,076,297 | -2.3% |
| <u>Resources</u> | | | | |
| Operating Revenue | 1,658,516 | 1,867,669 | 1,760,691 | -5.7% |
| CDBG Funds | 134,789 | 151,330 | 149,296 | -1.3% |
| Sales Tax 20% for Debt Abatement | 17,665 | 17,279 | 16,881 | -2.3% |
| Total Resources | 1,810,970 | 2,036,278 | 1,926,868 | -5.4% |
| Property Tax Support | 1,079,993 | 1,111,246 | 1,149,429 | 38,183 |
| Percent Increase (Decrease) | | | | 3.4% |
| Percent Self Supporting | 62.6% | 64.7% | 62.6% | |
| Personnel - Authorized FTE | 46.64 | 46.86 | 48.00 | |

AMERICORPS

| Budget Highlights | FY 2018 Actual | FY 2019 Budget | FY 2020 Requested | % Change From FY 2019 Budget |
|-----------------------------------|---------------------------|---------------------------|------------------------------|---|
| <u>Expenses</u> | | | | |
| Employee Expense | 311,494 | 320,105 | 385,622 | 20.5 % |
| Supplies and Services | 13,578 | 13,730 | 13,542 | (1.4)% |
| Total Expenses | 325,072 | 333,835 | 399,164 | 19.6 % |
| <u>Resources</u> | | | | |
| AmeriCorps Grant | 181,987 | 240,813 | 239,713 | (0.5)% |
| Private Participant | 88,839 | 108,349 | 135,360 | 24.9 % |
| Total Resources | 270,826 | 349,162 | 375,073 | 7.4 % |
| Property Tax Support | 54,246 | (15,327) | 24,091 | 39,418 |
| Percent Increase (Decrease) | | | | -257.2 % |
| Percent Self Supporting | 83.3% | 104.6% | 94.0% | |
| Personnel - Authorized FTE | 1.00 | 1.00 | 1.00 | |

Improvement Package Summary

1 of 5

This decision package provides for the addition of a seasonal Recreational Field Supervisor (+0.07 FTE or 147 hours annually) and a seasonal Recreational Leader (+0.07 FTE or 147 hours annually) for the Miracle League Field. Construction for the Miracle League Field, an all-inclusive playground and renovated building, will begin in the spring of 2019. The Miracle League agreement requires that when the project is complete the Leisure Services Department will resume programming and maintenance of the entire facility. One of these programs will be the Miracle League which will consist of two 6-week baseball/softball programs to be run during the summer. The initial operating costs for this program are estimated at \$3,104 for the start-up equipment (bats, balls, helmets, other equipment) and \$6,644 to provide uniforms for 240 players (120 players per league), coaches and Angels/volunteers. This program would be administered by the current Recreation Supervisor and would include a new seasonal Field Supervisor position (NA-25F) as the onsite coordinator for the program and seasonal concession workers (NA-14D). Due to the nature of this program and based on other communities programs, this Miracle League would be provided free of charge. The recurring cost includes salaries (\$4,612), uniforms (\$6,644), concession food (\$1,000), and concession beverages (\$500). Recurring revenue includes concession food (\$2,200) and concessions beverage (\$1,000). This decision package supports the City Council Goals: Partnership for a Better Dubuque; Diverse Arts, Culture, Parks, and Recreation Experiences and Activities; Livable Neighborhoods. These positions are recommended effective May 1, 2020 to coincide with completion of the Miracle League Field.

| | | | | |
|----------------------------------|------------------|-------------|---------------|--|
| Related Cost: | \$ 8,152 | Tax Funds | Recurring | Recommend - Yes Effective May 1, 2020 |
| Related Cost: | \$ 3,104 | Tax Funds | Non-Recurring | |
| Related Revenue: | \$ 1,600 | Concessions | Recurring | |
| Net Cost: | <u>\$ 9,656</u> | | | |
| Property Tax Impact: | <u>\$ 0.0038</u> | 0.04% | | |
| Activity: Therapeutic Recreation | | | | |

2 of 5

This decision package provides for the purchase of a ¾ ton truck with a lift gate to be used by recreation and Multicultural Family Center staff to transport the Rec & Roll trailer as well as materials and supplies to programs and services. When the Rec & Roll trailer program began in FY 2018 (July 2017 through October 2017) it was in the community for 19 events and programs. This past 2018 season it became part of over 50 community events and programs and has proved to be a positive benefit for community and partner engagement. Testimonials from the community have expressed its positive impact on attracting participants and encouraging conversation. Currently, the trailer has been delivered and returned throughout Dubuque by the Park Division Manager and when available the Park Patrol, as they are the only Leisure Services staff available after hours with truck access. Due to the trailers demand, this has added over 200 hours to their everyday responsibilities. Having a Recreation Division vehicle able to haul the trailer, would divert those hours away from Park staff and allow for Recreation staff to provide that service. In addition, having a larger vehicle will also provide available transportation for staff to deliver seasonal brochures and program supplies. This vehicle can also provide for transportation for other City business like conferences, classes, and education which are now all being done with private vehicles.

The Multicultural Family Center also has a need for a vehicle for similar reasons. With the increase in community programming and events, Multicultural Family Center staff are constantly transporting supplies (especially on the weekends). Recurring cost is annual vehicle insurance and maintenance. This truck would also be wrapped with a similar design to the Rec & Roll Trailer which will serve as an additional marketing tool to create awareness of the Department and the trailer. This decision package supports the City Council Goals: Partnership for a Better Dubuque; Diverse Arts, Culture, Parks, and

Recreation Experiences and Activities; High-Performance City Organization (effective service delivery).

| | | | | |
|----------------------|--------------------|-----------|---------------|-----------------------|
| Related Cost: | \$ 36,700 | Tax Funds | Non-Recurring | Recommend - No |
| Related Cost: | \$ 1,250 | Tax Funds | Recurring | |
| Total Cost: | <u>\$ 37,950</u> | | | |
| Property Tax Impact: | \$ 0.0149 | 0.14% | | |
| Activity: | Recreation Classes | | | |

3 of 5

This decision package provides funding for a new Therapeutic Recreation summer program at Veterans Memorial Park developed specifically for youth with various special needs. This request adds a seasonal Recreational Field Supervisor (+0.08 FTE or 168 hours annually) and seasonal Recreational Leaders (+0.26 FTE or 545 hours annually). With the new all-inclusive playground and upgraded facility provided by the Miracle League project, there is an opportunity to increase the amount of more equitable programs for community members with special needs. A new summer program developed specifically for youth with various special needs including but not limited to Autism, Asperger's, and other physical disabilities would be added. This 7-week program, 4 hours per day, would be developed and staffed with individuals trained in Therapeutic Recreation programming with the help of local partners and would include a seasonal Recreation Field Supervisor (NA-25F) and additional support staff (NA-14E). The program registration revenue is estimated to be \$4,500 annually. The additional 2 weeks of staff time to get to 9 weeks is for employee training and program planning.

Not knowing the exact timing of the completion of the upgraded facility and its contents, indoor programming during the colder months would result in another request for additional staff in the FY 2021 budget process. These positions are recommended effective May 1, 2020 to coincide with completion of the Miracle League Field. This decision package supports the City Council Goals: Partnership for a Better Dubuque; Diverse Arts, Culture, Parks, and Recreation Experiences and Activities; Connected Community.

| | | | | |
|----------------------|------------------------|--------------|-----------|------------------------------|
| Related Cost: | \$ 1,622 | Tax Funds | Recurring | Recommend - Yes |
| Related Revenue: | \$ 720 | Registration | Recurring | Effective May 1, 2020 |
| Net Cost: | <u>\$ 902</u> | | | |
| Property Tax Impact: | \$ 0.0004 | —% | | |
| Activity: | Therapeutic Recreation | | | |

4 of 5

This decision package provides for four ruggedized laptops, wireless internet hotspot, and an annual maintenance support contract to create a mobile computer lab that would be housed at the Multicultural Family Center when not in use in the Rec and Roll trailer. A mobile computer lab would support the Leisure Services Department in providing equitable access to service information and opportunities through programmed registration events, job fairs for City jobs and information sharing at other community events where the Rec & Roll Trailer is located. In addition, with the expansion of the Multicultural Family Center, the current plans do not expand or relocate the computer lab. The ability to offer laptops would allow for greater access to computer service throughout the entire facility. This decision package supports the City Council Goals: Partnership for a Better Dubuque; Diverse Arts, Culture, Parks, and Recreation Experiences and Activities; Connected Community; Financially Responsible, High-Performance City Organization (effective service delivery).

| | | | | |
|-------------------------------------|------------------|-----------|---------------|-----------------------|
| Related Cost: | \$ 10,480 | Tax Funds | Recurring | Recommend - No |
| Related Cost: | \$ 12,800 | Tax Funds | Non-Recurring | |
| Total Cost: | <u>\$ 23,280</u> | | | |
| Property Tax Impact: | \$ 0.0092 | 0.09% | | |
| Activity: Recreation Administration | | | | |

5 of 5

This decision package provides for an estimated \$7,370 increase in Golf operating revenue through annual pass rates and the creation of a new college pass for the Bunker Hill Golf Course. A \$10 increase has been proposed for all 6 annual pass categories (Individual, Individual Weekday, Couple, Weekday Couple, Family, and Junior). This increase in pass fees would provide an estimated \$1,370 in revenue. Also proposed is a new pass category for current college students with valid identification. This pass would be sold for \$300 for the season with an estimate of 20 college passes sold totaling \$6,000 in additional revenue. This decision package supports the City Council Goal(s): Financially Responsible. The following chart shows the change in season pass rates:

| Season Pass | FY 2019 | FY 2020 | Increase |
|-----------------------|---------|---------|----------|
| Individual | \$ 685 | \$ 695 | \$ 10 |
| Weekday Individual | \$ 585 | \$ 595 | \$ 10 |
| Couple | \$ 870 | \$ 880 | \$ 10 |
| Weekday Couple | \$ 770 | \$ 780 | \$ 10 |
| Family | \$ 970 | \$ 980 | \$ 10 |
| College ID Pass (New) | N/A | \$ 300 | N/A |

| | | | | |
|---------------------------|-------------|-----------|-----------|------------------------|
| Related Revenue | \$ 7,370 | Golf Fees | Recurring | Recommend - Yes |
| Property Tax Impact: | \$ (0.0029) | (0.03)% | | |
| Activity: Golf Operations | | | | |

Significant Line Items

Employee Expense

1. FY 2020 employee expense reflects a 1.5% wage package increase.
2. The Iowa Public Employee Retirement System (IPERS) City contribution of 9.44% is unchanged from FY 2019 The employee contribution of 6.29% is unchanged from FY 2019.
3. The City portion of health insurance expense decreased from \$1,193 in FY 2019 to \$921 in FY 2020 per month per contract which results in an annual cost savings of \$41,445 or 22.77%.
4. Workers Compensation decreased from \$36,315 in FY 2019 to \$32,551 in FY 2020. The Iowa Workers Compensation law changed effective July 1, 2017. This law change reduced the amount of liability employers incur for certain work-related injuries. FY 2018 actual was \$41,616.
5. Sick leave payout decreased from \$8,111 in FY 2019 to \$0 FY 2020.

Supplies & Services

6. Sales Tax collected on goods and services decreased from \$51,503 in FY 2019 to \$49,163 in FY 2020. FY 2018 actual was \$47,611. This line item is off-set by the revenue for sales tax collected.

7. Electrical Utility Expense decreased from \$88,771 in FY 2019 to \$73,249 in FY 2020 based on FY 2018 actual.
8. Natural Gas Utility Expense increased from \$26,872 in FY 2019 to \$31,712 in FY 2020 based on FY 2018 actual.
9. Property Maintenance increased from \$36,865 in FY 2019 to \$44,151 in FY 2020. FY 2018 actual was \$35,508. The increase is due to recurring sinkholes throughout Bunker Hill golf course, golf course lift station issues and contracted tree removal. This line item traditionally represents payments towards swimming pool maintenance, golf course grounds maintenance, Marina Maintenance and Allison Henderson/Comiskey Park maintenance.
10. Off Road Vehicle Fuel decreased from \$80,992 in FY 2019 to \$73,220 in FY 2020 and Diesel Fuel increased from \$12,000 in FY 2019 to \$25,782 in FY 2020 based on a 30% mark-up from fuel diesel revenue. This expenditure represents fuel sold to boaters at the Port of Dubuque Marina and is offset by \$130,000 in revenue from the sale of fuel.
11. Turf Chemicals unchanged from \$30,031 in FY 2019 to \$30,031 in FY 2020. FY 2018 actual was \$28,333.
12. Food Products decreased from \$47,781 in FY 2019 to \$42,126 in FY 2020 based on current year's sales. FY 2018 actual was \$43,725. This budget is offset by the revenue from sales of this product.
13. Beer Products decreased from \$61,997 in FY 2019 to \$54,566 in FY 2020 based on current year's sales. FY 2018 actual was \$54,115. This budget is offset by the revenue from sales of this product.
14. Beverage and Ice decreased from \$27,189 in FY 2019 to \$24,303 in FY 2020 based on current year's sales. FY 2018 actual was \$19,334. This budget is offset by the revenue from sales of this product.
15. Credit Card Charges decreased from \$24,387 in FY 2019 to \$21,937 in FY 2020 based on FY 2018 actual.
16. Program Equipment and Supplies increased from \$72,611 in FY 2019 to \$74,213 in FY 2020. This line item includes the Third Grade Level Reading Program for \$26,020 and the remainder of the budget is for concession supplies, bases, basketballs, volleyballs, nets, first-aid supplies, trophies, and other playground equipment.
17. Pro Shop Merchandise increased from \$38,500 in FY 2019 to \$52,153 in FY 2020 based on current demand for special order through the golf course. FY 2018 actual was \$56,631. This budget is offset by the revenue from Pro Shop Sales, golf fee revenue, Event revenue and Certificates.
18. Game Officiating Services decreased from \$42,000 in FY 2019 to \$36,670 in FY 2020 due to changing the process that softball games are scheduled due to the lower number of teams. FY 2018 actual was \$35,992.
19. Machinery and Equipment Rental increased from \$38,005 in FY 2019 to \$41,511 in FY 2020 based on FY 2018 actual. This line item is for the lease payments on sixty golf carts, tournament golf carts, beverage carts and cart maintenance, portable restroom rentals.

20. Pay to Other Agency increased from \$144,922 in FY 2019 to \$147,605 in FY 2020. The AmeriCorps Playground program was reduced \$2,986 due to no longer required to pay Boys and Girls Club for the summer food program and Recreation Classes increased \$5,108 due to the addition of all contractual programs now budgeted in this line item. This line item represents the Four Mounds Day Camp (\$44,450), ice rental (\$10,000), AmeriCorp 3rd Grade Reading (\$20,000), AmeriCorp Playground Programs (\$30,000), Hills and Dales Senior Center (\$18,200), Iowa State University Extension programs (\$2,000), Northeast Iowa School of Music (\$3,000), Recreation Classes (Creative Adventure Labs Partnership, Montessori Cooperative classes, Dubuque County Extension Contracted Classes) (\$17,808), therapeutic and after school programs facility payments for off site programs (\$1,624), and after school sports programs at Prescott and Lincoln (\$523).

Machinery & Equipment

21. Equipment replacement items include (\$52,650):

| | |
|----------------------------------|-----------|
| <u>Recreation Administration</u> | |
| Smart Phone | \$ 550 |
| Security Cameras | \$ — |
| <u>Golf Maintenance</u> | |
| Sand Rake | \$ 9,000 |
| Greens Roller | \$ 4,000 |
| Greens Mower | \$ 26,000 |
| Table Saw | \$ 600 |
| Aerator | \$ 9,500 |
| <u>Swimming</u> | |
| Deck Chair (18) | \$ 2,000 |
| Flora/Sutton Security Cameras | \$ — |
| Masks | \$ 1,000 |
| Total Equipment | |
| \$ 52,650 | |

Debt Service

22. FY 2020 Annual debt service is as follows (\$16,881):

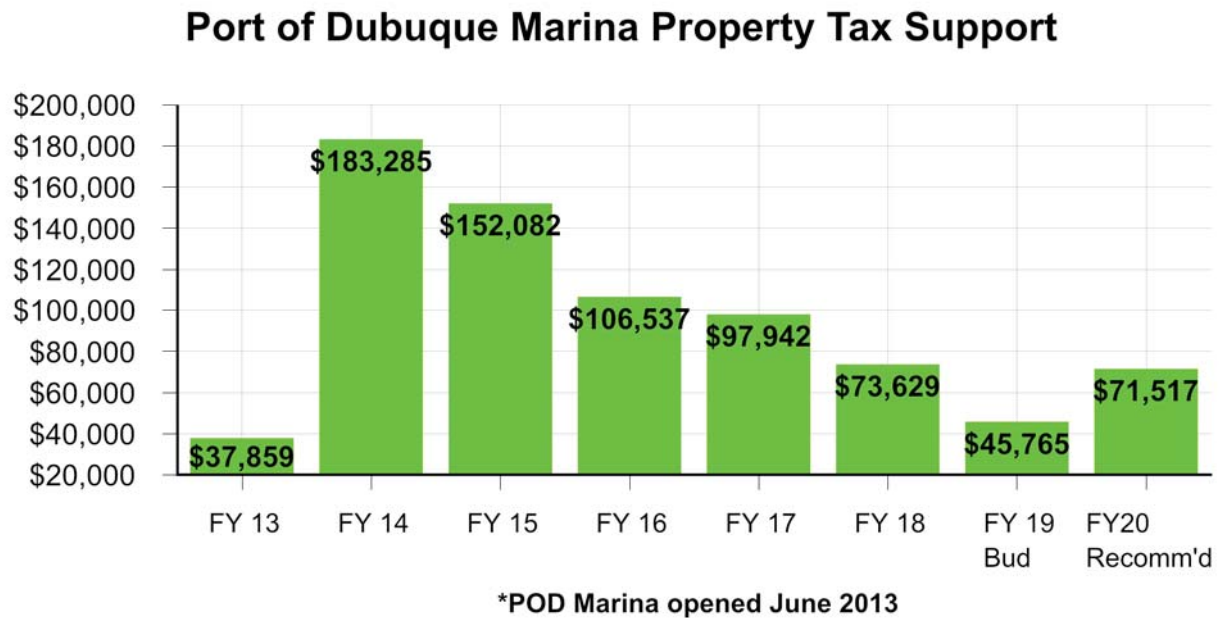
| Amount | Debt Series | Payment Source | Purpose | Final Payment Year | Call Date |
|------------------|--------------------------------------|----------------|-------------------------|--------------------|-----------|
| \$ 1,526 | 2012D G.O. | Sales Tax 20% | Recreation Improvements | 2027 | 2019 |
| \$ 1,269 | 2012E G.O. | Sales Tax 20% | Recreation Improvements | 2022 | 2018 |
| \$ 14,086 | 2014B G.O. | Sales Tax 20% | Recreation Improvements | 2034 | 2021 |
| <u>\$ 16,881</u> | Total Recreation Annual Debt Service | | | | |

Revenue

23. Total revenue for Golf Operations and Maintenance decreased from \$983,563 in FY 2019 to \$917,492 in FY 2020.
 - a. Golf Cart Rentals decreased from \$227,650 in FY 2019 to \$217,510 in FY 2020 based on FY 2018 actual \$211,110 plus 3%.
 - b. Golf Beer Sales decreased from \$134,843 in FY 2019 to \$127,556 in FY 2020 based on FY 2018 actual of \$127,556.
 - c. Pro Shop Sales decreased from \$72,977 in FY 2019 to \$64,543 in FY 2020 based on FY 2018 Actual of \$64,543.
 - d. Golf Fees decreased from \$379,039 in FY 2019 to \$349,491 in FY 2020 based on the number of rounds played and passes sold during FY 2018. FY 2018 Actual was \$330,637.
 - e. Golf event revenue decreased from \$46,680 in FY 2019 to \$39,142 in FY 2020 based on FY 2018 actual.
24. Swimming revenue increased from \$352,486 in FY 2019 to \$359,215 in FY 2020.
 - a. Swimming Annual Passes decreased from \$99,866 in FY 2019 to \$92,055 in FY 2020 based on prior two years of participant numbers. FY 2018 actual was \$84,949.
 - b. Flora Daily Fees increased from \$85,428 in FY 2019 to \$85,666 in FY 2020 based on prior two years of participant numbers. FY 2018 actual was \$82,707.
 - c. Sutton Daily Fees decreased from \$31,984 in FY 2019 to \$31,170 in FY 2020 based on prior two years of participant numbers. FY 2018 actual was \$30,902.
 - d. Pool Concessions decreased from \$55,000 in FY 2019 to \$51,000 in FY 2020 based on prior two years. FY 2018 actual was \$46,622.
 - e. Swim Lesson Registrations increased from \$64,000 in FY 2019 to \$80,294 in FY 2020 based on registrations for lifeguarding increasing from 33 registrations in FY 2019 to 75 registrations in FY 2020 (+\$9,720), aquatots registrations increasing by 45 (+\$1,020), and preschool registrations increasing by 63 (+\$2,835). FY 2018 actual was \$68,811
25. Adult Athletics revenue decreased from \$109,249 in FY 2019 to \$100,508 in FY 2020.
 - a. Softball Entry Fees decreased from \$56,399 in FY 2019 to \$52,208 in FY 2020 based on 7 less teams in summer softball league budgeted. FY 2018 actual was \$51,994.
 - b. Basketball Entry Fees decreased from \$33,600 in FY 2019 to \$30,600 in FY 2020 based on 5 less teams in adult basketball league budgeted.
26. Youth Sports revenue increased from \$35,161 in FY 2019 to \$41,929 in FY 2020.
 - a. After School Sports increased from \$23,690 in FY 2019 to \$30,630 in FY 2020 based on an increase of 360 participants due to increased interest and offering more programs. FY 2018 actual was \$25,442.
27. Port of Dubuque Marina revenue decreased from \$239,669 in FY 2019 to \$208,278 in FY 2020 .
 - a. Marina Fuel Sales is decreased from \$140,000 in FY 2019 to \$130,000 in FY 2020. This line item is based on the expense budget of fuel plus a 30% mark-up. FY 2018 actual was \$125,037 and FY 2017 was \$114,166.
 - b. Marina Dock Fees is decreased from \$58,605 in FY 2019 \$47,390 in FY 2020. This line item is based on the current year's sales as well as the current interest in seasonal slip rentals. FY 2018 actual was \$25,070 and FY 2017 was \$26,975.

- c. Marina Beverage and Ice Sales is decreased from \$11,000 in FY 2019 \$7,500 in FY 2020. This line item is based on the current year's sales and on average a 50% markUp on the cost of the product. FY 2018 actual was \$6,621 and FY 2017 was \$9,149.

28. The following chart shows the history of property tax support for the Port of Dubuque Marina:



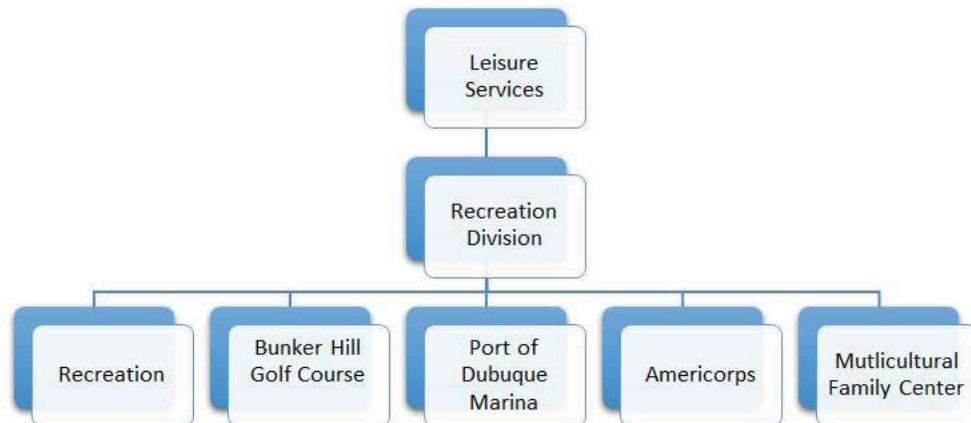
Miscellaneous

29. The FY 2020 percent self-supporting for the various Recreation Activities compared to FY 2019 percent self-supporting is as follows:

| Activity | FY 2020 | FY 2019 |
|------------------------|---------|---------|
| Adult Athletics | 74.9% | 74.3% |
| McAleece Concessions | 144.2% | 122.8% |
| Youth Programs | 16.9% | 20.8% |
| Therapeutic Recreation | 35.5% | 15.0% |
| Recreation Classes | 72.7% | 75.8% |
| Swimming | 67.4% | 67.6% |
| Golf | 101.5% | 106.1% |
| Port of Dubuque Marina | 74.4% | 84.0% |

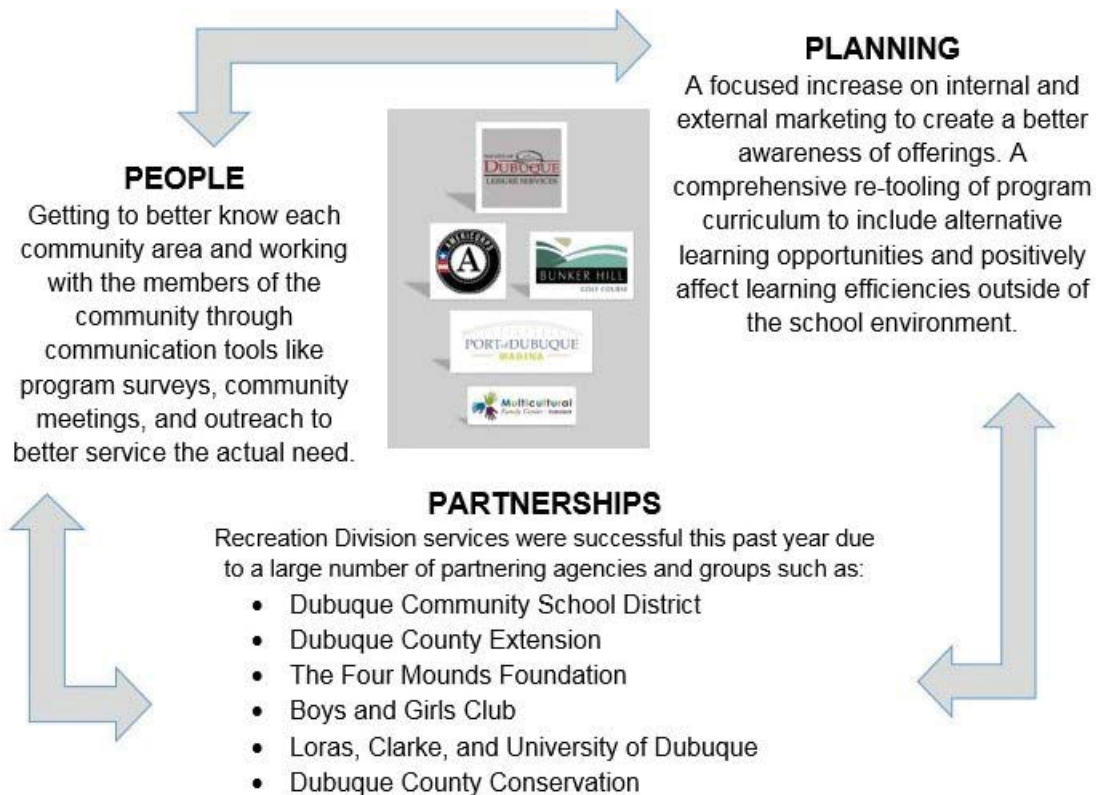
LEISURE SERVICES RECREATION DIVISION

The Recreation Division encourages community participation by providing equitable, progressive, accessible, and affordable opportunities through our parks, facilities, and recreation programming.



Vision: Creating OPPORTUNITIES to enhance and improve the QUALITY OF LIFE for the residents of Dubuque.

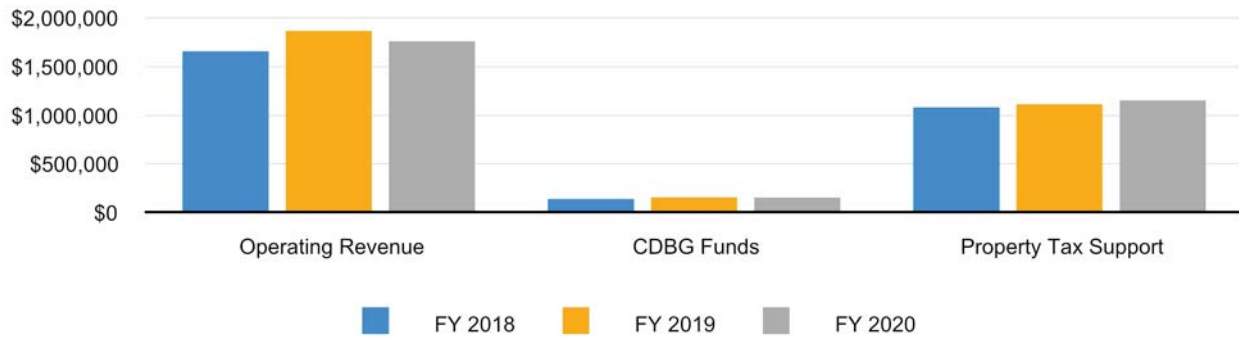
SUCCESS IS ABOUT PLANNING, PARTNERSHIPS AND PEOPLE LEADING TO OUTCOMES



LEISURE SERVICES RECREATION DIVISION

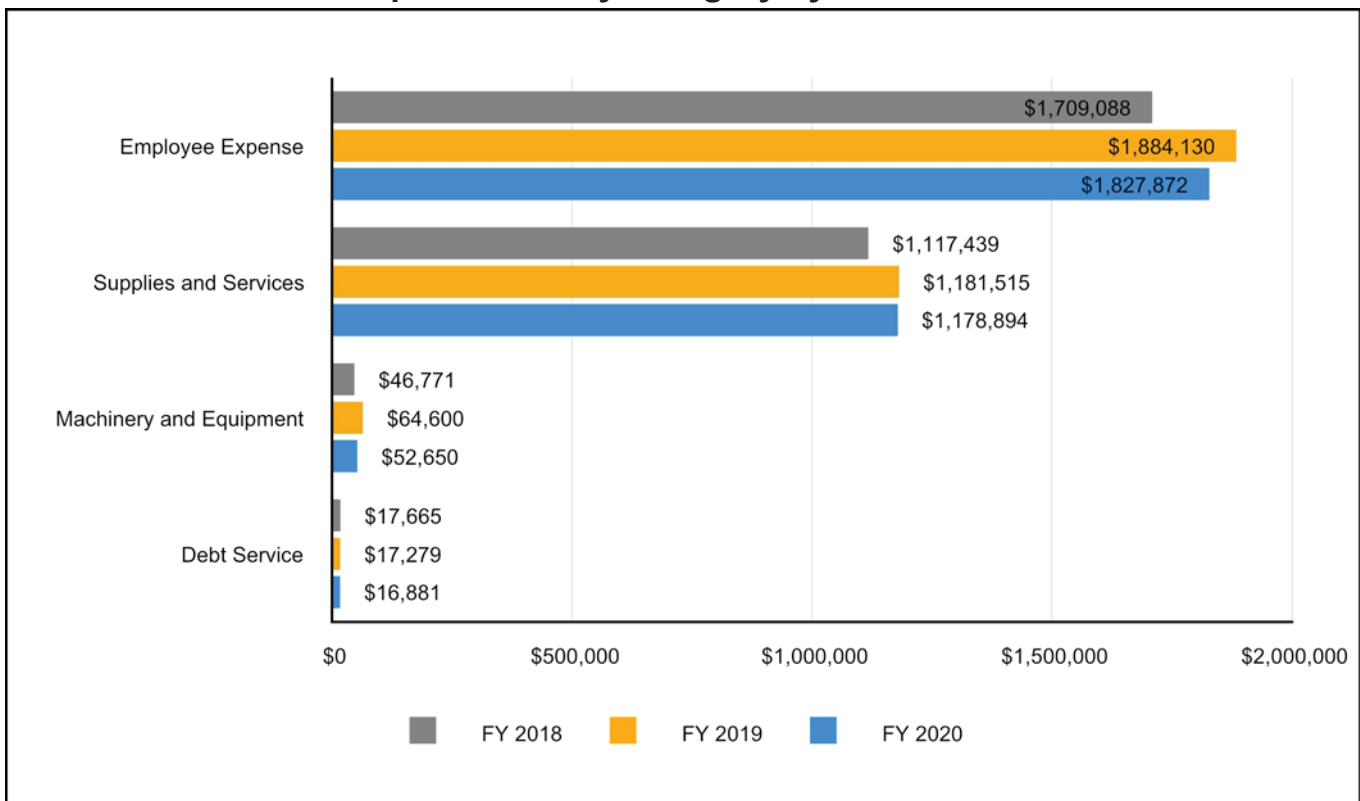
| | FY 2018 | FY 2019 | FY 2020 |
|----------------------|---------|---------|---------|
| Full-Time Equivalent | 46.64 | 46.86 | 48.00 |

Resources and Property Tax Support



The Recreation Division is supported by 48.00 full-time equivalent employees, which accounts for 59.42% of the department expense as seen below. Overall, the department's expenses are expected to decrease by 2.26% in FY 2020 compared to FY 2019.

Expenditures by Category by Fiscal Year



LEISURE SERVICES RECREATION DIVISION

Recreation Programming

Overview

The Recreation Division develops a variety of recreational activities and job OPPORTUNITIES to provide the citizens of Dubuque equitable, safe, wholesome, healthy and enjoyable use of leisure time and to broaden their awareness and knowledge of recreational OPPORTUNITIES by planning, developing, directing and supervising the activities of the Recreation Division.

There is a clear effort to increase awareness of the department and to work with the community to bridge programming and marketing gaps. This will be done through an equity lens increasing the quality of the seasonal brochures, an increase in a social media presence, the constant review of policies and procedures, and through partnerships with the School District, Library, and the local transit system.

Recreation programs include early childhood enrichment programs for children ages 18 months to 6 years old, youth and adult programs such as swim, karate, dance, athletics and music, as well as Therapeutic and Neighborhood recreation programs.



| Recreation Programming Funding Summary | | | |
|--|----------------|----------------|-------------------|
| | FY 2018 Actual | FY 2019 Budget | FY 2020 Requested |
| Expenditures | \$1,735,278 | \$1,899,557 | \$1,857,703 |
| Resources | \$626,019 | \$649,207 | \$639,596 |

x

LEISURE SERVICES RECREATION DIVISION

| Recreation Programming Position Summary | |
|---|--------------|
| | FY 2020 |
| Lead Secretary | 0.60 |
| Facilities Supervisor | 0.33 |
| Secretary - FT | 1.00 |
| Recreation Program Supervisor | 2.00 |
| Aquatic/Therapy Supervisor | 1.00 |
| Leisure Services Manager | 0.33 |
| Recreation Division Manager | 1.00 |
| Clerical Assistant | 0.22 |
| Recreation Leader | 6.11 |
| Recreation Leader - CDBG | 0.00 |
| Recreation Field Supv | 2.83 |
| Recreation Field Supv. - CDBG | 0.61 |
| Recreation Leader Jr. | 0.92 |
| Playground Coordinator | 0.20 |
| Assist. Playground Coordinator | 0.10 |
| After School Sports Coordinator | 0.41 |
| Pre-School Instructor | 0.12 |
| Pre-School Instructor - CDBG | 0.72 |
| Swimming Pool Manager | 1.35 |
| Head Lifeguard | 0.44 |
| Lifeguard | 8.63 |
| Pool Cashier | 1.01 |
| Concession Worker - Pools | 1.04 |
| Concession Worker- McAleece | 0.19 |
| Concession Manager | 0.40 |
| Snack Bar Manager | 0.20 |
| Laborer - Youth Sports | 0.09 |
| Laborer - Swimming | 0.48 |
| Laborer - Adult Athletics | 0.75 |
| Total FT Equivalent Employees | 33.08 |

Highlights of the Past Year

- Rec & Roll Trailer was a big hit with the community's youth as it increased its visits from 16 in FY'18 to over 50 in FY'19 to department and community special events including outdoor movies, music in the park events, COP Street games, and other community sponsored events. It also served as a conversation starter with many members of the community allowing staff to engage and talk about the Department and other City offerings.

LEISURE SERVICES RECREATION DIVISION

- Offered consistent evening summer programming for at risk youth ages 14 to 18 which averaged over 20 participants night.
- Offered a 2nd year of the Scholarship program for up to 150 low-income families providing OPPORTUNITIES and improved access to programs and services.
- The Boys and Girls club secured additional funding for low-income youth summer food programs which has provided breakfast, lunch, snack and dinner to qualified playground locations free of charge to the participant and City.
- Offered a fully translated Spanish version of the Fall 2018 Leisure Services Guide.



Future Initiatives

- To support safe neighborhoods, there will be increased programming in downtown neighborhoods to encourage community usage of parks.
- Continue partnerships to accomplish Community Solutions Action Plan for the Campaign for Grade Level Reading.
- The increase and development of Therapeutic Recreation Programs for community members with special needs with the partnership of the Miracle League and the upgraded facility space at Veterans Memorial Park.
-

LEISURE SERVICES RECREATION DIVISION

- Development of future programs tied into Bee Branch project and other local natural resources to inform and introduce urban youth to nature and its benefits.

Performance Measures

Recreation - Activity Statement

Provide diverse, affordable, safe, accessible, beneficial and fun programs and events to the community in order to increase QUALITY OF LIFE OPPORTUNITIES.



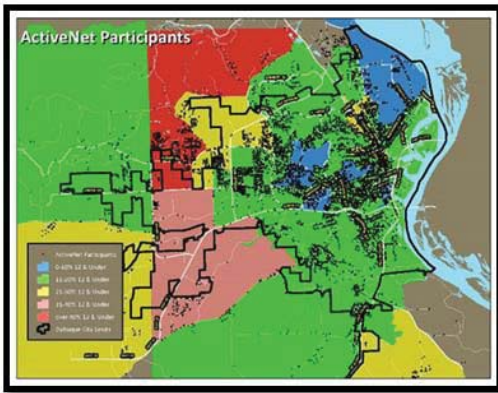
Goal: Experiences and Activities



Outcome# 1: Improve the QUALITY OF LIFE for all residents of Dubuque by expanding and enhancing organized recreation activities.

What does this mean to the citizens of Dubuque? The positive impact of participating in recreational activities goes beyond improving physical and mental health; there are also social and equitable benefits such as strengthening communities and promoting social bonds. Recreational activities for youth enhances development, education and deters negative behavior.

LEISURE SERVICES RECREATION DIVISION



Over 16,000
Unique Addresses
Served

Over the last 6 years program participation has increase by 63%. This equates to an additional 3.75 registrants per programs offered each year. These programs help children learn, explore, socialize and more. Each seasonal brochure is available to view on the website at www.cityofdubuque.org/recreation. Expanding online registration OPPORTUNITIES by allowing for applicants to pre-register has provided 24-hour access to register for programs as well as renew memberships in the comfort of your own home. Online options reduce the time spent by reception staff having to input registrations/memberships as well as the wait times for those who prefer to register in-person.



63%

Increase in program
participation from
2013 to 2018

3.75

More registrants per
program from 2013 to
2018

LEISURE SERVICES RECREATION DIVISION



Goal: Partnership for a Better Dubuque



Outcome #2: Develop, increase, and retain partnerships in order to provide **QUALITY** and affordable program **OPPORTUNITIES** for the citizens.

What does this mean to the citizens of Dubuque? Quality partnerships result in an increase in program offerings, professional services, and often lower fees.

Staff expands these programming areas in an effort to reach a new population and/or niche in the community. Due to limited facilities, staff works to develop partnerships to accomplish these new recreation **OPPORTUNITIES**. In some cases, staff works with these local partners to connect with other partners in order to improve upon their services. These partnerships included but are not limited to:

- AmeriCorps
- Multicultural Family Center
- Creative Adventure Lab
- Dubuque Adventurers
- Iowa State Extension
- Black Men's Coalition
- Four Mounds
- Unified Therapy
- Loras, Clarke, UD, and UNI
- Swiss Valley
- Mississippi River Museum
- SportAbility of Iowa
- Dubuque Karate Club
- Dubuque Dream Center



30+

Partnerships in 2018



Goal: Robust Local Economy



Outcome #3: Develop and provide quality entry level job **OPPORTUNITIES** for both youth and adults within the community.

LEISURE SERVICES RECREATION DIVISION



What does this mean to the citizens of Dubuque? For many individuals, recreation jobs are their first experience in the working world. Not only does this experience provide life lessons for future positions, but they also help to put money back into the economy. The total salaries for just the seasonal jobs alone of **\$710,076** account for **23%** of the operating budget. Over the years, individuals who have worked part-time for the Leisure Services Department have gone on in their careers to be doctors, lawyers, dentists, teachers, engineers and recreation supervisors here in Dubuque. In addition to the use of seasonal staff for programming, local contractors are also used to provide various services. These can include athletic officials, local businesses, local non-profits, individual program instructors, etc. In total, over \$194,000 is budgeted to pay out to these instructors in FY20.

Outcome #4: To provide accessible, affordable, educational, and positive programming for those who may not have the financial resources to participate.

What does this mean to the citizens of Dubuque? Expanding/Enhancing upon traditional programming to make them more current and increase OPPORTUNITIES for social interaction and learning.

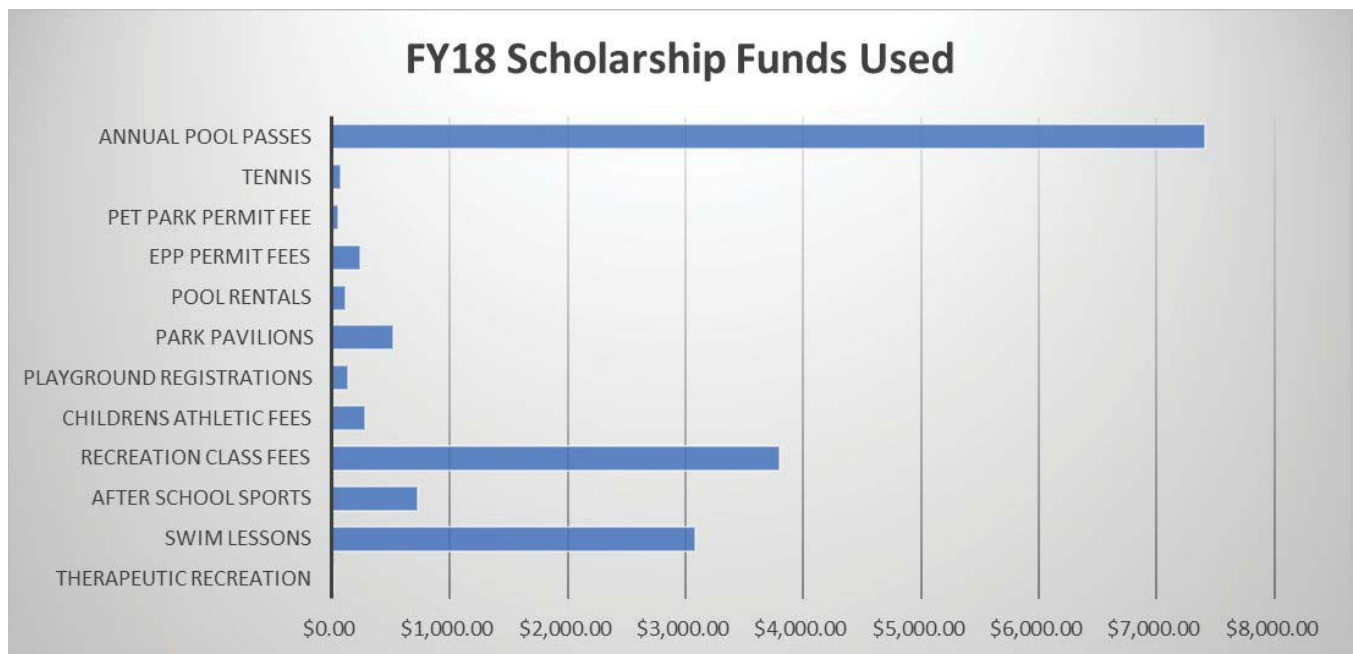


Partnering with AmeriCorps to provide our local youth with learning OPPORTUNITIES throughout the summer, the Playground Explorations Program reaches more youth on a daily basis each year. As a result, more local youth are exposed to reading, math, science, engineering, and art on a daily basis during the summer months.

LEISURE SERVICES RECREATION DIVISION

In the summer of 2018 the Recreation Division offered 43 free programs (playgrounds excluded) to those who qualified as low-income. The programs included summer preschool, sports camps, youth enrichment, martial arts, and outdoor adventure. 35 of these programs were located in Comiskey Park, Jackson Park, Prescott School, and the Bee Branch area. Over 500 participants who qualified as low-income were served through these programs this summer. This equates to 85% of the total registrants served by these programs in the summer of 2018.

2017 was the start of the scholarship program. The goal of this program is to provide greater access to non-free classes that low-income families may not have registered for in the past. In FY18 there were again \$18,750 worth of CDBG funded credits for low-income qualified families to use on any of the Departments programs and services. This equates to 150 available scholarships worth \$125 each. All 150 scholarships were issued in FY18. 88% of these credits were redeemed in FY18. That is a 28% increase from FY17. The following chart shows how these funds were spent on full price programs and services.



Our public swimming pools serve the greatest cross section of the Dubuque Community in terms of age, income level, and demographics (both in terms of residence and race). Annual usage of the pools averages over 100,000 in daily attendance. Of all swim passes sold in 2018, over 50% were purchased by low-income residents.

LEISURE SERVICES RECREATION DIVISION

Bunker Hill Golf Course

Overview

Bunker Hill Golf Course located in the rolling hills of Central Dubuque is a fun and challenging 18 - hole golf course. Visitors will be greeted daily by a warm and friendly staff ensuring high customer service levels along with many programs and offerings available for enjoyment.

Bunker Hill Golf Course functions as an Enterprise Fund utilizing user fees to support operational costs and capital improvements. Income includes regular green fees, cart rentals, season passes, league fees, and concession sales.



| Bunker Hill Golf Course Funding Summary | | | |
|---|----------------|----------------|-------------------|
| | FY 2018 Actual | FY 2019 Budget | FY 2020 Requested |
| Expenditures | \$867,953 | 927,054 | 903,718 |
| Resources | \$858,887 | 983,563 | 917,492 |

| Bunker Hill Golf Course Position Summary | |
|--|-------------|
| | FY 2020 |
| Golf Course Supervisor | 1.00 |
| Golf Professional | 0.94 |
| Assistant Golf Professional | 1.36 |
| Pro Shop Attendant | 0.80 |
| Concession Worker | 0.84 |
| Golf Course Technician - FT | 1.00 |
| Golf Course Technician - PT | 0.72 |
| Laborer | 2.20 |
| Concession Manager | 0.84 |
| Total FT Equivalent Employees | 9.70 |

Highlights of the Past Year

- Expanded partnership with Boys and Girls Club from 4 to 6 sessions, serving on average 7 kids per session

LEISURE SERVICES RECREATION DIVISION

- Increase in marketing and relationship building through social media and daily interaction with community resulted in an increase in female participation in lessons
- Increase in league team participation on average of 2 teams per league
- Increase in new (first-time Bunker Hill pass holders) annual passed sold by 17

Future Initiatives

- Increase efforts concentrating on continued growth of youth and adult program offerings through instruction, event play, leagues and social golf
- Increase usage of all Social Media outlets. Revamp Bunker Hill website page for communication on all events and results. Increase email notifications resulting in customer awareness of all programs offered for the upcoming seasons
- Continue with upgrading Bunker Hill Golf Course and Clubhouse amenities and services thus enhancing overall experience for daily patrons

LEISURE SERVICES RECREATION DIVISION

Performance Measures

Bunker Hill Golf Course - Activity Statement

Provide a high QUALITY golf OPPORTUNITY by providing excellent customer service, maintaining course conditions and offering affordable golf on a self-sustaining basis.



Goal: Financially Responsible, High Performance Organization



Outcome #1: Increase awareness of Bunker Hill Golf Course and annual programs through expanded Social Media marketing outlets such as Facebook, Twitter and an updated user friendly website along with increased email notifications.

What does this mean to the citizens of Dubuque?

Bringing attention to Bunker Hill Golf Course through these marketing practices will help to ensure increased growth in the game of golf and usage of the course as well as all programs provided thus providing a greater financial return. These marketing efforts will also increase revenues in the clubhouse rentals and potential programming during the winter months.



As an enterprise fund within the City, the course generates enough revenue in user fees and sales to cover the operating costs. Any excess funds go into an “enterprise” account for the golf course to be used towards improvements to the course. This structure means that citizen tax dollars are not being used to fund the daily operation as well as most capital projects.

Outcome #2: Employ an energized staff to expand upon golf lesson programs offered to grow the game of golf and promote hospitality through quality customer service practices.

What does this mean to the citizens of Dubuque? Golf is a sport with participation of all ages. It is a lifelong sport that keeps people active and contributes to ones Quality of Life. Gracious hospitality will help insure that golfing and visiting Bunker Hill Golf Course is a pleasurable experience resulting in increased utilization.

LEISURE SERVICES RECREATION DIVISION

The future growth in the game of golf relies heavily on expanded youth and adult programs. As part of LEAP program students from, Jefferson, Washington and Roosevelt signed up to take free golf lessons through the golf course. Through initiatives with the Boys and Girls Club kids from low-income backgrounds are being introduced to the game. Locally, PGA Jr. League is being introduced to kids which has provided an increased family experience. In addition, adult clinics, leagues and tournament programs are being offered to insure increased participation and introduce golfers to new experiences.

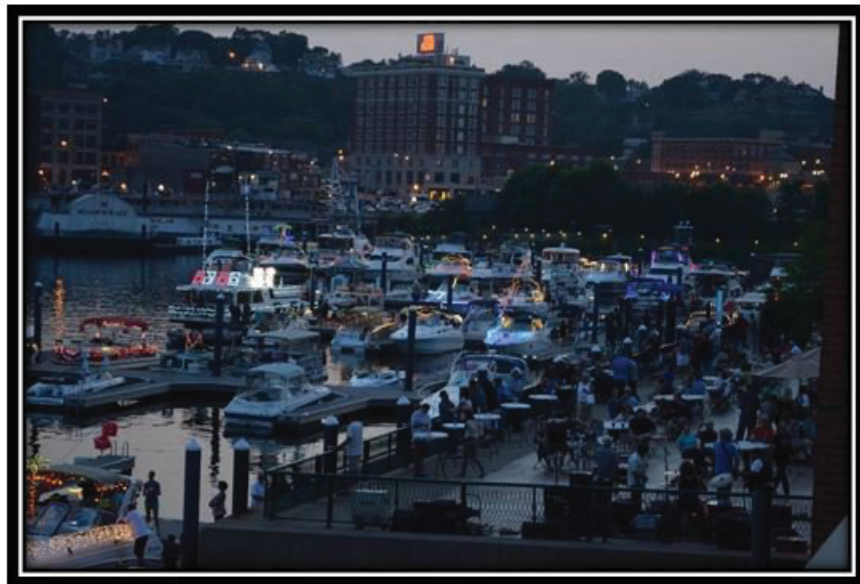


Port of Dubuque Marina

Overview

The Port of Dubuque Marina is a 78-slip transient marina drawing visitors to Dubuque from as far North as Minneapolis, Minnesota, as far South as Fort Lauderdale, Florida and many places in-between. The marina operates as a hotel on water, providing visiting boats with dock space, electricity, clean showers, laundry, guest Wi-Fi and concierge service from staff. From the marina, visitors are within walking distance of dining, lodging, a casino, shopping, entertainment, the National Mississippi River Museum & Aquarium and Dubuque's Mississippi Riverwalk.

The marina amenities building operates as the guest check-in desk for visiting boaters, as well as a convenience store along the river. The convenience store offers ice cream, souvenirs, clothing apparel, snacks, bottled water, wine, beer, ice and public restrooms.



LEISURE SERVICES RECREATION DIVISION

| Port of Dubuque Marina Funding Summary | | | |
|--|----------------|----------------|-------------------|
| | FY 2018 Actual | FY 2019 Budget | FY 2020 Requested |
| Expenditures | \$251,867 | \$285,434 | \$279,795 |
| Resources | \$178,239 | \$239,669 | \$208,278 |

| Port of Dubuque Marina Position Summary | |
|---|-------------|
| | FY 2020 |
| Facilities Supervisor - Dock | 0.33 |
| Facilities Supervisor - C-Store | 0.34 |
| Marina Cashier/Clerk | 0.83 |
| Dock Worker | 0.58 |
| Total FT Equivalent Employees | 2.08 |

Highlights of the Past Year

- Partnership with the riverboat Twilight increased foot traffic and awareness of convenience store.
- Implementation of seasonal slip rentals added over \$2,000 to dock revenue in shortened marketing season for this amenity.
- Increased and improved directional signage for the marina docks and convenience store in the Port of Dubuque through renovations of road way finding signs and installation of riverwalk way finding signs.



Future Initiatives

- Market and promote the marina with a combination of traditional print advertisement and digital media.
- Increase free screenings of Movies in the Port utilizing the department's Rec & Roll Trailer, inflatable movie screen and projector.

Performance Measures

Port of Dubuque Marina - Activity Statement

To provide QUALITY, first class amenities, products, and customer service for both local and transient boaters as well as serve as an economic gateway as visitors transition from water to land to tour the city of Dubuque and all it has to offer.

LEISURE SERVICES RECREATION DIVISION



Goal: Experiences and Activities



Outcome#1: Become a more visible and highly recognizable location.

What does this mean to the citizens of Dubuque?

Visitors to the marina utilize the docks as a staging point for their stay in Dubuque and to explore the City's amenities. Guests of the marina visit the casinos, restaurants, theaters, shops, and museums. The more visitors who come to the marina result in a greater economic impact on the community as a whole.



At the end of the 2016 season, a survey was sent to guests who had spent at least one night docked in the marina. The survey gathered a 30% response rate from marina guests. 84% of survey responders visited two or more Dubuque restaurants or bars while docked at the marina. The economic impact of the marina guests extends beyond the Port of Dubuque, 77% of survey responders visited a downtown Dubuque business or attraction including retail shops, entertainment venues, markets and festivals.



LEISURE SERVICES RECREATION DIVISION



Goal: Financially Responsible, High Performance Organization 

Outcome #2: Increase overall sales in the convenience store and additional revenue OPPORTUNITIES through programs and partnerships.

What does this mean to the citizens of Dubuque? The more revenue that can be generated through the facility, the greater the decrease in the funds (tax dollars) needed to offset the operation costs. This decrease in tax support means that these funds can be used in other areas throughout the city.

52%

Reduction in Tax Support from
FY 2015 to FY 2018.

LEISURE SERVICES RECREATION DIVISION

AmeriCorps

Overview



City of Dubuque

AmeriCorps is a national service program that engages Americans of all ages and backgrounds in service to meet a community's critical need. Communities apply for the AmeriCorps grant and receive federal funding to implement an AmeriCorps program in their community. Locally, AmeriCorps Partners in Learning Program has been in Dubuque since 2000 and has always focused around the community's needs in education. The City of Dubuque sponsors the AmeriCorps Partners in Learning Program and has since 2007. The program's largest grant is focused around Dubuque's Campaign for Grade-Level Reading. In April 2016, AmeriCorps Partners in Learning was approved under the Iowa Reading Corps bill by the Iowa Commission of Volunteer Service and the Iowa Department of Education. The program has also focused efforts in the areas of teen programming, healthy futures and environmental stewardship.

| AmeriCorps Funding Summary | | | |
|----------------------------|-------------------|-------------------|----------------------|
| | FY 2018 Actual | FY 2019 Budget | FY 2020 Requested |
| Expenditures | \$325,072 | \$333,835 | \$399,164 |
| Resources | \$270,826 | \$349,162 | \$375,073 |

| AmeriCorps Position Summary | |
|--------------------------------------|-------------|
| | FY 2020 |
| AmeriCorps Program Director | 1.00 |
| Total FT Equivalent Employees | 1.00 |

LEISURE SERVICES RECREATION DIVISION

AmeriCorps

AmeriCorps members receive a modest, bi-weekly living allowance, an education award, meaningful work and life experience, networking opportunities, and a chance to be engaged in their community. The City of Dubuque's program includes a diverse group of citizens ranging from high school graduates to retirees. The program currently recruits, trains, and places Dubuque community members as AmeriCorps members in the following locations:



Playground Exploration
Program
Teen Exploration Program



Youth Education &
Empowerment Program



Summer Story Time Programs



12 Elementary Schools
Summer Reading Academy



Summer Heroes Academy



Summer Youth Program

Highlights of the Past Year

- Collected impactful data to demonstrate the positive impact the AmeriCorps program has on Dubuque's Campaign for Grade-Level Reading.
- Implemented an interactive reading program in 12 neighborhood parks through the Leisure Service summer playgrounds (Playground Explorations).
- Partnered with 12 Dubuque Community Elementary Schools to tutor 1,043 K-3rd struggling readers.
- Approved for year 2 of 3 of the competitive federal grant.
- Approved for a new planning grant focused on AmeriCorps Program Development in the areas of Healthy Futures, Environmental Stewardship and teen programming.
- Approved for a 2nd year of the summer-only formula grant for teen programming.

Future Initiatives

- Tutor over 1,500 DCSD K-3rd grade students and improve reading scores for more than 600 DCSD students throughout the school year.
-

LEISURE SERVICES RECREATION DIVISION

- Continue to partner with community organizations to provide quality summer learning programs to thousands of Dubuque youth.
- Enhanced schools and neighborhood parks by having quality role models present to Dubuque youth throughout the entire year.
- Develop and implement AmeriCorps support to organizations focusing on health, wellness, environmental stewardship and teen programming.

Performance Measures

AmeriCorps - Activity Statement

Children in Dubuque will have a strong QUALITY of LIFE with the support of AmeriCorps members as Academic Reading Tutors during the school year and Summer Leaders during the summer months.

In June 2018, AmeriCorps members, Allison Prada and Cathy Waddick, received the Iowa Governor's Volunteer Award from Governor Kim Reynolds. Allison and Cathy both served 4 terms with AmeriCorps Partners in Learning.

(Photo: Cathy Waddick with Governor Reynolds)



LEISURE SERVICES RECREATION DIVISION

AmeriCorps



Goal: Experiences and Activities



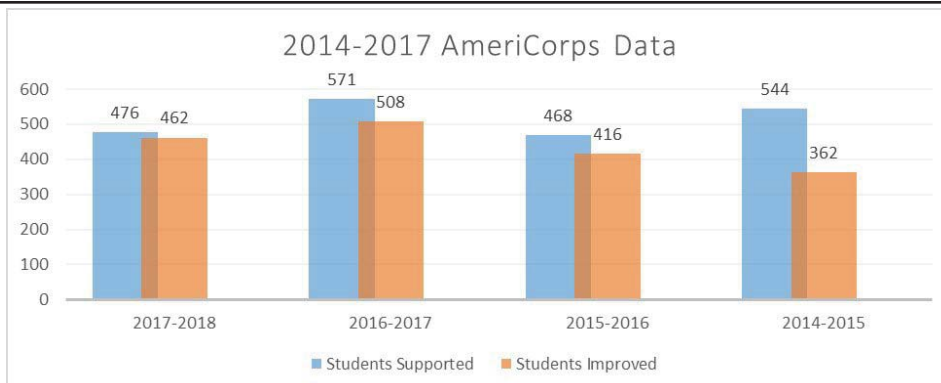
Outcome #1: Tutor K-3rd grade students in reading so all students read at grade level by third grade.

What does this mean to the citizens of Dubuque?

Reading at a 3rd grade level by 3rd grade is a critical milestone for youth. Up until 3rd grade, students are focused on learning to read. After 3rd grade, students transition into reading to learn. If a child is not proficient in reading by 3rd grade, they will struggle to read science, math, and social studies textbooks -- leading to long-term academic struggles. Studies show students who are not reading proficiently by 3rd grade are more likely to not graduate high school. Without a high school diploma, individuals struggle with gaining meaningful employment and advancing their skill level.



89% (508/571) K-3rd grade Dubuque Community School District students who were tutored by AmeriCorps improved their reading score from the fall 2016 to the spring 2017.



LEISURE SERVICES RECREATION DIVISION

AmeriCorps

Outcome #2: Provide Dubuque Youth with safe, caring, adult role models so youth want to attend school, after-school programs and summer programs.

What does this mean to the citizens of Dubuque?

Research shows students are more likely to attend school when they feel connected to a caring adult who cares if they show up or not. Youth cannot learn if they are not in school. Therefore, consistent attendance is critical to a student's academic success. Regular school attendance is also a learned behavior, which translates into an individual's regular workplace attendance.



87.5% (35/40) of Dubuque Teens supported by AmeriCorps Crew Leaders in the Multicultural Family Center's Youth Education & Empowerment Program successfully graduated from the program in Summer 2018.



LEISURE SERVICES RECREATION DIVISION

AmeriCorps



Goal: Partnership for a Better Dubuque



Outcome: During the summer months, kids are engaged in stimulating, educational activities surrounded by positive role models.

AmeriCorps members supported quality summer learning opportunities to over 1,000 youth and teens during the summer 2018.

- 38 AmeriCorps members tutored K-3rd grade students in Dubuque Community School District.
- 12 AmeriCorps members tutored K-3rd grade students in Dubuque Community School District's Summer Reading Academy.
- 8 AmeriCorps members engaged youth in organized educational and recreational programming in Leisure Services' Playground Exploration Program in 12 neighborhood parks
- 5 AmeriCorps members tutored K-3rd grade students in St. Mark Youth Enrichment's Summer Heroes Academy.
- 2 AmeriCorps members created and implemented reading programs at the Carnegie Stout Public Library and Dubuque Child Care Centers.
- 2 AmeriCorps members support reading and enrichment programming at the Dream Center.
- 5 AmeriCorps members led teens as Crew Leaders in the Multicultural Family Center's YEEP Program. (See Multicultural Family Center's Performance Measures)
- 4 AmeriCorps members engaged teens in organized educational and recreational programming in Leisure Services' Teen Program in 2 neighborhood parks and at the MultiCultural Family Center.
- AmeriCorps members also provided the support to the following: Movies in the Park, Juneteenth, Music in Jackson Park, National Night Out, and Back to School Bash.



LEISURE SERVICES RECREATION DIVISION

AmeriCorps

What does this mean to the citizens of Dubuque?

Dubuque youth and teens were provided educational, enriching opportunities in the summer. Many of these opportunities would not have been available if it wasn't for summer partners. Summer programs are often most critical for students in poverty and students with the highest academic and social needs. When Dubuque youth have educational, enriching opportunities in the summer, they are able to start the next school year with very little learning loss.

To learn more about AmeriCorps Partners
in Learning visit our website at
www.cityofdubuque.org/americorps.

Recommended Operating Revenue Budget - Department Total

34 - RECREATION DIVISION

| Fund | Account | Account Title | FY17 Actual Revenue | FY18 Actual Revenue | FY19 Adopted Budget | FY20 Recomm'd Budget |
|-----------------------------|-----------------------------------|---------------------------|---------------------|---------------------|---------------------|----------------------|
| 100 | 43243 | CAMPING FEES | 26,975 | 25,070 | 58,605 | 47,390 |
| 100 | 43249 | RENT,SLATTERY CENTER | 13,279 | 13,479 | 13,279 | 13,275 |
| 100 | 43250 | GOLF CART RENTALS | 224,608 | 211,110 | 227,650 | 217,510 |
| 43 | USE OF MONEY AND PROPERTY - Total | | 264,862 | 249,659 | 299,534 | 278,175 |
| 100 | 51190 | CUSTOMER CREDITS | 38 | 396 | 0 | 0 |
| 100 | 51516 | DIESEL FUEL SALES | 0 | 25,389 | 20,000 | 24,700 |
| 100 | 51536 | FUEL SALES MARINA | 114,166 | 99,648 | 120,000 | 105,300 |
| 100 | 51927 | LOTTERY SALES | 1,744 | 1,138 | 1,744 | 1,138 |
| 100 | 51930 | SWIMMING-FLORA POOL | 92,423 | 82,707 | 85,428 | 85,666 |
| 100 | 51931 | SWIMMING-HEMP POOL | 228 | 584 | 228 | 0 |
| 100 | 51932 | SWIMMING-SUTTON POOL | 34,880 | 30,902 | 31,984 | 31,170 |
| 100 | 51933 | SWIMMING ANNUAL PASSES | 89,999 | 84,949 | 99,866 | 92,055 |
| 100 | 51934 | SWIM LESSON REGISTRATION | 61,816 | 68,811 | 64,000 | 80,294 |
| 100 | 51935 | SWIMMING POOL RENTAL | 15,237 | 14,463 | 15,950 | 19,030 |
| 100 | 51936 | SWIM POOL CONCESSIONS | 50,051 | 46,622 | 55,000 | 51,000 |
| 100 | 51937 | GOLF FEES | 348,079 | 332,642 | 382,545 | 351,496 |
| 100 | 51938 | GIFT CERTIFICATES-GOLF | (32,886) | (43,360) | 0 | 0 |
| 100 | 51939 | TENNIS FEES | 270 | 5,429 | 5,429 | 5,289 |
| 100 | 51940 | TENNIS COURT RESERVATIONS | 72 | 0 | 0 | 0 |
| 100 | 51942 | SOFTBALL ENTRY FEES | 55,462 | 51,994 | 56,399 | 52,208 |
| 100 | 51943 | FIELD RENTAL FEES | 9,271 | 9,745 | 9,750 | 7,500 |
| 100 | 51944 | BASKETBALL ENTRY FEES | 34,966 | 30,930 | 33,600 | 30,600 |
| 100 | 51945 | VOLLEYBALL ENTRY FEES | 10,183 | 8,835 | 9,300 | 10,000 |
| 100 | 51946 | AFTER SCHOOL SPORTS | 23,549 | 25,442 | 23,690 | 30,630 |
| 100 | 51949 | ART FEES | 50,962 | 55,243 | 50,962 | 50,962 |
| 100 | 51950 | VARIOUS PROGRAM FEES | 6,622 | 7,646 | 10,350 | 14,477 |
| 260 | 51950 | VARIOUS PROGRAM FEES | 4,770 | 4,675 | 4,770 | 4,675 |
| 100 | 51951 | CHILDRENS ATHLETIC FEES | 10,403 | 5,148 | 2,480 | 3,650 |
| 100 | 51953 | MEETING ROOM FEES | 2,125 | 1,645 | 3,450 | 3,450 |
| 100 | 51954 | PLAYGROUND REG FEES | 2,645 | 2,397 | 3,762 | 2,560 |
| 100 | 51955 | OTHER RENTS/CONCESSIONS | 250 | 92 | 250 | 120 |
| 100 | 51959 | BEER | 179,172 | 165,680 | 183,843 | 170,189 |
| 100 | 51960 | FOOD | 51,129 | 47,060 | 62,477 | 48,075 |
| 100 | 51962 | LIQUOR | 24,349 | 26,049 | 26,687 | 26,049 |
| 100 | 51963 | CATERING | 2,702 | 5,087 | 2,702 | 5,087 |
| 100 | 51965 | EVENTS REVENUE | 46,680 | 39,142 | 46,680 | 39,142 |
| 100 | 51966 | PRO SHOP SALES | 77,702 | 69,057 | 77,977 | 69,543 |
| 100 | 51967 | BEVERAGES/ICE | 44,057 | 41,084 | 52,767 | 42,722 |
| 100 | 51968 | CIGARETTE SALES | 2,382 | 1,277 | 2,500 | 1,100 |
| 100 | 51989 | GIFT CARD-GOLF | 0 | 9,819 | 0 | 9,819 |
| 51 | CHARGES FOR SERVICES - Total | | 1,415,497 | 1,358,366 | 1,546,570 | 1,469,696 |
| 100 | 53102 | PRIVATE PARTICIPANT | 6,600 | 8,300 | 8,200 | 8,100 |
| 100 | 53204 | IOWA FUEL TAX REFUND | 985 | 915 | 985 | 915 |
| 100 | 53530 | SPECIALIZED SERVICES | 266 | 348 | 430 | 340 |
| 100 | 53605 | MISCELLANEOUS REVENUE | 9,288 | 34,822 | 12,220 | 1,140 |
| 260 | 53605 | MISCELLANEOUS REVENUE | 0 | (46) | 0 | 0 |
| 100 | 53615 | DAMAGE CLAIMS | 0 | 2,695 | 0 | 0 |
| 100 | 53620 | REIMBURSEMENTS-GENERAL | 1,925 | 2,336 | 0 | 0 |
| 53 | MISCELLANEOUS - Total | | 19,064 | 49,370 | 21,835 | 10,495 |
| 100 | 54106 | EQUIPMENT SALES | 10,500 | 5,750 | 4,500 | 7,000 |
| 54 | OTHER FINANCING SOURCES - Total | | 10,500 | 5,750 | 4,500 | 7,000 |
| 400 | 59350 | FR SALES TAX CONSTRUCTION | 16,485 | 17,665 | 17,279 | 16,881 |
| 59 | TRANSFER IN AND INTERNAL - Total | | 16,485 | 17,665 | 17,279 | 16,881 |
| RECREATION DIVISION - Total | | | 1,726,409 | 1,680,810 | 1,889,718 | 1,782,247 |

Recommended Operating Expenditure Budget - Department Total

34 - RECREATION DIVISION

| Fund | Account | Account Title | FY17 Actual Expense | FY18 Actual Expense | FY19 Adopted Budget | FY 20 Recomm'd Budget |
|--------------------------------|---------|---------------------------|---------------------|---------------------|---------------------|-----------------------|
| 100 | 61010 | FULL-TIME EMPLOYEES | 607,855 | 573,907 | 612,640 | 626,513 |
| 100 | 61020 | PART-TIME EMPLOYEES | 110,781 | 108,079 | 112,907 | 96,695 |
| 260 | 61020 | PART-TIME EMPLOYEES | 38 | 0 | 0 | 0 |
| 100 | 61030 | SEASONAL EMPLOYEES | 657,605 | 575,282 | 659,170 | 675,701 |
| 260 | 61030 | SEASONAL EMPLOYEES | 35,042 | 34,119 | 49,288 | 44,475 |
| 100 | 61050 | OVERTIME PAY | 3,101 | 4,881 | 3,800 | 3,800 |
| 100 | 61071 | HOLIDAY PAY-OVERTIME | 31 | 0 | 0 | 0 |
| 100 | 61091 | SICK LEAVE PAYOFF | 19,327 | 4,817 | 8,111 | 0 |
| 100 | 61092 | VACATION PAYOFF | 0 | 4,521 | 0 | 0 |
| 100 | 61310 | IPERS | 84,367 | 76,437 | 92,945 | 91,291 |
| 260 | 61310 | IPERS | 2,587 | 2,484 | 2,857 | 2,643 |
| 100 | 61320 | SOCIAL SECURITY | 105,899 | 95,332 | 106,844 | 107,308 |
| 260 | 61320 | SOCIAL SECURITY | 2,684 | 2,610 | 3,770 | 3,403 |
| 100 | 61410 | HEALTH INSURANCE | 173,787 | 173,787 | 170,719 | 129,274 |
| 100 | 61415 | WORKMENS' COMPENSATION | 37,073 | 39,680 | 34,645 | 31,139 |
| 260 | 61415 | WORKMENS' COMPENSATION | 1,857 | 1,936 | 1,670 | 1,412 |
| 100 | 61416 | LIFE INSURANCE | 520 | 477 | 535 | 570 |
| 100 | 61417 | UNEMPLOYMENT INSURANCE | 25,887 | 8,504 | 22,581 | 12,000 |
| 100 | 61640 | SAFETY EQUIPMENT | 295 | 407 | 500 | 500 |
| 100 | 61650 | MEAL ALLOWANCE | 6 | 0 | 0 | 0 |
| 100 | 61660 | EMPLOYEE PHYSICALS | 1,141 | 1,828 | 1,148 | 1,148 |
| 61 - WAGES AND BENEFITS | | | 1,869,882 | 1,709,088 | 1,884,130 | 1,827,872 |
| 100 | 62010 | OFFICE SUPPLIES | 3,853 | 5,502 | 5,658 | 4,495 |
| 260 | 62010 | OFFICE SUPPLIES | 0 | 194 | 100 | 194 |
| 100 | 62011 | UNIFORM PURCHASES | 5,588 | 5,372 | 7,692 | 7,850 |
| 100 | 62030 | POSTAGE AND SHIPPING | 6,063 | 11,719 | 7,018 | 7,898 |
| 260 | 62030 | POSTAGE AND SHIPPING | 0 | 998 | 998 | 1,028 |
| 100 | 62050 | OFFICE EQUIPMENT MAINT | 0 | 0 | 200 | 200 |
| 100 | 62061 | DP EQUIP. MAINT CONTRACTS | 6,502 | 6,248 | 7,006 | 6,448 |
| 100 | 62062 | JANITORIAL SUPPLIES | 10,133 | 11,594 | 10,385 | 11,619 |
| 260 | 62062 | JANITORIAL SUPPLIES | 266 | 334 | 300 | 334 |
| 100 | 62090 | PRINTING & BINDING | 10,292 | 10,767 | 10,619 | 11,606 |
| 260 | 62090 | PRINTING & BINDING | 0 | 0 | 195 | 195 |
| 100 | 62110 | COPYING/REPRODUCTION | 2,157 | 1,826 | 2,182 | 1,986 |
| 100 | 62130 | LEGAL NOTICES & ADS | 878 | 1,344 | 853 | 0 |
| 100 | 62140 | PROMOTION | 12,312 | 16,028 | 21,216 | 21,216 |
| 100 | 62170 | SUBSCRIPTIONS-BOOKS-MAPS | 528 | 127 | 528 | 555 |
| 100 | 62190 | DUES & MEMBERSHIPS | 2,266 | 2,092 | 2,756 | 2,759 |
| 100 | 62204 | REFUNDS | 2,316 | 1,367 | 831 | 0 |
| 100 | 62205 | DRAM SHOP INSURANCE | 7,881 | 7,685 | 8,276 | 8,071 |
| 100 | 62206 | PROPERTY INSURANCE | 12,302 | 12,661 | 10,845 | 11,251 |
| 100 | 62208 | GENERAL LIABILITY INSURAN | 17,270 | 16,587 | 17,754 | 15,901 |
| 260 | 62208 | GENERAL LIABILITY INSURAN | 430 | 354 | 375 | 415 |
| 100 | 62210 | SALES TAX | 46,991 | 47,611 | 51,503 | 49,163 |

Recommended Operating Expenditure Budget - Department Total

34 - RECREATION DIVISION

| Fund | Account | Account Title | FY17 Actual Expense | FY18 Actual Expense | FY19 Adopted Budget | FY 20 Recomm'd Budget |
|------|---------|---------------------------|---------------------|---------------------|---------------------|-----------------------|
| 100 | 62211 | PROPERTY TAX | 1,991 | 2,006 | 2,106 | 1,997 |
| 100 | 62310 | TRAVEL-CONFERENCES | 5,721 | 5,765 | 4,152 | 4,152 |
| 100 | 62320 | TRAVEL-CITY BUSINESS | 921 | 324 | 1,313 | 1,558 |
| 100 | 62340 | MILEAGE/LOCAL TRANSP | 4,907 | 4,426 | 5,995 | 6,122 |
| 260 | 62340 | MILEAGE/LOCAL TRANSP | 0 | 2,070 | 0 | 0 |
| 100 | 62360 | EDUCATION & TRAINING | 5,798 | 6,405 | 7,541 | 8,849 |
| 100 | 62411 | UTILITY EXP-ELECTRICITY | 79,387 | 73,248 | 88,771 | 73,249 |
| 100 | 62412 | UTILITY EXP-GAS | 25,593 | 31,712 | 26,872 | 31,712 |
| 100 | 62418 | UTILITY EXP-REFUSE | 1,046 | 1,518 | 1,046 | 1,574 |
| 100 | 62421 | TELEPHONE | 7,359 | 7,438 | 7,394 | 7,443 |
| 100 | 62431 | PROPERTY MAINTENANCE | 52,201 | 35,508 | 36,865 | 44,151 |
| 100 | 62433 | CUSTODIAL SERVICES | 6,045 | 7,927 | 8,367 | 7,838 |
| 260 | 62433 | CUSTODIAL SERVICES | 1,658 | 2,646 | 3,300 | 2,646 |
| 100 | 62436 | RENTAL OF SPACE | 13,925 | 240 | 245 | 240 |
| 100 | 62511 | FUEL, MOTOR VEHICLE | 13,921 | 14,683 | 14,200 | 14,683 |
| 100 | 62512 | FUEL, OFF ROAD VEHICLE | 75,329 | 73,220 | 80,992 | 73,220 |
| 100 | 62513 | FUEL, DIESEL | 13,345 | 25,782 | 12,000 | 25,782 |
| 100 | 62601 | LOTTERY TICKETS | 1,911 | (2,268) | 1,911 | 1,911 |
| 100 | 62602 | CIGARETTES | 2,175 | 849 | 2,800 | 1,000 |
| 100 | 62611 | MACH/EQUIP MAINTENANCE | 19,284 | 17,457 | 19,376 | 20,005 |
| 100 | 62614 | EQUIP MAINT CONTRACT | 2,156 | 3,114 | 3,282 | 3,298 |
| 100 | 62624 | GOLF SPECIALTY SUPPLIES | 18,346 | 16,658 | 10,065 | 18,068 |
| 100 | 62627 | CAMERA MAINTENANCE | 0 | 546 | 0 | 573 |
| 100 | 62633 | CHLORINE | 11,062 | 10,153 | 14,757 | 10,458 |
| 100 | 62634 | POOL CHEMICALS | 8,939 | 11,666 | 8,939 | 12,016 |
| 100 | 62635 | TURF CHEMICALS | 30,031 | 28,333 | 30,031 | 30,031 |
| 100 | 62642 | FOOD PRODUCTS | 45,706 | 43,725 | 47,781 | 42,126 |
| 100 | 62643 | BEER PRODUCTS | 55,662 | 54,115 | 61,997 | 54,566 |
| 100 | 62644 | LIQUOR PRODUCTS | 6,702 | 5,184 | 6,702 | 5,184 |
| 100 | 62649 | BEVERAGE/ICE | 25,976 | 19,334 | 27,189 | 24,303 |
| 100 | 62663 | SOFTWARE LICENSE EXP | 15,919 | 13,254 | 17,378 | 10,041 |
| 100 | 62664 | LICENSE/PERMIT FEES | 4,205 | 4,267 | 5,167 | 5,222 |
| 100 | 62666 | CREDIT CARD CHARGE | 23,834 | 21,937 | 24,387 | 21,937 |
| 100 | 62667 | DATA SERVICES | 1,083 | 2,259 | 8,260 | 3,434 |
| 100 | 62668 | PROGRAM EQUIP/SUPPLIES | 40,823 | 35,066 | 54,115 | 54,443 |
| 260 | 62668 | PROGRAM EQUIP/SUPPLIES | 12,616 | 17,593 | 18,496 | 19,770 |
| 100 | 62670 | PRO SHOP MERCHANDISE | 26,221 | 56,631 | 38,500 | 52,153 |
| 100 | 62678 | EDUCATIONAL MATERIALS | 1,978 | 27 | 1,978 | 1,400 |
| 100 | 62683 | FIELD OPERATIONS SUPPLIES | 2,632 | 1,021 | 1,482 | 1,482 |
| 100 | 62699 | CASH SHORT AND OVER | 46 | (45) | 0 | 0 |
| 100 | 62716 | CONSULTANT SERVICES | 1,699 | 480 | 5,000 | 5,000 |
| 100 | 62717 | CRIMINAL BACKGROUND CHECK | 4,873 | 5,472 | 5,800 | 5,800 |
| 260 | 62731 | MISCELLANEOUS SERVICES | 0 | 0 | 0 | 3,000 |

Recommended Operating Expenditure Budget - Department Total

34 - RECREATION DIVISION

| Fund | Account | Account Title | FY17 Actual Expense | FY18 Actual Expense | FY19 Adopted Budget | FY 20 Recomm'd Budget |
|---------------------------------------|---------|---------------------------|---------------------|---------------------|---------------------|-----------------------|
| 100 | 62732 | TEMP HELPCONTRACT SERV. | 1,935 | 0 | 1,935 | 1,935 |
| 100 | 62735 | GAME OFFICIATING SERVICES | 34,951 | 34,192 | 40,000 | 34,870 |
| 260 | 62735 | GAME OFFICIATING SERVICES | 1,800 | 1,800 | 2,000 | 1,800 |
| 100 | 62736 | CATERING SERVICES | 2,320 | 3,580 | 2,320 | 3,580 |
| 100 | 62747 | MACH/EQUIPMENT RENTAL | 36,088 | 41,511 | 38,005 | 41,511 |
| 100 | 62751 | INSTRUCTORS | 65,606 | 74,274 | 68,131 | 71,348 |
| 100 | 62761 | PAY TO OTHER AGENCY | 69,909 | 71,831 | 76,941 | 79,624 |
| 260 | 62761 | PAY TO OTHER AGENCY | 57,917 | 67,652 | 67,981 | 67,981 |
| 100 | 62767 | ENVIRON. TESTING/MON. | 360 | 320 | 360 | 500 |
| 100 | 62785 | GIFT CARDS | 0 | 124 | 0 | 124 |
| 62 - SUPPLIES AND SERVICES | | | 1,091,935 | 1,117,439 | 1,181,515 | 1,178,894 |
| 100 | 63311 | ADMIN. OVERHEAD | 83,375 | 85,043 | 85,043 | 85,043 |
| 100 | 63312 | LESS ADMIN. RECHARGES | (83,375) | (85,043) | (85,043) | (85,043) |
| 63 - ADMIN/OVERHEAD/STORES GAR | | | 0 | 0 | 0 | 0 |
| 100 | 71211 | DESKS/CHAIRS | 173 | 1,351 | 0 | 0 |
| 100 | 71212 | SIDE CHAIRS | 0 | 840 | 0 | 0 |
| 100 | 71213 | TABLES | 0 | 387 | 0 | 0 |
| 100 | 71328 | TRAILERS | 14,188 | 0 | 1,300 | 0 |
| 100 | 71410 | SHOP EQUIPMENT | 0 | 191 | 0 | 600 |
| 100 | 71522 | TRUCKSTER | 18,140 | 17,980 | 0 | 0 |
| 100 | 71550 | MISCELLANEOUS EQUIPMENT | 4,025 | 0 | 0 | 0 |
| 100 | 71610 | CUSTODIAL EQUIPMENT | 11,163 | 0 | 0 | 0 |
| 100 | 71611 | MOWING EQUIPMENT | 42,300 | 17,076 | 14,000 | 26,000 |
| 100 | 71613 | TRIMMERS | 325 | 0 | 0 | 0 |
| 100 | 71615 | LEAF BLOWER | 0 | 3,750 | 0 | 0 |
| 100 | 71617 | AERATOR | 0 | 0 | 4,500 | 9,500 |
| 100 | 71619 | OTHER MAINT. EQUIPMENT | 0 | 1,646 | 42,000 | 13,000 |
| 100 | 72113 | OTHER SAFETY EQUIPMENT | 770 | 0 | 0 | 1,000 |
| 100 | 72310 | CONCESSION EQUIPMENT | 39 | 3,196 | 0 | 0 |
| 71 - EQUIPMENT | | | 99,553 | 46,771 | 64,600 | 52,650 |
| 400 | 74111 | PRINCIPAL PAYMENT | 12,646 | 14,215 | 14,240 | 14,265 |
| 400 | 74112 | INTEREST PAYMENT | 3,840 | 3,450 | 3,039 | 2,616 |
| 74 - DEBT SERVICE | | | 16,485 | 17,665 | 17,279 | 16,881 |
| 34 - RECREATION DIVISION TOTAL | | | 3,077,855 | 2,890,963 | 3,147,524 | 3,076,297 |

Recommended Expenditure Budget Report by Activity & Funding Source

34 - RECREATION DIVISION

POD CSTORE OPERATION - 30550

FUNDING SOURCE: GENERAL

| Account | FY18 Actual Expense | FY19 Adopted Budget | FY20 Recomm'd Budget |
|-------------------------------------|---------------------|---------------------|----------------------|
| EQUIPMENT | 3,157 | 800 | — |
| SUPPLIES AND SERVICES | 60,611 | 77,335 | 73,998 |
| WAGES AND BENEFITS | 43,721 | 54,442 | 50,537 |
| POD CSTORE OPERATION | 107,489 | 132,577 | 124,535 |
| POD DOCK MAINTENANCE - 30560 | | | |

FUNDING SOURCE: GENERAL

| Account | FY18 Actual Expense | FY19 Adopted Budget | FY20 Recomm'd Budget |
|----------------------------------|---------------------|---------------------|----------------------|
| SUPPLIES AND SERVICES | 109,925 | 107,259 | 112,327 |
| WAGES AND BENEFITS | 34,453 | 45,598 | 42,933 |
| POD DOCK MAINTENANCE | 144,379 | 152,857 | 155,260 |
| RECREATION ADMIN. - 34100 | | | |

FUNDING SOURCE: GENERAL

| Account | FY18 Actual Expense | FY19 Adopted Budget | FY20 Recomm'd Budget |
|--------------------------------|---------------------|---------------------|----------------------|
| ADMIN/OVERHEAD/STORES GAR | (85,043) | (85,043) | (85,043) |
| EQUIPMENT | 1,704 | — | 550 |
| SUPPLIES AND SERVICES | 129,952 | 147,712 | 142,785 |
| WAGES AND BENEFITS | 607,694 | 629,206 | 595,659 |
| RECREATION ADMIN. | 654,307 | 691,875 | 653,951 |
| GOLF OPERATIONS - 34200 | | | |

FUNDING SOURCE: GENERAL

| Account | FY18 Actual Expense | FY19 Adopted Budget | FY20 Recomm'd Budget |
|---------------------------------|---------------------|---------------------|----------------------|
| EQUIPMENT | — | 2,000 | — |
| SUPPLIES AND SERVICES | 223,746 | 215,558 | 225,117 |
| WAGES AND BENEFITS | 196,043 | 211,870 | 207,802 |
| GOLF OPERATIONS | 419,789 | 429,428 | 432,919 |
| GOLF MAINTENANCE - 34250 | | | |

FUNDING SOURCE: GENERAL

| Account | FY18 Actual Expense | FY19 Adopted Budget | FY20 Recomm'd Budget |
|---------------------------|---------------------|---------------------|----------------------|
| ADMIN/OVERHEAD/STORES GAR | 30,759 | 30,759 | 30,759 |
| EQUIPMENT | 40,643 | 61,800 | 49,100 |
| SUPPLIES AND SERVICES | 98,063 | 94,471 | 98,830 |
| WAGES AND BENEFITS | 278,699 | 310,596 | 292,110 |
| GOLF MAINTENANCE | 448,165 | 497,626 | 470,799 |
| SWIMMING - 34300 | | | |

FUNDING SOURCE: GENERAL

Recommended Expenditure Budget Report by Activity & Funding Source

34 - RECREATION DIVISION

| Account | FY18 Actual Expense | FY19 Adopted Budget | FY20 Recomm'd Budget |
|---------------------------|---------------------|---------------------|----------------------|
| ADMIN/OVERHEAD/STORES GAR | 29,155 | 29,155 | 29,155 |
| EQUIPMENT | — | — | 3,000 |
| SUPPLIES AND SERVICES | 162,392 | 184,835 | 174,560 |
| WAGES AND BENEFITS | 298,592 | 317,169 | 325,921 |
| SWIMMING | 490,139 | 531,159 | 532,636 |
| ADULT ATHLETICS | | - 34400 | |

FUNDING SOURCE: GENERAL

| Account | FY18 Actual Expense | FY19 Adopted Budget | FY20 Recomm'd Budget |
|------------------------------|---------------------|---------------------|----------------------|
| ADMIN/OVERHEAD/STORES GAR | 25,129 | 25,129 | 25,129 |
| SUPPLIES AND SERVICES | 65,563 | 75,072 | 68,607 |
| WAGES AND BENEFITS | 33,507 | 46,774 | 40,416 |
| ADULT ATHLETICS | 124,198 | 146,975 | 134,152 |
| MCALLEECE CONCESSIONS | | - 34410 | |

FUNDING SOURCE: GENERAL

| Account | FY18 Actual Expense | FY19 Adopted Budget | FY20 Recomm'd Budget |
|------------------------------|---------------------|---------------------|----------------------|
| EQUIPMENT | 40 | — | — |
| SUPPLIES AND SERVICES | 27,275 | 31,565 | 27,726 |
| WAGES AND BENEFITS | 12,642 | 14,564 | 11,553 |
| MCALLEECE CONCESSIONS | 39,957 | 46,129 | 39,279 |
| YOUTH SPORTS PROGRAMS | | - 34420 | |

FUNDING SOURCE: GENERAL

| Account | FY18 Actual Expense | FY19 Adopted Budget | FY20 Recomm'd Budget |
|-------------------------------------|---------------------|---------------------|----------------------|
| SUPPLIES AND SERVICES | 59,060 | 68,910 | 69,132 |
| WAGES AND BENEFITS | 99,886 | 132,981 | 179,342 |
| YOUTH SPORTS PROGRAMS | 158,946 | 201,891 | 248,474 |
| THERAPEUTIC&AFTER SCHOOL | | - 34430 | |

FUNDING SOURCE: GENERAL

| Account | FY18 Actual Expense | FY19 Adopted Budget | FY20 Recomm'd Budget |
|-------------------------------------|---------------------|---------------------|----------------------|
| SUPPLIES AND SERVICES | 8,951 | 6,873 | 7,471 |
| WAGES AND BENEFITS | 56,705 | 52,111 | 17,420 |
| THERAPEUTIC&AFTER SCHOOL | 65,656 | 58,984 | 24,891 |
| RECREATION CLASSES | | - 34460 | |

FUNDING SOURCE: GENERAL

| Account | FY18 Actual Expense | FY19 Adopted Budget | FY20 Recomm'd Budget |
|-----------------------|---------------------|---------------------|----------------------|
| EQUIPMENT | 1,227 | — | — |
| SUPPLIES AND SERVICES | 78,262 | 78,180 | 80,978 |
| WAGES AND BENEFITS | 5,996 | 11,234 | 12,246 |

Recommended Expenditure Budget Report by Activity & Funding Source

34 - RECREATION DIVISION

| | | | |
|----------------------|---------|--------|--------|
| RECREATION CLASSES | 85,486 | 89,414 | 93,224 |
| CD TARGET AREA PROG. | - 34500 | | |

FUNDING SOURCE: COMMUNITY DEVELOPMENT

| Account | FY18 Actual Expense | FY19 Adopted Budget | FY20 Recomm'd Budget |
|-----------------------|---------------------|---------------------|----------------------|
| SUPPLIES AND SERVICES | 75,440 | 75,545 | 79,163 |
| WAGES AND BENEFITS | 41,149 | 57,585 | 51,933 |
| CD TARGET AREA PROG. | 116,589 | 133,130 | 131,096 |
| DEBT SERVICE | - 34700 | | |

FUNDING SOURCE: DEBT SERVICE

| Account | FY18 Actual Expense | FY19 Adopted Budget | FY20 Recomm'd Budget |
|---------------|---------------------|---------------------|----------------------|
| DEBT SERVICE | 17,665 | 17,279 | 16,881 |
| DEBT SERVICE | 17,665 | 17,279 | 16,881 |
| SENIOR CENTER | - 79180 | | |

FUNDING SOURCE: COMMUNITY DEVELOPMENT

| Account | FY18 Actual Expense | FY19 Adopted Budget | FY20 Recomm'd Budget |
|------------------------------|---------------------|---------------------|----------------------|
| SUPPLIES AND SERVICES | 18,200 | 18,200 | 18,200 |
| SENIOR CENTER | 18,200 | 18,200 | 18,200 |
| RECREATION DIVISION TOTAL \$ | 2,890,963.37 \$ | 3,147,524.00 \$ | 3,076,297.00 |

Recommended Expenditure Budget Report by Activity & Funding Source

31 - AMERICORPS

| | | | |
|-----------------|---------|--|--|
| AMERICORP 13/14 | - 34910 | | |
|-----------------|---------|--|--|

FUNDING SOURCE: GENERAL

| Account | FY18 Actual Expense | FY19 Adopted Budget | FY20 Recomm'd Budget |
|-----------------------|---------------------|---------------------|----------------------|
| SUPPLIES AND SERVICES | 1,097 | 555 | — |
| WAGES AND BENEFITS | 19,924 | 330 | — |
| AMERICORP 13/14 | 21,020 | 885 | — |
| AMERICORP NONGRANT | - 34911 | | |

FUNDING SOURCE: GENERAL

| Account | FY18 Actual Expense | FY19 Adopted Budget | FY20 Recomm'd Budget |
|-----------------------|---------------------|---------------------|----------------------|
| SUPPLIES AND SERVICES | — | — | 575 |
| WAGES AND BENEFITS | 2,536 | 1,674 | 5,030 |
| AMERICORP NONGRANT | 2,536 | 1,674 | 5,605 |
| AMERICORP SUPP 12/13 | - 34912 | | |

FUNDING SOURCE: GENERAL

Recommended Expenditure Budget Report by Activity & Funding Source

31 - AMERICORPS

| Account | FY18 Actual Expense | FY19 Adopted Budget | FY20 Recomm'd Budget |
|-----------------------------|---------------------|---------------------|----------------------|
| EQUIPMENT | 3,175 | — | — |
| SUPPLIES AND SERVICES | 11,104 | 2,755 | — |
| WAGES AND BENEFITS | 261,053 | 54,169 | — |
| AMERICORP SUPP 12/13 | 275,332 | 56,924 | — |
| AMERICORP AARA | - 34914 | | |

FUNDING SOURCE: GENERAL

| Account | FY18 Actual Expense | FY19 Adopted Budget | FY20 Recomm'd Budget |
|-----------------------------|---------------------|---------------------|----------------------|
| SUPPLIES AND SERVICES | — | 10,420 | 12,553 |
| WAGES AND BENEFITS | — | 263,932 | 352,204 |
| AMERICORP AARA | — | 274,352 | 364,757 |
| AMERICORP SUPP 10/11 | - 34916 | | |

FUNDING SOURCE: GENERAL

| Account | FY18 Actual Expense | FY19 Adopted Budget | FY20 Recomm'd Budget |
|-------------------------|---------------------|---------------------|----------------------|
| SUPPLIES AND SERVICES | 4 | — | — |
| WAGES AND BENEFITS | | | |
| AMERICORPS 14/15 | 4 | — | — |
| AMERICORP 11/12 | - 34918 | | |

FUNDING SOURCE: GENERAL

| Account | FY18 Actual Expense | FY19 Adopted Budget | FY20 Recomm'd Budget |
|----------------------------|---------------------|---------------------|----------------------|
| EQUIPMENT | — | — | — |
| SUPPLIES AND SERVICES | 1,373 | — | — |
| WAGES AND BENEFITS | 27,981 | — | — |
| AMERICORP 11/12 | 29,354 | | |
| AMERICORP 3 - 34917 | | | |

FUNDING SOURCE: GENERAL

| Account | FY18 Actual Expense | FY19 Adopted Budget | FY20 Recomm'd Budget |
|----------------------------|----------------------|----------------------|----------------------|
| SUPPLIES AND SERVICES | — | — | 414 |
| WAGES AND BENEFITS | — | — | 28,388 |
| AMERICORP 3 | — | — | 28,802 |
| AMERICORPS TOTAL \$ | 328,246.84 \$ | 333,835.00 \$ | 399,164.00 |

CITY OF DUBUQUE, IOWA
DEPARTMENT DETAIL - PERSONNEL COMPLEMENT

34 RECREATION DIVISION

| FD | JC | WP-GR | JOB CLASS | FY 2018 | | FY 2019 | | FY 2020 | |
|----------------------------------|------|-------|---------------------------------|---------|------------|---------|------------|---------|------------|
| | | | | FTE | BUDGET | FTE | BUDGET | FTE | BUDGET |
| 61010 Full Time Employee Expense | | | | | | | | | |
| 100 | 3375 | GE-41 | LEISURE SERVICES MANAGER | 0.33 | \$ 36,679 | 0.33 | \$ 37,229 | 0.33 | \$ 38,080 |
| 100 | 5075 | GE-36 | RECREATION DIVISION MANAGER | 1.00 | \$ 84,185 | 1.00 | \$ 85,704 | 1.00 | \$ 88,277 |
| 100 | 2975 | GE-33 | GOLF COURSE SUPERVISOR | 1.00 | \$ 75,273 | 1.00 | \$ 76,402 | 1.00 | \$ 78,150 |
| 100 | | GE-33 | ACQUATIC/THERAP REC SUPV | 1.00 | \$ 73,123 | 1.00 | \$ 74,219 | 1.00 | \$ 76,145 |
| 100 | | GE-33 | FACILITIES SUPERVISOR | 1.00 | \$ 68,382 | 1.00 | \$ 58,637 | 1.00 | \$ 59,967 |
| 100 | 5000 | GE-33 | RECREATION PROGRAM SUPV | 2.00 | \$ 144,095 | 2.00 | \$ 146,256 | 2.00 | \$ 149,718 |
| 100 | 3530 | GE-33 | DIR MULTICULTURAL FAMILY CENTER | 1.00 | \$ 67,511 | 1.00 | \$ 72,295 | 1.00 | \$ 74,429 |
| 100 | 1310 | GE-29 | ASST DIR MULTICULTURAL FAM CTR | 1.00 | \$ 57,771 | 1.00 | \$ 58,638 | 1.00 | \$ 60,117 |
| 100 | 200 | GE-26 | LEAD SECRETARY | 0.60 | \$ 31,022 | 0.60 | \$ 31,488 | 0.60 | \$ 30,673 |
| 100 | 1185 | | AMERICORP PROGRAM DIRECTOR | 1.00 | \$ 53,343 | 1.00 | \$ 54,995 | 1.00 | \$ 61,252 |
| 100 | 225 | GE-25 | SECRETARY | 1.00 | \$ 48,587 | 1.00 | \$ 49,315 | 1.00 | \$ 50,441 |
| 100 | | GD-06 | GOLF COURSE TECHNICIAN | 1.00 | \$ 52,510 | 1.00 | \$ 53,390 | 1.00 | \$ 55,062 |
| 100 | 2205 | GD-06 | MAINTENANCE WORKER | 0.00 | \$ — | 0.00 | \$ — | 0.00 | \$ — |
| TOTAL FULL TIME EMPLOYEES | | | | 11.93 | \$ 792,481 | 11.93 | \$ 798,568 | 11.93 | \$ 822,311 |
| 61020 Part Time Employee Expense | | | | | | | | | |
| 100 | | GD-06 | MAINTENANCE WORKER | 0.00 | \$ — | 0.00 | \$ — | 0.00 | \$ — |
| 100 | 1310 | GE-29 | ASST DIR MULTICULTURAL FAM CTR | 0.00 | \$ — | 0.00 | \$ — | 0.00 | \$ — |
| 100 | 225 | GE-25 | SECRETARY | 0.25 | \$ 8,927 | 0.25 | \$ 9,061 | 0.50 | \$ 18,539 |
| 100 | | GD-33 | GOLF PROFESSIONAL | 0.94 | \$ 67,388 | 0.94 | \$ 68,398 | 0.94 | \$ 69,963 |
| 100 | | NA-44 | RECEPTIONIST | 0.00 | \$ — | 0.00 | \$ — | 0.48 | \$ 5,974 |
| 100 | | GD-06 | GOLF COURSE TECHNICIAN | 0.72 | \$ 34,680 | 0.72 | \$ 35,448 | 0.72 | \$ 36,002 |
| 100 | 892 | NA-03 | CUSTODIAN | 0.00 | \$ — | 0.00 | \$ — | 0.00 | \$ — |
| TOTAL PART TIME EMPLOYEES | | | | 1.91 | \$ 110,995 | 1.91 | \$ 112,907 | 2.64 | \$ 130,478 |
| 61030 Seasonal Employee Expense | | | | | | | | | |
| 100 | 3675 | NA-31 | HEAD LIFE GUARD | 0.44 | \$ 9,253 | 0.44 | \$ 9,391 | 0.44 | \$ 6,686 |
| 100 | 3450 | NA-25 | RECREATION FIELD SUPERVISOR | 2.29 | \$ 78,163 | 2.52 | \$ 85,545 | 2.83 | \$ 90,454 |
| 260 | 3450 | NA-25 | RECREATION FIELD SUPERVISOR | 0.53 | \$ 15,704 | 0.53 | \$ 15,940 | 0.61 | \$ 16,481 |
| 100 | | NA-23 | MARINA CASHIER/CLERK | 0.97 | \$ 20,547 | 0.97 | \$ 20,855 | 0.83 | \$ 18,402 |
| 100 | | NA-23 | DOCK WORKER | 0.67 | \$ 13,471 | 0.67 | \$ 13,673 | 0.58 | \$ 12,224 |
| 100 | 3700 | NA-19 | SWIMMING POOL MANAGER | 1.35 | \$ 33,078 | 1.35 | \$ 33,574 | 1.35 | \$ 41,340 |
| 100 | 3650 | NA-17 | LIFE GUARD | 8.63 | \$ 171,330 | 8.63 | \$ 173,901 | 8.63 | \$ 177,881 |
| 100 | 3525 | NA-15 | JUNIOR RECREATION LEADER | 0.92 | \$ 14,907 | 0.92 | \$ 15,131 | 0.92 | \$ 15,484 |
| 100 | 890 | NA-01 | LABORER II | 1.16 | \$ 28,133 | 1.16 | \$ 28,528 | 1.16 | \$ 29,152 |
| 100 | 890 | NA-03 | LABORER | 2.36 | \$ 48,729 | 2.36 | \$ 49,461 | 2.36 | \$ 50,587 |
| 100 | 3550 | NA-14 | RECREATION LEADER | 5.40 | \$ 110,635 | 5.40 | \$ 112,294 | 6.11 | \$ 124,128 |
| 260 | 3550 | NA-14 | RECREATION LEADER | 0.47 | \$ 9,629 | 0.47 | \$ 9,774 | 0.00 | \$ — |
| 260 | 3585 | NA-35 | PRE-SCHOOL INSTRUCTOR | 0.62 | \$ 23,226 | 0.62 | \$ 23,574 | 0.72 | \$ 27,994 |
| 100 | | NA-35 | PRE-SCHOOL INSTRUCTOR | 0.12 | \$ 3,722 | 0.12 | \$ 3,778 | 0.12 | \$ 3,865 |

34 RECREATION DIVISION

| FD | JC | WP-GR | JOB CLASS | FY 2018 | | FY 2019 | | FY 2020 | |
|----------------------------------|------|-------|---------------------------|--------------|---------------------|--------------|---------------------|--------------|---------------------|
| | | | | FTE | BUDGET | FTE | BUDGET | FTE | BUDGET |
| 100 | 3625 | NA-07 | POOL CASHIER | 1.01 | \$ 18,844 | 1.01 | \$ 19,127 | 1.01 | \$ 19,561 |
| 100 | | NA-45 | ASSISTANT PRO | 1.36 | \$ 47,751 | 1.36 | \$ 47,720 | 1.36 | \$ 45,285 |
| 100 | | NA-45 | SNACK BAR MANAGER | 0.27 | \$ 9,867 | 0.27 | \$ 8,083 | 0.20 | \$ 6,032 |
| 100 | | NA-36 | CONCESSION MANAGER | 0.00 | \$ — | 0.40 | \$ 11,825 | 0.40 | \$ 10,573 |
| 100 | | NA-18 | CONCESSION WORKER II | 2.49 | \$ 43,195 | 2.09 | \$ 36,314 | 2.07 | \$ 36,394 |
| 100 | | NA-28 | CLERICAL ASSISTANT | 0.22 | \$ 4,549 | 0.22 | \$ 5,021 | 0.22 | \$ 5,132 |
| 100 | | NA-45 | AFTER SCHOOL SPORTS COORD | 0.41 | \$ 13,474 | 0.41 | \$ 13,676 | 0.41 | \$ 13,990 |
| 100 | | NA-27 | PLAYGROUND COORDINATOR | 0.20 | \$ 5,544 | 0.20 | \$ 5,516 | 0.20 | \$ 5,643 |
| 100 | | NA-27 | ASSIST PLAYGROUND COORD | 0.10 | \$ 2,434 | 0.10 | \$ 2,422 | 0.10 | \$ 2,477 |
| 100 | | NA-18 | PRO SHOP ATTENDANT | 0.80 | \$ 15,553 | 0.80 | \$ 15,787 | 0.80 | \$ 16,717 |
| TOTAL SEASONAL EMPLOYEES | | | | 32.80 | \$ 741,738 | 33.02 | \$ 760,910 | 33.43 | \$ 776,482 |
| TOTAL RECREATION DIVISION | | | | 46.64 | \$ 1,645,214 | 46.86 | \$ 1,672,385 | 48.00 | \$ 1,729,271 |

CITY OF DUBUQUE, IOWA
ACTIVITY PERSONNEL COMPLEMENT SUMMARY

| ACCT | FD | JC | WP-GR | POSITION CLASS | FY 2018 | | FY 2019 | | FY 2020 | | |
|------------------------------------|-------|-----|-------|----------------|-----------------------------|--------|------------|--------|------------|--------|------------|
| | | | | | FTE | BUDGET | FTE | BUDGET | FTE | BUDGET | |
| Recreation Administration-FT | | | | | | | | | | | |
| 10034100 | 61010 | 100 | 200 | GE-26 | LEAD SECRETARY | 0.60 | \$ 31,022 | 0.60 | \$ 31,488 | 0.60 | \$ 30,673 |
| 10034100 | 61010 | 100 | | GE-33 | FACILITIES SUPERVISOR | 0.33 | \$ 22,566 | 0.33 | \$ 19,350 | 0.33 | \$ 19,789 |
| 10034100 | 61010 | 100 | 225 | GE-25 | SECRETARY | 1.00 | \$ 48,587 | 1.00 | \$ 49,315 | 1.00 | \$ 50,441 |
| 10034100 | 61010 | 100 | 4,280 | GE-33 | RECREATION PROGRAM SUPV | 2.00 | \$ 144,095 | 2.00 | \$ 146,256 | 2.00 | \$ 149,718 |
| 10034100 | 61010 | 100 | 1,080 | GE-33 | ACQUATIC/THERAP REC SUPV | 1.00 | \$ 73,123 | 1.00 | \$ 74,219 | 1.00 | \$ 76,145 |
| 10034100 | 61010 | 100 | 3375 | GE-41 | LEISURE SERVICES MANAGER | 0.33 | \$ 36,679 | 0.33 | \$ 37,229 | 0.33 | \$ 38,080 |
| 10034100 | 61010 | 100 | 5075 | GE-36 | RECREATION DIVISION MANAGER | 1.00 | \$ 84,185 | 1.00 | \$ 85,704 | 1.00 | \$ 88,277 |
| Total | | | | | | 6.26 | \$ 440,257 | 6.26 | \$ 443,561 | 6.26 | \$ 453,123 |
| Recreation Administration-PT | | | | | | | | | | | |
| 10034100 | 61020 | 100 | 225 | GE-25 | SECRETARY | 0.25 | \$ 8,927 | 0.25 | \$ 9,061 | 0.00 | \$ — |
| 10034100 | 61020 | 100 | 892 | NA-03 | CUSTODIAN | 0.00 | \$ — | 0.00 | \$ — | 0.00 | \$ — |
| Total | | | | | | 0.25 | \$ 8,927 | 0.25 | \$ 9,061 | 0.00 | \$ — |
| Recreation Administration-Seasonal | | | | | | | | | | | |
| 10034100 | 61030 | 100 | | NA-28 | CLERICAL ASSISTANT | 0.22 | \$ 4,549 | 0.22 | \$ 5,021 | 0.22 | \$ 5,132 |
| Total | | | | | | 0.22 | \$ 4,549 | 0.22 | \$ 5,021 | 0.22 | \$ 5,132 |
| Golf Operations-Seasonal | | | | | | | | | | | |
| 10034200 | 61030 | 100 | | NA-13 | ASSISTANT PRO | 1.36 | \$ 47,751 | 1.36 | \$ 47,720 | 1.36 | \$ 45,285 |
| 10034200 | 61030 | 100 | | NA-18 | CONCESSION WORKER II | 0.00 | \$ — | 0.00 | \$ — | 0.00 | \$ — |
| 10034200 | 61030 | 100 | | NA-36 | CONCESSION MANAGER | 0.84 | \$ 12,668 | 0.84 | \$ 12,668 | 0.84 | \$ 12,764 |
| 10034200 | 61030 | 100 | | NA-18 | PRO SHOP ATTENDANT | 0.80 | \$ 15,553 | 0.80 | \$ 15,787 | 0.80 | \$ 16,717 |
| Total | | | | | | 3.00 | \$ 75,972 | 3.00 | \$ 76,175 | 3.00 | \$ 74,766 |
| Golf Operations-PT | | | | | | | | | | | |
| 10034250 | 61020 | 100 | 2,625 | | GOLF PROFESSIONAL | 0.94 | \$ 67,388 | 0.94 | \$ 68,398 | 0.94 | \$ 69,963 |
| Total | | | | | | 0.94 | \$ 67,388 | 0.94 | \$ 68,398 | 0.94 | \$ 69,963 |
| Golf Maintenance-FT | | | | | | | | | | | |
| 10034250 | 61010 | 100 | 2975 | GE-33 | GOLF COURSE SUPERVISOR | 1.00 | \$ 75,273 | 1.00 | \$ 76,402 | 1.00 | \$ 78,150 |
| 10034250 | 61010 | 100 | 2622 | GD-06 | GOLF COURSE TECHNICIAN | 1.00 | \$ 52,510 | 1.00 | \$ 53,390 | 1.00 | \$ 55,062 |
| 10034250 | 61010 | 100 | 2205 | GD-06 | MAINTENANCE WORKER | 0.00 | \$ — | 0.00 | \$ — | 0.00 | \$ — |
| Total | | | | | | 2.00 | \$ 127,783 | 2.00 | \$ 129,792 | 2.00 | \$ 133,212 |
| Golf Maintenance-PT | | | | | | | | | | | |
| 10034250 | 61020 | | 100 | | GOLF COURSE TECHNICIAN | 0.72 | \$ 34,680 | 0.72 | \$ 35,448 | 0.72 | \$ 36,002 |
| 10034250 | 61020 | 100 | | GD-06 | MAINTENANCE WORKER | 0.00 | \$ — | 0.00 | \$ — | 0.00 | \$ — |
| Total | | | | | | 0.72 | \$ 34,680 | 0.72 | \$ 35,448 | 0.72 | \$ 36,002 |
| Golf Maintenance-Seasonal | | | | | | | | | | | |
| 10034250 | 61030 | | 100 | 0890 | LABORER | 1.16 | \$ 28,133 | 1.16 | \$ 28,528 | 1.16 | \$ 29,152 |
| 10034250 | 61030 | 100 | 890 | NA-03 | LABORER | 1.04 | \$ 21,502 | 1.04 | \$ 21,825 | 1.04 | \$ 22,322 |
| Total | | | | | | 2.20 | \$ 49,635 | 2.20 | \$ 50,353 | 2.20 | \$ 51,474 |

CITY OF DUBUQUE, IOWA
ACTIVITY PERSONNEL COMPLEMENT SUMMARY

| ACCT | FD | JC | WP-GR | POSITION CLASS | FY 2018 | | FY 2019 | | FY 2020 | | |
|-------------------------------|-------|-----|-------|----------------|------------------------------------|--------|------------|--------|------------|--------|------------|
| | | | | | FTE | BUDGET | FTE | BUDGET | FTE | BUDGET | |
| Swimming-Seasonal | | | | | | | | | | | |
| 10034300 | 61030 | 100 | 3675 | NA-31 | HEAD LIFE GUARD | 0.44 | \$ 9,253 | 0.44 | \$ 9,391 | 0.44 | \$ 6,686 |
| 10034300 | 61030 | 100 | | NA-36 | CONCESSION MANAGER | 0.00 | \$ — | 0.40 | \$ 11,825 | 0.40 | \$ 10,573 |
| 10034300 | 61030 | 100 | | NA-18 | CONCESSION WORKER | 1.44 | \$ 26,303 | 1.04 | \$ 19,359 | 1.04 | \$ 19,787 |
| 10034300 | 61030 | 100 | 3650 | NA-17 | LIFE GUARD | 8.63 | \$ 171,330 | 8.63 | \$ 173,901 | 8.63 | \$ 177,881 |
| 10034300 | 61030 | 100 | 3625 | NA-07 | POOL CASHIER | 1.01 | \$ 18,844 | 1.01 | \$ 19,127 | 1.01 | \$ 19,561 |
| 10034300 | 61030 | 100 | 890 | NA-03 | LABORER | 0.48 | \$ 9,924 | 0.48 | \$ 10,073 | 0.48 | \$ 10,302 |
| 10034300 | 61030 | 100 | 3700 | NA-19 | SWIMMING POOL MANAGER | 1.35 | \$ 33,078 | 1.35 | \$ 33,574 | 1.35 | \$ 41,340 |
| Total | | | | | | 13.35 | \$ 268,732 | 13.35 | \$ 277,250 | 13.35 | \$ 286,130 |
| Adult Athletics-Seasonal | | | | | | | | | | | |
| 10034400 | 61030 | 100 | 3450 | NA-25 | RECREATION FIELD SUPERVISOR | 0.43 | \$ 11,059 | 0.43 | \$ 11,225 | 0.43 | \$ 11,482 |
| 10034400 | 61030 | 100 | 890 | NA-03 | LABORER | 0.75 | \$ 15,506 | 0.75 | \$ 15,739 | 0.75 | \$ 16,097 |
| 10034400 | 61030 | 100 | 3550 | NA-14 | RECREATION LEADER | 0.35 | \$ 7,171 | 0.35 | \$ 7,278 | 0.35 | \$ 7,446 |
| Total | | | | | | 1.53 | \$ 33,736 | 1.53 | \$ 34,242 | 1.53 | \$ 35,025 |
| McAleece Concessions-Seasonal | | | | | | | | | | | |
| 10034410 | 61030 | 100 | | NA-45 | SNACK BAR MANAGER | 0.27 | \$ 9,867 | 0.27 | \$ 8,083 | 0.20 | \$ 6,032 |
| 10034410 | 61030 | 100 | | NA-18 | CONCESSION WORKER II | 0.21 | \$ 4,224 | 0.21 | \$ 4,287 | 0.19 | \$ 3,843 |
| Total | | | | | | 0.48 | \$ 14,091 | 0.48 | \$ 12,370 | 0.39 | \$ 9,875 |
| Youth Sports-Seasonal | | | | | | | | | | | |
| 10034420 | 61030 | 100 | 3525 | NA-15 | JUNIOR RECREATION LEADER | 0.92 | \$ 14,907 | 0.92 | \$ 15,131 | 0.92 | \$ 15,484 |
| 10034420 | 61030 | 100 | | NA-27 | PLAYGROUND COORDINATOR | 0.20 | \$ 5,544 | 0.20 | \$ 5,516 | 0.20 | \$ 5,643 |
| 10034420 | 61030 | 100 | | NA-27 | ASST PLAYGROUND COORDINATOR | 0.10 | \$ 2,434 | 0.10 | \$ 2,422 | 0.10 | \$ 2,477 |
| 10034420 | 61030 | 100 | | NA-45 | AFTER SCHOOL SPORTS COORDINATOR | 0.41 | \$ 13,474 | 0.41 | \$ 13,676 | 0.41 | \$ 13,990 |
| 10034420 | 61030 | 100 | | NA-03 | LABORER | 0.09 | \$ 1,797 | 0.09 | \$ 1,824 | 0.09 | \$ 1,866 |
| 10034420 | 61030 | 100 | 3450 | NA-25 | RECREATION FIELD SUPERVISOR | 0.45 | \$ 15,429 | 0.45 | \$ 15,661 | 0.45 | \$ 16,017 |
| 10034420 | 61030 | 100 | 3550 | NA-14 | RECREATION LEADER | 2.97 | \$ 60,849 | 2.97 | \$ 61,762 | 4.85 | \$ 103,181 |
| Total | | | | | | 5.14 | \$ 114,434 | 5.14 | \$ 115,992 | 7.02 | \$ 158,658 |
| Therapeutic Activity-Seasonal | | | | | | | | | | | |
| 10034430 | 61030 | 100 | | NA-25 | RECREATION FIELD SUPERVISOR | 0.00 | \$ — | 0.00 | \$ — | 0.15 | \$ 945 |
| 10034430 | 61030 | 100 | | NA-14 | RECREATIONAL LEADER | 2.08 | \$ 42,615 | 2.08 | \$ 43,254 | 0.91 | \$ 13,501 |
| Total | | | | | | 2.08 | \$ 42,615 | 2.08 | \$ 43,254 | 1.06 | \$ 14,446 |
| Recreation Classes-Seasonal | | | | | | | | | | | |
| 10034460 | 61030 | 100 | 3585 | NA-35 | PRE SCHOOL INSTRUCTOR | 0.12 | \$ 3,722 | 0.12 | \$ 3,778 | 0.12 | \$ 3,865 |
| 10034460 | 61030 | 100 | | NA-25 | RECREATION FIELD SUPERVISOR | 0.00 | \$ — | 0.24 | \$ 6,207 | 0.24 | \$ 6,349 |
| Total | | | | | | 0.12 | \$ 3,722 | 0.36 | \$ 9,985 | 0.36 | \$ 10,214 |

CITY OF DUBUQUE, IOWA
ACTIVITY PERSONNEL COMPLEMENT SUMMARY

| ACCT | FD | JC | WP-GR | POSITION CLASS | FY 2018 | | FY 2019 | | FY 2020 | | |
|--|--------|-----|-------|----------------|------------------------------|--------|-------------|--------|--------------|--------|--------------|
| | | | | | FTE | BUDGET | FTE | BUDGET | FTE | BUDGET | |
| Port of Dubuque Marina Dock Maintenance-FT | | | | | | | | | | | |
| 10030560 | 61010 | 100 | | GE-33 | FACILITIES SUPERVISOR | 0.33 | \$ 22,566 | 0.33 | \$ 19,350 | 0.33 | \$ 19,789 |
| | | | | | Total | 0.33 | \$ 22,566 | 0.33 | \$ 19,350 | 0.33 | \$ 19,789 |
| Port of Dubuque Marina Dock Maintenance- Seasonal | | | | | | | | | | | |
| 10030560 | 61030 | 100 | | NA-23 | DOCK WORKER | 0.67 | \$ 13,471 | 0.67 | \$ 13,673 | 0.58 | \$ 12,224 |
| | | | | | Total | 0.67 | \$ 13,471 | 0.67 | \$ 13,673 | 0.58 | \$ 12,224 |
| Port of Dubuque Marina Convenience Store -FT | | | | | | | | | | | |
| 10030560 | 61010 | 100 | | GE-33 | FACILITIES SUPERVISOR | 0.34 | \$ 23,250 | 0.34 | \$ 19,937 | 0.34 | \$ 20,389 |
| | | | | | Total | 0.34 | \$ 23,250 | 0.34 | \$ 19,937 | 0.34 | \$ 20,389 |
| Port of Dubuque Marina Convenience Store- Seasonal | | | | | | | | | | | |
| 10030560 | 61030 | 100 | | NA-23 | CASHIER | 0.97 | \$ 20,547 | 0.97 | \$ 20,855 | 0.83 | \$ 18,402 |
| | | | | | Total | 0.97 | \$ 20,547 | 0.97 | \$ 20,855 | 0.83 | \$ 18,402 |
| CD Target Area Programs-Seasonal | | | | | | | | | | | |
| 26034500 | 61030 | 260 | 3550 | NA-14 | RECREATION LEADER | 0.47 | \$ 9,629 | 0.47 | \$ 9,774 | 0.00 | \$ — |
| 26034500 | 61030 | 260 | 3585 | NA-35 | PRE-SCHOOL INSTRUCTOR | 0.62 | \$ 23,226 | 0.62 | \$ 23,574 | 0.72 | \$ 27,994 |
| 26034500 | 61030 | 260 | 3450 | NA-25 | RECREATION FIELD SUPERVISOR | 0.53 | \$ 15,704 | 0.53 | \$ 15,940 | 0.61 | \$ 16,481 |
| | | | | | Total | 1.62 | \$ 48,559 | 1.62 | \$ 49,288 | 1.33 | \$ 44,475 |
| Multicultural Family Center - FT | | | | | | | | | | | |
| 10034600 | 61010 | 100 | 1310 | GE-29 | ASST DIR MULTICULTURAL CTR | 1.00 | \$ 57,771 | 1.00 | \$ 58,638 | 1.00 | \$ 60,117 |
| 10034600 | 61010 | 100 | 3530 | GE-33 | DIR MULTICULTURAL FAMILY CTR | 1.00 | \$ 67,511 | 1.00 | \$ 72,295 | 1.00 | \$ 74,429 |
| | | | | | Total | 2.00 | \$ 125,282 | 2.00 | \$ 130,933 | 2.00 | \$ 134,546 |
| Multicultural Family Center - PT | | | | | | | | | | | |
| 10034600 | 61020 | 100 | 1310 | GE-29 | ASST DIR MULTICULTURAL CTR | 0.00 | \$ — | 0.00 | \$ — | 0.00 | \$ — |
| 10034600 | 61,020 | 100 | | NA-44 | RECEPTIONIST | 0.00 | \$ — | 0.00 | \$ — | 0.48 | \$ 5,974 |
| 10034600 | 61,020 | 100 | | GE-25 | SECRETARY | 0.00 | \$ — | 0.00 | \$ — | 0.50 | \$ 18,539 |
| 10034600 | 61020 | 100 | 3450 | NA-25 | RECREATION FIELD SUPERVISOR | 1.22 | \$ 44,712 | 1.22 | \$ 45,384 | 1.22 | \$ 46,412 |
| | | | | | Total | 1.22 | \$ 44,712 | 1.22 | \$ 45,384 | 2.20 | \$ 70,925 |
| Multicultural Family Center - Seasonal | | | | | | | | | | | |
| 10034600 | 61030 | 100 | 3450 | NA-25 | RECREATION FIELD SUPERVISOR | 0.19 | \$ 6,963 | 0.19 | \$ 7,068 | 0.35 | \$ 9,249 |
| | | | | | Total | 0.19 | \$ 6,963 | 0.19 | \$ 7,068 | 0.35 | \$ 9,249 |
| AmeriCorps - FT | | | | | | | | | | | |
| 10034910 | 61,010 | 100 | 1,185 | | AMERICORP PROGRAM DIRECTOR | 0.16 | \$ 7,598 | 0.81 | \$ 44,546 | 0.85 | \$ 51,813 |
| 10034917 | 61010 | 100 | 1185 | | AMERICORP PROGRAM DIRECTOR | 0.00 | \$ — | 0.00 | \$ — | 0.09 | \$ 5,786 |
| 10034911 | 61010 | 100 | 1185 | | AMERICORP PROGRAM DIRECTOR | 0.06 | \$ 2,849 | 0.02 | \$ 1,100 | 0.06 | \$ 3,653 |
| 10034916 | 61010 | 100 | 1185 | | AMERICORP PROGRAM DIRECTOR | 0.78 | \$ 42,896 | 0.17 | \$ 9,349 | 0.00 | \$ — |
| | | | | | Total | 1.00 | \$ 53,343 | 1.00 | \$ 54,995 | 1.00 | \$ 61,252 |
| TOTAL RECREATION DIVISION | | | | | | | | | | | |
| | | | | | | 46.64 | \$1,645,214 | 46.86 | \$ 1,672,385 | 48.00 | \$ 1,729,271 |

| Capital Improvement Projects by Department/Division | | | | | |
|---|-----------------------------------|----------------------|----------------------|----------------------|-----------------------|
| RECREATION DIVISION | | | | | |
| CIP Number | Capital Improvement Project Title | FY 17 Actual Expense | FY 18 Actual Expense | FY 19 Adopted Budget | FY 20 Recomm'd Budget |
| 1012462 | AQUATIC CTR FEASIBILITY | — | 875 | — | — |
| 1021530 | GOLF COURSE IRRIGATION | — | — | — | 200,000 |
| 1021890 | F&S ANNUAL MAINTENANCE | 31,034 | 157,772 | — | 25,000 |
| 1022585 | F&S SECURITY CAMERAS | 8,006 | — | — | — |
| 1022587 | MARINA SECURITY CAMERAS | 8,728 | 7,700 | — | — |
| 1022648 | F&S POOL ASSESSMENTS | 16,026 | — | — | — |
| 3002692 | POD MARINA SIGNAGE | 160 | 13,761 | — | — |
| 3501446 | FLORA/SUTTON POOL HEATERS | — | — | — | — |
| 3501530 | GOLF COURSE IRRIGATION | — | — | — | — |
| 3501890 | F&S ANNUAL MAINTENANCE | 1,060 | — | — | — |
| 3502586 | F&S INTERNET ACCESS | 2,923 | — | — | — |
| 3602742 | MFC ADDITION REMODEL | — | — | 1,564,000 | — |
| 3701527 | GOLF TEE IMPROVEMENTS | — | 7,258 | — | 10,000 |
| 3702001 | BUNKER CART PATHS | 9,002 | — | — | 10,000 |
| 3702195 | BUNKER CLUBHOUSE REPAIRS | 10,860 | 4,695 | 0 | 0 |
| RECREATION DIVISION TOTAL | | 87,799 | 192,061 | 1,564,000 | 245,000 |

| PROGRAM /DEPT | PROJECT DESCRIPTION | FY 2020 | FY 2021 | FY 2022 | FY 2023 | FY 2024 | TOTAL | PAGE |
|--------------------------------|---|------------|------------|-----------|------------|---------|------------|------|
| RECREATION DIVISION | | | | | | | | |
| Culture and Recreation | | | | | | | | |
| Swimming Pools | | | | | | | | |
| | Flora and Sutton Pools Annual Maintenance | \$ 25,000 | \$ 70,000 | \$ — | \$ 135,000 | \$ — | \$ 230,000 | 48 |
| | Flora Pool Replace Playground Surface | \$ — | \$ 60,000 | \$ — | \$ — | \$ — | \$ 60,000 | 49 |
| Bunker Hill Golf Course | | | | | | | | |
| | Bunker Hill Golf Course - Construct Cart Paths | \$ 10,000 | \$ — | \$ 10,000 | \$ — | \$ — | \$ 20,000 | 50 |
| | Bunker Hill Golf Course - Tee Improvements | \$ 10,000 | \$ — | \$ 10,000 | \$ — | \$ — | \$ 20,000 | 51 |
| | Bunker Hill Golf Course - Replace Irrigation System | \$ 200,000 | \$ 54,132 | \$ — | \$ — | \$ — | \$ 254,132 | 52 |
| | Total - Recreation Division | \$ 245,000 | \$ 184,132 | \$ 20,000 | \$ 135,000 | \$ — | \$ 584,132 | |

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