

Recreation

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RECREATION DIVISION

Budget Highlights	FY 2019 Actual	FY 2020 Budget	FY 2021 Requested	% Change From FY 2020 Budget
<u>Expenses</u>				
Employee Expense	1,685,212	1,827,872	1,919,669	5.0%
Supplies and Services	1,046,117	1,178,894	1,206,967	2.4%
Machinery and Equipment	56,157	52,650	77,650	47.5%
Debt Service	17,270	16,881	16,484	-2.4%
Total Expenses	2,804,756	3,076,297	3,220,770	4.7%
<u>Resources</u>				
Operating Revenue	1,507,619	1,760,691	1,730,695	-1.7%
CDBG Funds	112,814	149,296	131,499	-11.9%
Sales Tax 20% for Debt Abatement	17,270	16,881	16,484	-2.4%
Total Resources	1,637,703	1,926,868	1,878,678	-2.5%
Property Tax Support	1,167,053	1,149,429	1,342,092	192,663
Percent Increase (Decrease)				16.8%
Percent Self Supporting	58.4%	62.6%	58.3%	
Personnel - Authorized FTE	46.86	48.00	48.00	

AMERICORPS

Budget Highlights	FY 2019 Actual	FY 2020 Budget	FY 2021 Requested	% Change From FY 2020 Budget
<u>Expenses</u>				
Employee Expense	314,637	385,622	400,542	3.9%
Supplies and Services	22,968	13,542	34,730	156.5%
Total Expenses	337,605	399,164	435,272	9.0%
<u>Resources</u>				
AmeriCorps Grant	230,408	239,713	278,788	16.3%
Private Participant	196,080	135,360	201,231	48.7%
Total Resources	426,488	375,073	480,019	28.0%
Property Tax Support	(88,883)	24,091	(44,747)	(68,838)
Percent Increase (Decrease)				-285.7%
Percent Self Supporting	126.3%	94.0%	110.3%	
Personnel - Authorized FTE	1.00	1.00	1.00	

Improvement Package Summary

1 of 9

This improvement request is for the creation of a full-time Teen Coordinator for the Leisure Services Department. Staff reviews programs on an annual basis to provide the best possible, high quality equitable programs and services. Within the proposed FY21 employee expense estimates, staff could re-allocate 41% of seasonal staff (NA-45C) time to reduce the cost to create a full-time position and increase the effectiveness of our teen programming. A crucial part to the increased success of these teen programs is the staff that coordinate them. This is crucial to establish a consistent face and representation of the Department with the teens. The goal is to reduce turnover in these positions on an annual basis so that the teens can develop a relationship with our staff which in turn will increase retention within the programs and strengthen our engagement efforts. There are a couple concerns with a position as crucial as this only being part-time. One is that the position itself may not prove attractive to the type of qualified and dedicated staff person needed to be effective due to its part-time nature which may also create high turnover. Second, with a limited amount of hours annually, the type of engagement and personal connection with the teens would be limited as much of the time would need to be used to develop and organize these programs. From working with MFC staff to develop this position, staff feels that the most effective and consistent solution to providing in-depth relationships and program expansion, these efforts would benefit from a full-time coordinator. This supervisor would be "housed" in the Recreation Division as part of the Recreation team and would work closely with MFC, AmeriCorps and Recreation staff as well as community partners such as the Dream Center, Four Mounds, etc. to effectively program for and engage the teen community. This request supports the City Council goals of Diverse Arts, Culture, Parks, and Recreation Experiences and Activities, Partnership for a Better Dubuque and Vibrant Community.

Related Cost:	\$ 85,314	Tax Funds	Recurring	Recommend - No
Related Cost Savings:	\$ (15,577)	Tax Funds	Recurring	
Related Cost:	\$ 2,425	Tax Funds	Non-Recurring	
Net Cost:	<u>\$ 72,162</u>			
Property Tax Impact:	\$ 0.0284	0.27%		
Activity:	Recreation Administration			

2 of 9

This improvement package request is for the addition of an Arts & Culture Supervisor position for the Recreation Division. The improvement package request relates directly to the funding request for arts and cultural programming (improvement request 5 of 11 in this outline) and is requested to be funded in tandem with that request. Over the past year, the Leisure Services and Economic Development Departments worked together to review and assess how the City can create partnerships and help accomplish the Arts and Culture Master Plan and Community Enactment Strategy. The Economic Development Department hired a full-time Arts & Cultural Affairs Coordinator in FY 2020 with a main focus for on economic growth around arts and culture. To compliment these efforts, a second Arts and Culture position is proposed to be housed within the Leisure Services Department to focus on programming, events, and partnership development to expand arts and culture to youth in the community. Potential opportunities and goals for this position may include providing innovative and low-cost/free arts and cultural performances and programming to inspire the community; enlivening parks and public spaces through smaller arts and cultural performances and events; facilitating social connections, human development and lifelong learning through art; harnessing the power of partnerships through both community-designed projects and collaborations with regional and statewide entities; promoting civic responsibility for the arts system as the City does so with the parks; providing a diverse range of recreation and cultural arts programs that meet the leisure needs of Dubuque residents, while promoting knowledge, personal growth, health and more; and enhancing the connection between

arts and culture. In addition this position also supports three of the Leisure Services Department's Equity Plan Goals which include: increasing access to culturally and linguistically responsive services for communities of color and refugee and immigrant communities; strengthening outreach and public engagement for communities of color and refugee and immigrant communities; and providing equitable access to City services to all residents. This request supports the City Council goal of Diverse Arts, Culture, Parks, and Recreation Experiences and Activities, the Arts and Culture Master Plan, as well as the Leisure Services Equity Plan.

Related Cost:	\$ 81,615	Tax Funds	Recurring	Recommend - No
Related Cost:	\$ 2,425	Tax Funds	Non-Recurring	
Total Cost:	<u>\$ 84,040</u>			
Property Tax Impact:	\$ 0.0331	0.32%		
Activity:	Recreation Administration, Recreation Classes			

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This improvement request is for programming funding for the requested Arts & Culture Program Coordinator (improvement request 4 of 11 in this outline) and is directly related to that improvement package request and recommended to be funded in tandem with that request. The amount requested includes \$20,000 for contractual programming instructors, \$10,000 for pay to other partner agencies for programming production, and \$5,000 for program materials and supplies. It is also estimated this improvement package would generate approximately \$12,500 in additional revenue annually based on the assumption that 50% of contractual programs are offered at no cost and 50% of contractual programs would charge participation fees. This programming is intended to provide innovative and low-cost/free arts and cultural performances; provide a diverse range of recreation and cultural arts programs that meet the leisure time needs of Dubuque residents, while promoting knowledge, personal growth, health and more; and enhance the connection between arts and culture through partnerships. In addition, this programming would support three of the Leisure Services Department's Equity Plan Goals, which include: increase access to culturally and linguistically responsive services for communities of color and refugee and immigrant communities; strengthen outreach and public engagement for communities of color and refugee and immigrant communities; and provide equitable access to City services to all residents. This request supports the City Council goal of Diverse Arts, Culture, Parks, and Recreation Experiences and Activities, the Arts and Culture Master Plan, as well as the Leisure Services Equity Plan.

Related Cost:	\$ 35,000	Tax Funds	Recurring	Recommend - Yes
Related Revenue:	\$ 12,500	Program Fees	Recurring	
Total Cost:	<u>\$ 22,500</u>			
Property Tax Impact:	\$ 0.0089	0.09%		
Activity:	Recreation Administration, Recreation Classes			

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This improvement request is for funding for department leadership to visit other leading cities throughout the country who are actively advancing equity in their park & recreation departments. Through National Conferences such as GARE and NRPA (National Recreation and Park Association), staff have met and/or heard from other organizations throughout the country providing impactful and innovative practices to solve complex equity issues. In contrast, and through observations/communications with local departments, there are few Iowa Park and Recreation Departments doing similar work. The ability to meet with other cities throughout the country and/or Midwest will allow for intentional conversation around these best practices in an effort to better understand how Dubuque can implement more impactful equitable change. For example, some of the leading cities are: Grand Rapids, MI; Raleigh, NC; Portland, OR; Madison, WI; St Paul, MN; Philadelphia, PA; and Arlington, TX. This request supports

City Council goal Partnership for a Better Dubuque: Building Our Community that is Viable, Livable and Equitable.

Related Cost:	\$ 3,000	Tax Funds	Recurring	Recommend - No
Property Tax Impact:	\$ 0.0012	0.01%		
Activity:	Recreation Administration			

5 of 9

This improvement request is for the addition of 50 annual household scholarships. Over the last three years, 150 qualifying low-income households annually have taken advantage of this CDBG-funded scholarship program. These \$125 scholarships create opportunities for low-income families to participate in any of the Recreation Division's 400+ programs and services. These opportunities have directly resulted in an annual increase in programming participation throughout the years. This increase in participation not only exposes these participants to programs and services that they might normally not benefit from, but it also equitably expands the participation demographic, demonstrating an increase in interaction amongst the entire community. This request supports the City Council goal of Diverse Arts, Culture, Parks, and Recreation Experiences and Activities.

Related Cost:	\$ 6,250	Tax Funds	Recurring	Recommend - Yes
Property Tax Impact:	\$ 0.0025	0.02%		
Activity:	Recreation Administration			

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This improvement request is for engineering consulting services related to evaluation of permanent methods and costs of supports for mechanical room equipment in the Mystique Community Ice Center. It also shall provide for research of options to develop conceptual cost estimates and comparisons for permanent solutions related to settling in specific areas of the ice arena. This request supports City Council goal Partnership for a Better Dubuque: Building Our Community that is Viable, Livable and Equitable by providing data and information and researching the best alternatives and estimated costs related to the Mystique Ice Arena owned by the City and leased to Dubuque Community Ice and Recreation Inc.

Related Revenue	<u>\$ 18,000</u>	Tax Funds	Non-Recurring	Recommend - No
Property Tax Impact:	\$ 0.0071	0.07%		
Activity:	Recreation Administration			

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The improvement level decision package request is for a vehicle to be used by the Recreation Division and Multicultural Family Center (MFC) to transport the Rec & Roll trailer as well as materials and supplies to programs and services. When the Rec & Roll trailer program began in 2017, it was present at 19 events and programs throughout the community. By the 2019 season, it became part of over 55 community events and programs and has proved to be a positive benefit for community and partner engagement. Testimonials from the community have expressed the positive impact of the trailer 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 since they are the only Leisure Services staff available after hours with truck access. Due to the trailer's demand, this has added over 200 hours to their everyday responsibilities. With a Recreation Division vehicle able to haul the trailer, it 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 such as conferences, classes, and other trainings which is now all being done with private vehicles. The MFC also has a need for a vehicle for similar reasons. With the

increase in community programming and events, MFC staff are constantly transporting supplies (especially on the weekends).

The vehicle would be a $\frac{3}{4}$ ton truck with a lift gate and tow package. Based on the current price estimates for Park Division truck replacements, this vehicle would cost approximately \$35,000. 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 Leisure Services Department and the trailer. This decision package directly relates to 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 Expense:	\$ 36,700	Tax Funds	Non-Recurring	Recommend - No
Property Tax Impact:	\$ 0.0144	0.14%		
Activity:	Recreation Classes			

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This Improvement Level request provides for funding to staff and transportation for up to 700 children in 2nd grade for all 13 elementary schools for free learn-to-swim lessons. These staffing levels are based off of a 5:1 student to instructor ratio for a 4-session program per school.

Too often each summer, saves/rescues are made by the lifeguards at both Sutton and Flora pools. The vast majority of these interactions are with youth who do not possess the critical skills and/or knowledge to effectively and safely participate in open aquatic activities. Many of these youth are entering the pool facility for the first time with little to no supervision from the parent or caregiver. Learning to swim is a life skill. Interaction with water and the fun/joy that one observes when others are participating makes the activity enticing. In a community on the river, where intentional or unintentional contact with water is a possibility, having these basic skills could be lifesaving.

Offering a free Learn to Swim by 3rd Grade program in a partnership with the Dubuque Community School District could provide this basic knowledge and skills. The result for the patron is a more enjoyable and safe interaction with aquatics activity. For the City's pool system, this introduction could result in less save interactions with the swimmers and more time for the patrons to swim (as during most saves, activity in the pool is stopped). This request supports the City Council goals of Diverse Arts, Culture, Parks, and Recreation Experiences and Activities and Partnership for a Better Dubuque: Building our Community that is Viable, Livable and Equitable.

Related Expense:	\$ 18,517	Tax Funds	Recurring	Recommend - No
Property Tax Impact:	\$ 0.0073	0.07%		
Activity:	Swimming			

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This improvement request is for an increase in operating revenue for the Bunker Hill Golf Course through increases in the following fees; \$1 increase for 18-hole daily rounds, \$2 increase for PGA rounds, and a \$10 increase on all annual passes. The sum of these fee increases would equate to \$11,695 in additional revenue based on the FY 2021 usage estimates. In addition, this request also includes a \$1 increase on daily 1/2 cart rentals. This would generate \$6,900 based on FY 2021 usage estimates. This request supports the City Council goal of Financially Responsible, High-Performance City Organization.

Related Revenue:	\$ 18,595	Golf Fees	Recurring	Recommend - Yes
Property Tax Impact:	\$ (0.0073)	(0.07)%		
Activity:	Golf Maintenance			

Significant Line Items

Employee Expense

1. FY 2021 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 2020. The employee contribution of 6.29% is unchanged from FY 2020.
3. The City portion of health insurance expense increased from \$921 in FY 2020 to \$1,013 in FY 2021 per month per contract which results in an annual cost increase of \$3,116 or 11.26%.
4. Workers Compensation increased from \$32,551 in FY 2020 to \$32,823 in FY 2021. 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 2019 actual was \$36,315.

Supplies & Services

5. Sales Tax collected on goods and services decreased from \$49,163 in FY 2020 to \$41,998 in FY 2021. FY 2019 actual was \$43,818. This line item is off-set by the revenue for sales tax collected.
6. Electrical Utility Expense increased from \$73,249 in FY 2020 to \$87,693 in FY 2021 based on FY 2019 actual of \$84,220 plus 4%.
7. Natural Gas Utility Expense decreased from \$31,712 in FY 2020 to \$27,901 in FY 2021 based on FY 2019 actual of \$27,936.
8. Property Maintenance decreased from \$44,151 in FY 2020 to \$38,100 in FY 2021. FY 2019 actual was \$32,187. This line item traditionally represents payments towards swimming pool maintenance, golf course grounds maintenance, Marina Maintenance and Allison Henderson/Comiskey Park maintenance.
9. Off Road Vehicle Fuel increased from \$73,220 in FY 2020 to \$75,000 to FY 2021 and Diesel Fuel decreased from \$25,782 in FY 2020 to \$18,750 in FY 2021 due to the industry's decrease in diesel-reliant vessels. This expenditure represents fuel sold to boaters at the Port of Dubuque Marina and is offset by \$125,000 in revenue from the sale of fuel.
10. Turf Chemicals unchanged from \$30,031 in FY 2020 to \$30,031 in FY 2021. FY 2019 actual was \$28,977.
11. Food Products increased from \$42,126 in FY 2020 to \$48,145 in FY 2021 based on current year's sales. FY 2019 actual was \$49,138. This budget is offset by the revenue from sales of this product.
12. Beer Products decreased from \$54,566 in FY 2020 to \$53,168 in FY 2021 based on current year's sales. FY 2019 actual was \$51,248. This budget is offset by the revenue from sales of this product.
13. Beverage and Ice decreased from \$24,303 in FY 2020 to \$20,561 in FY 2021 based on current year's sales. FY 2019 actual was \$19,630. This budget is offset by the revenue from sales of this product.
14. Credit Card Charges increased from \$21,937 in FY 2020 to \$23,023 in FY 2021 based on FY 2019 actual of \$24,714.

15. Program Equipment and Supplies increased from \$74,213 in FY 2020 to \$84,276 in FY 2021. This line item includes the Third Grade Level Reading Program for \$26,000 and the remainder of the budget is for concession supplies, bases, basketballs, volleyballs, nets, first-aid supplies, trophies, community engagement Rec & Roll events, and other playground equipment.
16. Pro Shop Merchandise decreased from \$52,153 in FY 2020 to \$43,000 in FY 2021 based on current demand for special order through the golf course. FY 2019 actual was \$30,488. This budget is offset by the revenue from Pro Shop Sales, golf fee revenue, event revenue and certificates.
17. Game Officiating Services unchanged from \$36,670 in FY 2020 to \$36,670 in FY 2021. FY 2019 actual was \$31,151.
18. Machinery and Equipment Rental increased from \$41,511 in FY 2020 to \$42,351 in FY 2021 based on FY 2019 actual. This line item is for the lease payments on sixty golf carts, tournament golf carts, beverage carts and cart maintenance, and portable restroom rentals.
19. Pay to Other Agency increased from \$147,605 in FY 2020 to \$152,783 in FY 2021. The decrease is based on larger contractual partners whom which Recreation Classes are no longer offered through. This line item represents the Four Mounds Day Camp (\$44,450), ice rental (\$10,000), Americorps 3rd Grade Reading (\$20,000), Americorps Playground Programs (\$32,986), 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) (\$20,000), therapeutic and after school programs facility payments for off site programs (\$1,624), and after school sports programs at Prescott and Lincoln (\$523).
20. Instructors increased from \$71,348 in FY 2020 to \$92,162 in FY 2021. FY 2019 actual was \$66,905. This line item represents after school sports coaches, sports camps, LEAP program, dance instructors, and other recreational class/program instructors.
21. Machinery and Equipment Maintenance increased from \$20,005 in FY 2020 to \$20,704 FY 2021. This line item represents marina machinery and equipment maintenance, fire suppression replacements, golf course equipment maintenance and repairs, swimming pool equipment maintenance, concession stand equipment replacements, and scoreboard maintenance.
22. Promotion decreased from \$21,216 in FY 2020 to \$19,216 in FY 2021. This line item represents print and digital marketing for recreational programs, events, and classes, brochures and mailings, and radio and print advertisements.

Machinery & Equipment

23. Equipment replacement items include (\$77,650):

<u>Recreation Administration</u>		
Vacuum	\$	350
<u>Golf Maintenance</u>		
Trailer	\$	—
Greens Mower	\$	52,000
Table Saw	\$	500
Trimmers	\$	500

Truckster	\$ 9,000
Aerator	\$ 9,500
<u>Swimming</u>	
Flora/Sutton Security Cameras	\$ 2,800
<u>Adult Athletics</u>	
Miscellaneous Equipment	\$ 1,500
Line Strip Equipment	\$ 1,500
Total Equipment \$ 77,650	

Debt Service

24. FY 2021 Annual debt service is as follows (\$16,484):

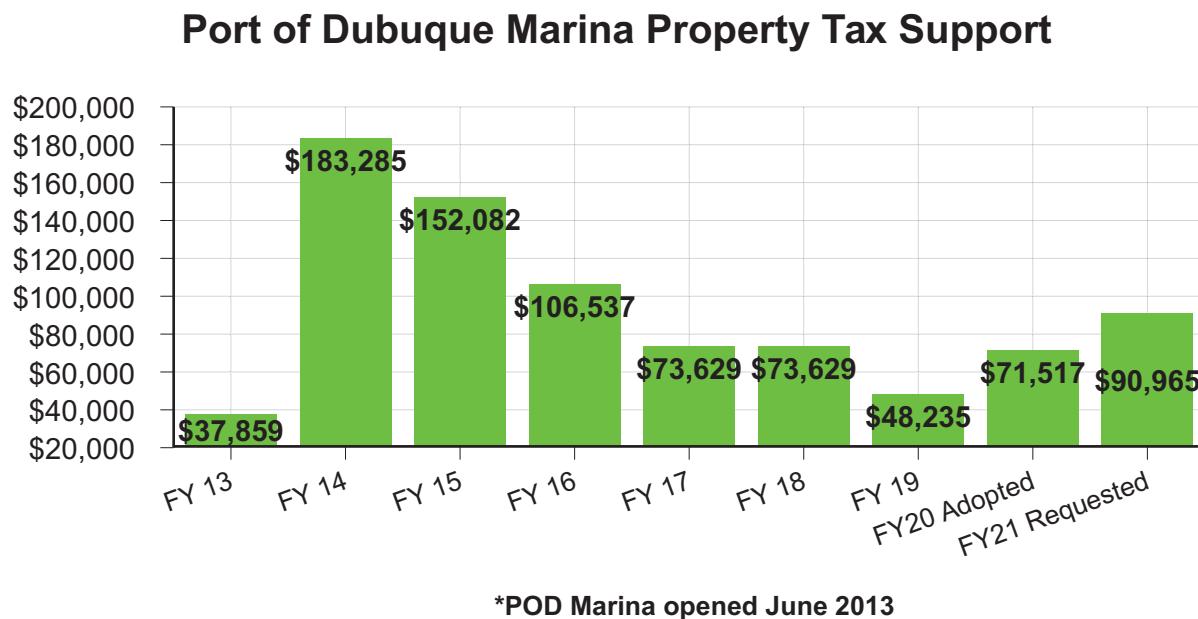
Amount	Debt Series	Payment Source	Purpose	Final Payment Year	Call Date
\$ 1,484	2012D G.O.	Sales Tax 20%	Recreation Improvements	2027	2019
\$ 1,269	2012E G.O.	Sales Tax 20%	Recreation Improvements	2022	2019
\$ 13,731	2014B G.O.	Sales Tax 20%	Recreation Improvements	2034	2021
<u>\$ 16,484 Total Recreation Annual Debt Service</u>					

Revenue

25. Total revenue for Golf Operations and Maintenance increased from \$917,492 in FY 2020 to \$934,492 in FY 2021.
 - a. Golf Cart Rentals increased from \$217,510 in FY 2020 to \$227,850 in FY 2021 based on FY 2021 cart rental estimates of: 10 18-Hole carts at \$30 each; 6,900 18-Hole Half Carts at \$15 each; 55 9-Hole Carts at \$20 each; 7,200 9-Hole Half Carts at \$10 each; 130 punch cards at \$230 each; 21 season passes at \$650 each, and 100 pull carts at \$5 each. FY 2019 Actual was \$207,340.
 - b. Golf Beer Sales increased from \$127,556 in FY 2020 to \$130,501 in FY 2021 based on FY 2019 actual of \$130,501.
 - c. Pro Shop Sales increased from \$64,543 in FY 2020 to \$68,795 in FY 2021 based on FY 2019 Actual of \$68,795.
 - d. Golf Fees increased from \$349,491 in FY 2020 to \$353,685 in FY 2021 based on the number of rounds played and passes sold during FY 2019. FY 2019 Actual was \$329,003.
 - e. Golf event revenue increased from \$39,142 in FY 2020 to \$40,689 in FY 2021 based on FY 2019 actual.
26. Swimming revenue decreased from \$359,215 in FY 2020 to \$333,326 in FY 2021.
 - a. Swimming Annual Passes decreased from \$92,055 in FY 2020 to \$74,118 in FY 2021 based on prior two years of participant numbers. FY 2019 actual was \$66,483.
 - b. Flora Daily Fees decreased from \$85,666 in FY 2020 to \$82,050 in FY 2021 based on prior two years of participant numbers. FY 2019 actual was \$76,962.
 - c. Sutton Daily Fees decreased from \$31,170 in FY 2020 to \$28,214 in FY 2021 based on prior two years of participant numbers. FY 2019 actual was \$27,949.
 - d. Pool Concessions decreased from \$51,000 in FY 2020 to \$50,000 in FY 2021 based on estimated gross sales of \$36,000 at Flora Pool and \$15,000 at Sutton Pool. FY 2019 actual was \$41,605.
 - e. Swim Lesson Registrations decreased from \$80,294 in FY 2020 to \$72,589 in FY 2021 based on registrations for water exercise decreasing from 50 registrations in FY 2020 to 25 registrations in FY 2021 (-\$625), aquatots registrations decreasing by 54 (-\$1,350), and preschool registrations decreasing by 163 (-\$4,075). FY 2019 actual was \$65,906
27. Adult Athletics revenue decreased from \$100,508 in FY 2020 to \$96,142 in FY 2021.
 - a. Softball Entry Fees decreased from \$52,208 in FY 2020 to \$49,208 in FY 2021 based on 8 less teams in softball leagues budgeted. FY 2019 actual was \$48,765.
 - b. Basketball Entry Fees decreased from \$30,600 in FY 2020 to \$26,400 in FY 2021 based on 6 less teams in adult basketball league budgeted.
 - c. Adult Winter Volleyball Leagues increased from \$4,000 in FY 2020 to \$6,630 in FY 2021 based on 14 additional teams budgeted in adult winter volleyball league.
28. Youth Sports revenue decreased from \$41,929 in FY 2020 to \$30,135 in FY 2021.
 - a. After School Sports decreased from \$30,630 in FY 2020 to \$17,500 in FY 2021 based on an 116 fewer participants budgeted in track & field and 36 fewer participants budgeted in basketball. FY 2019 actual was \$24,433.
29. Port of Dubuque Marina revenue decreased from \$208,278 in FY 2020 to \$181,026 in FY 2021 .

- a. Marina Fuel Sales is decreased from \$130,000 in FY 2020 to \$125,000 in FY 2021. This line item is based on the expense budget of fuel plus a 25% mark-up. FY 2019 actual was \$74,136 and FY 2018 was \$125,037.
- b. Marina Dock Fees is decreased from \$47,390 in FY 2020 to \$31,250 in FY 2021. This line item is based on the current year's sales as well as the current interest in seasonal slip rentals. FY 2019 actual was \$18,522 and FY 2018 was \$25,070.
- c. Marina Beverage and Ice Sales is decreased from \$7,500 in FY 2020 to \$5,775 in FY 2021. This line item is based on the current year's sales and on average a 65% mark-up on the cost of the product. FY 2019 actual was \$5,881 and FY 2018 was \$6,621.

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



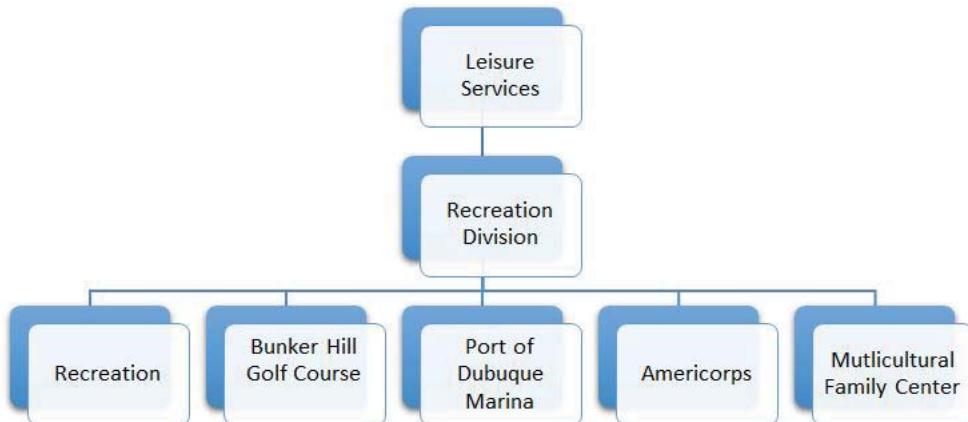
Miscellaneous

31. The FY 2021 percent self-supporting for the various Recreation Activities compared to FY 2020 percent self-supporting is as follows:

Activity	FY 2021	FY 2020
Adult Athletics	69.7%	74.9%
McAleece Concessions	135.0%	125.9%
Youth Programs	11.8%	12.1%
Therapeutic Recreation	29.3%	53.1%
Recreation Classes	64.0%	83.7%
Swimming	60.9%	62.6%
Golf	104.3%	101.5%
Port of Dubuque Marina	66.6%	74.4%

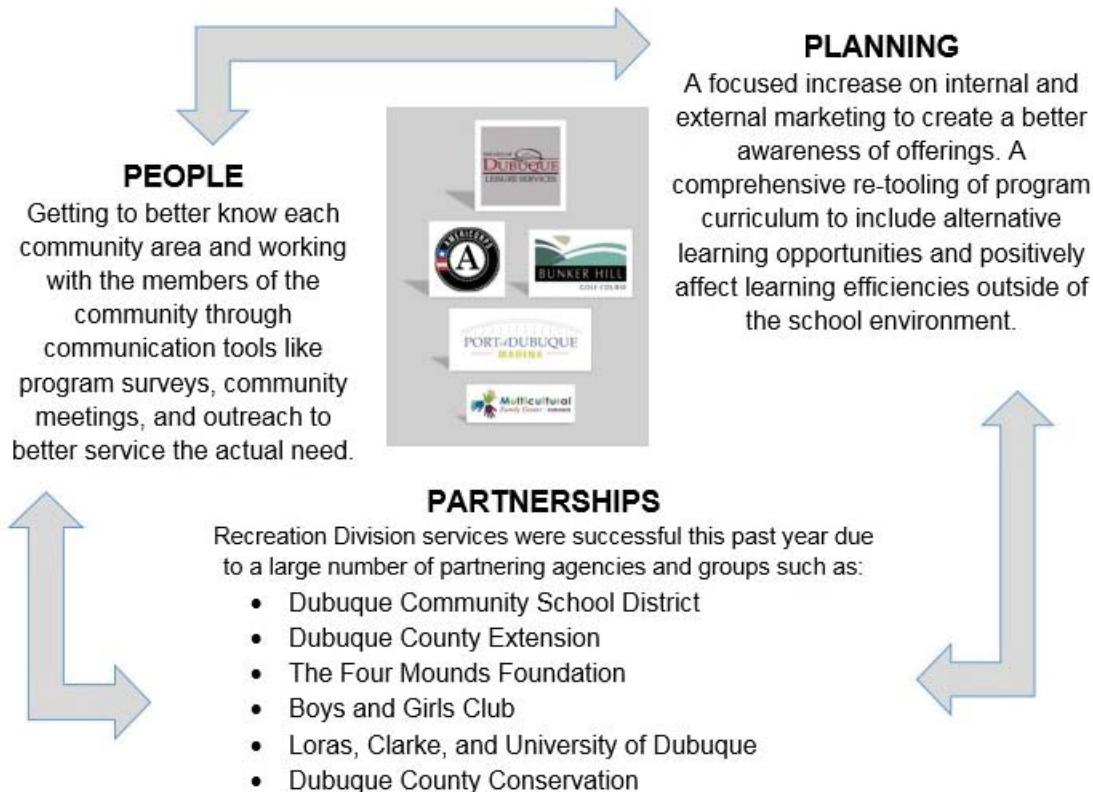
LEISURE SERVICES RECREATION DIVISION

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.

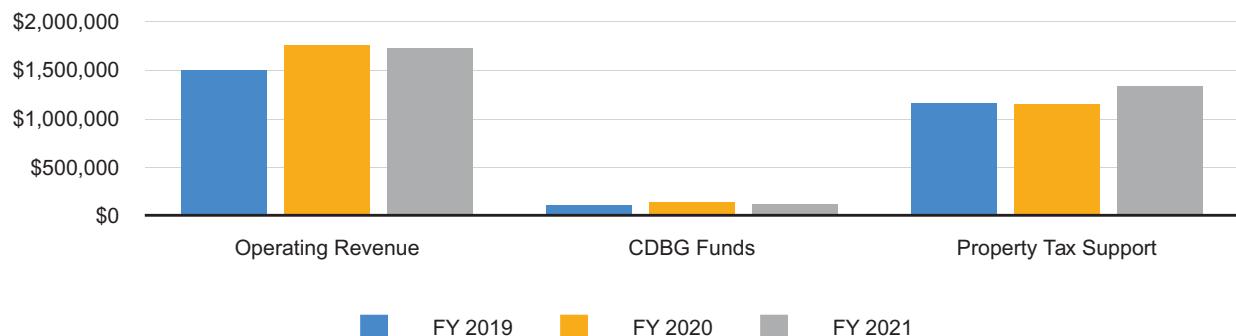
SUCCESS IS ABOUT PLANNING, PARTNERSHIPS AND PEOPLE LEADING TO OUTCOMES



LEISURE SERVICES RECREATION DIVISION

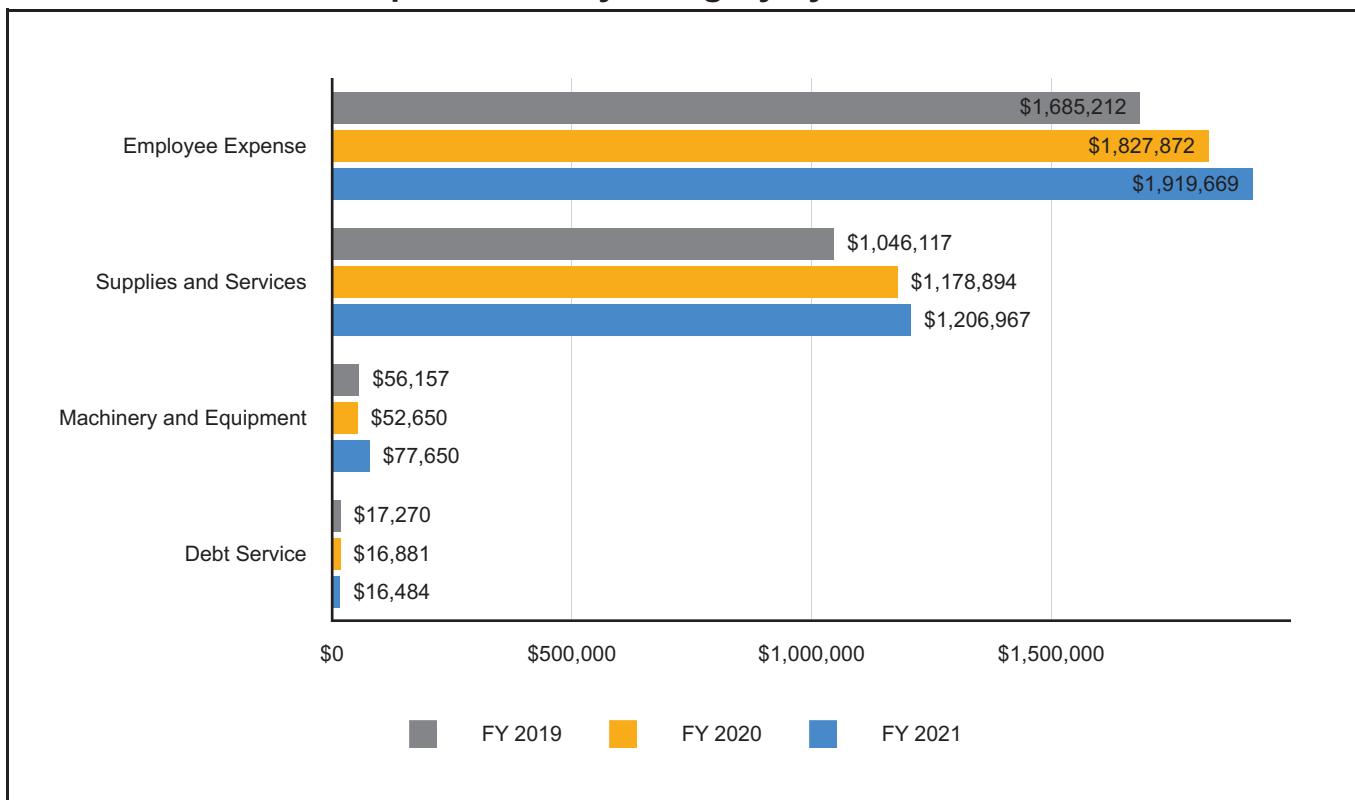
	FY 2019	FY 2020	FY 2021
Full-Time Equivalent	46.86	48	48.00

Resources and Property Tax Support



The Recreation Division is supported by 48.00 full-time equivalent employees, which accounts for 59.60% of the department expense as seen below. Overall, the department's expenses are expected to increase by 4.70% in FY 2021 compared to FY 2020.

Expenditures by Category by Fiscal Year



RECREATION DIVISION

Recreation Programming

Mission & Services

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. 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 2019 Actual	FY 2020 Budget	FY 2021 Requested
Expenditures	\$1,730,514	\$1,857,703	\$2,018,378
Resources	\$555,500	\$639,596	\$619,947

Recreation Programming Position Summary	
	FY 2021
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
勞工 - Youth Sports	0.09
勞工 - Swimming	0.48
勞工 - Adult Athletics	0.75
Total FT Equivalent Employees	33.08

LEISURE SERVICES

RECREATION DIVISION

Recreation Programming

Performance Measures

City Council Goal: Diverse Arts, Culture, Parks, and Recreation						
	Performance Measure (KPI)	Target	FY18 Actual	FY19 Actual	FY20 Estimate	Performance Indicator
1	Activity Objective: Improve quality of life for residents by expanding and enhancing organized recreation activities.					
	# of program opportunities offered through registration system	N/A	763	801	810	N/A
	# average total of participation per program offered annually	+.25	9.78	9.12	9.4	
	% of annual programs offered running (i.e. not canceled)	+1%	76%	77%	78%	
	# of Rec & Roll trailer deployments	N/A	16	51	55	N/A
City Council Goal: Partnerships for a Better Dubuque						
2	Activity Objective: Develop, increase, and retain partnerships in order to provide quality and affordable program opportunities for residents.					
	# of partnerships resulting in a program	40+	32	40	41	
City Council Goal: Robust Local Economy						
3	Activity Objective: Develop and provide quality entry-level job opportunities for youth and adults in the community.					
	\$ in salary costs for seasonal employees only (not including IPERS or SS)	N/A	\$609,401	\$607,933	\$706,375	N/A
4	Activity Objective: Provide accessible, affordable, educational, and positive programming for those who many not have the financial resources to participate.					
	# of free programs provided to those who qualified as low-income	60	43	35	30	
	% of total Recreation program low-income registrants who were served by free programs	70%	85%	75%	70%	
	# available scholarships for recreational programming	200	150	150	150	
	% of awarded scholarship credits that were redeemed for recreational programs	100%	88%	76%	90%	
	% of total swim passes issued that were purchased by low-income residents	50%	48%	44%	N/A	

LEISURE SERVICES RECREATION DIVISION

Bunker Hill Golf Course

Mission & Services

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 2019 Actual	FY 2020 Budget	FY 2021 Requested
Expenditures	\$874,987	903,718	895,717
Resources	\$842,492	917,492	934,492

Bunker Hill Golf Course Position Summary	
	FY 2021
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

Performance Measures

City Council Goal: Financially Responsible, High-Performance Organization

Performance Measure (KPI)	Target	FY18 Actual	FY19 Actual	FY20 Estimate	Performance Indicator
1 Activity Objective: Expand upon golf lesson programs offered to grow the game of golf and promote hospitality through quality customer service practices.					
# of Youth participating in free golf lessons	+5%	1%	17%	43%	
Youth Camp Participation	+5%	4%	28%	63%	
Participation by Women	+5%	2%	13%	18%	
Couples League	+5%	15%	25%	12%	

LEISURE SERVICES

RECREATION DIVISION

Port of Dubuque Marina

Mission & Services

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.

Port of Dubuque Marina Funding Summary			
	FY 2019 Actual	FY 2020 Budget	FY 2021 Requested
Expenditures	\$163,731	\$279,795	\$271,991
Resources	\$115,496	\$208,278	\$181,026

Port of Dubuque Marina Position Summary	
	FY 2021
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

Performance Measures

City Council Goal: Diverse Arts, Culture, Parks, and Recreation

Performance Measure (KPI)	Target	FY18 Actual	FY19 Actual	2020 Estimate	Performance Indicator
1 Activity Objective: Become a more visible and high-traffic docking location.					
increase # of docking customers	600	492	367	450	

City Council Goal: Financially Responsible, High-Performance Organization

2 Activity Objective: Increase overall sales at the convenience store and additional revenue opportunities through programs and partnerships.
decrease % of property-tax support

decrease % of property-tax support	20%	29%	29%	26%	
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LEISURE SERVICES

RECREATION DIVISION

AmeriCorps

Mission & Services

AmeriCorps is a national service program which awards communities federal funding to implement an AmeriCorps program in their community designed to meet a community's critical need. The AmeriCorps Partners in Learning Program in Dubuque focuses on the community's education needs and is sponsored by the City of Dubuque. The program's largest grant is focused around Dubuque's Campaign for Grade-Level Reading. The program also has focused efforts in the areas of teen programming, mentorship and workforce and life skill development.

AmeriCorps Funding Summary			
	FY 2019 Actual	FY 2020 Budget	FY 2021 Requested
Expenditures	\$337,605	\$399,164	\$435,272
Resources	\$426,488	\$375,073	\$480,019

AmeriCorps Position Summary	
	FY 2021
AmeriCorps Program Director	1.00
Total FT Equivalent Employees	1.00

Performance Measures

City Council Goal: Diverse Arts, Culture, Parks, and Recreation

Performance Measure (KPI)	Target	FY18 Actual	FY19 Actual	FY20 Estimate	Performance Indicator
1 Activity Objective: Ensure all students read at grade-level by third grade through reading tutoring for K - 3rd grade students.					
# of students supported through AmeriCorps Campaign for Grade-Level Reading Program	600	476	463	500	
% of students participating in the AmeriCorps Campaign for Grade-Level Reading who improved reading scores	90%	97.1%	97%	80%	
2 Activity Objective: Provide Dubuque Teens with safe, caring, adult role models so youth want to attend school, after-school programs, and summer programs.					
% of participating teens who successfully graduated from the MFC's Summer Teen Empowerment Program	90%	87.5%	86.8%	90%	

City Council Goal: Partnerships for a Better Dubuque

3 Activity Objective: Keep youth engaged in stimulating, educational activities and surrounded by positive role models during the summer months.
of youth served by AmeriCorps summer learning opportunities and events

500	1,000	1,582	1,500
			

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Recommended Operating Revenue Budget - Department Total

34 - RECREATION DIVISION

Fund	Account	Account Title	FY18 Actual Revenue	FY19 Actual Revenue	FY20 Adopted Budget	FY21 Recomm'd Budget
100	43243	CAMPING FEES	25,070	18,522	47,390	31,250
100	43249	RENT,SLATTERY CENTER	13,479	13,739	13,275	13,987
100	43250	GOLF CART RENTALS	211,110	207,340	217,510	227,850
43	USE OF MONEY AND PROPERTY - Total		249,659	239,601	278,175	273,087
100	51190	CUSTOMER CREDITS	396	58	0	0
100	51516	DIESEL FUEL SALES	25,389	11,572	24,700	25,000
100	51536	FUEL SALES MARINA	99,648	62,565	105,300	100,000
100	51927	LOTTERY SALES	1,138	3	1,138	0
100	51930	SWIMMING-FLORA POOL	82,707	76,962	85,666	82,050
100	51931	SWIMMING-HEMP POOL	584	336	0	0
100	51932	SWIMMING-SUTTON POOL	30,902	27,949	31,170	28,214
100	51933	SWIMMING ANNUAL PASSES	84,949	66,483	92,055	74,118
100	51934	SWIM LESSON	68,811	65,906	80,294	72,589
100	51935	SWIMMING POOL RENTAL	14,463	15,638	19,030	20,580
100	51936	SWIM POOL CONCESSIONS	46,622	41,605	51,000	50,000
100	51937	GOLF FEES	332,642	330,952	351,496	356,172
100	51938	GIFT CERTIFICATES-GOLF	(43,360)	(41,601)	0	0
100	51939	TENNIS FEES	5,429	6,047	5,289	6,635
100	51940	TENNIS COURT	0	34	0	34
100	51942	SOFTBALL ENTRY FEES	51,994	48,765	52,208	49,208
100	51943	FIELD RENTAL FEES	9,745	6,690	7,500	7,500
100	51944	BASKETBALL ENTRY FEES	30,930	25,700	30,600	26,400
100	51945	VOLLEYBALL ENTRY FEES	8,835	10,200	10,000	12,800
100	51946	AFTER SCHOOL SPORTS	25,442	24,433	30,630	17,500
100	51949	ART FEES	55,243	54,278	50,962	63,462
100	51950	VARIOUS PROGRAM FEES	7,646	6,682	14,477	11,942
260	51950	VARIOUS PROGRAM FEES	4,675	5,869	4,675	4,770
100	51951	CHILDRENS ATHLETIC FEES	5,148	5,519	3,650	4,200
100	51953	MEETING ROOM FEES	1,645	2,034	3,450	2,055
100	51954	PLAYGROUND REG FEES	2,397	2,280	2,560	2,000
100	51955	OTHER RENTS/CONCESSIONS	92	346	120	346
100	51959	BEER	165,680	166,971	170,189	168,701
100	51960	FOOD	47,060	45,014	48,075	47,301
100	51962	LIQUOR	26,049	28,346	26,049	28,346
100	51963	CATERING	5,087	3,100	5,087	3,100
100	51965	EVENTS REVENUE	39,142	40,689	39,142	40,689
100	51966	PRO SHOP SALES	69,057	72,880	69,543	73,295
100	51967	BEVERAGES/ICE	41,084	35,613	42,722	36,492
100	51968	CIGARETTE SALES	1,277	1,271	1,100	1,040
100	51989	GIFT CARD-GOLF	9,819	12,306	9,819	12,306
51	CHARGES FOR SERVICES - Total		1,358,366	1,263,494	1,469,696	1,428,845
100	53102	PRIVATE PARTICIPANT	8,300	6,600	8,100	7,300
100	53204	IOWA FUEL TAX REFUND	915	558	915	558
100	53530	SPECIALIZED SERVICES	348	96	340	300
100	53605	MISCELLANEOUS REVENUE	34,822	922	1,140	21,375
260	53605	MISCELLANEOUS REVENUE	(46)	0	0	0
100	53615	DAMAGE CLAIMS	2,695	(49)	0	0
100	53620	REIMBURSEMENTS-GENERAL	2,336	2,267	0	0
53	MISCELLANEOUS - Total		49,370	10,393	10,495	29,533
100	54106	EQUIPMENT SALES	5,750	0	7,000	4,000
54	OTHER FINANCING SOURCES - Total		5,750	0	7,000	4,000
400	59350	FR SALES TAX	17,665	17,270	16,881	16,484
59	TRANSFER IN AND INTERNAL - Total		17,665	17,270	16,881	16,484
RECREATION DIVISION - Total			1,680,810	1,530,758	1,782,247	1,751,949

Recommended Operating Expenditure Budget - Department Total

34 - RECREATION DIVISION

Fund	Account	Account Title	FY18 Actual Expense	FY19 Actual Expense	FY20 Adopted Budget	FY 21 Recomm'd Budget
100	61010	FULL-TIME EMPLOYEES	573,907	550,856	626,513	660,068
100	61020	PART-TIME EMPLOYEES	108,079	114,431	96,695	126,950
100	61030	SEASONAL EMPLOYEES	575,282	574,080	675,701	694,123
260	61030	SEASONAL EMPLOYEES	34,119	33,853	44,475	44,968
100	61050	OVERTIME PAY	4,881	3,914	3,800	3,800
100	61071	HOLIDAY PAY-OVERTIME	0	103	0	0
100	61091	SICK LEAVE PAYOFF	4,817	959	0	0
100	61092	VACATION PAYOFF	4,521	2,185	0	0
100	61310	IPERS	76,437	77,909	91,291	96,321
260	61310	IPERS	2,484	2,702	2,643	2,672
100	61320	SOCIAL SECURITY	95,332	93,348	107,308	111,755
260	61320	SOCIAL SECURITY	2,610	2,590	3,403	3,440
100	61410	HEALTH INSURANCE	173,787	170,719	129,274	126,158
100	61415	WORKMENS' COMPENSATION	39,680	34,645	31,139	31,563
260	61415	WORKMENS' COMPENSATION	1,936	1,670	1,412	1,260
100	61416	LIFE INSURANCE	477	441	570	549
100	61417	UNEMPLOYMENT INSURANCE	8,504	19,392	12,000	13,947
100	61640	SAFETY EQUIPMENT	407	205	500	500
100	61660	EMPLOYEE PHYSICALS	1,828	1,210	1,148	1,595
61 - WAGES AND BENEFITS			1,709,088	1,685,212	1,827,872	1,919,669
100	62010	OFFICE SUPPLIES	5,502	6,460	4,495	5,431
260	62010	OFFICE SUPPLIES	194	100	194	194
100	62011	UNIFORM PURCHASES	5,372	5,342	7,850	6,310
100	62030	POSTAGE AND SHIPPING	11,719	5,610	7,898	6,615
260	62030	POSTAGE AND SHIPPING	998	0	1,028	1,028
100	62050	OFFICE EQUIPMENT MAINT	0	123	200	125
100	62061	DP EQUIP. MAINT CONTRACTS	6,248	7,006	6,448	7,733
100	62062	JANITORIAL SUPPLIES	11,594	10,437	11,619	10,665
260	62062	JANITORIAL SUPPLIES	334	292	334	334
100	62090	PRINTING & BINDING	10,767	10,307	11,606	11,422
260	62090	PRINTING & BINDING	0	0	195	195
100	62110	COPYING/REPRODUCTION	1,826	2,250	1,986	2,155
100	62130	LEGAL NOTICES & ADS	1,344	1,167	0	500
100	62140	PROMOTION	16,028	18,233	21,216	19,216
100	62170	SUBSCRIPTIONS-BOOKS-MAPS	127	419	555	428
100	62190	DUES & MEMBERSHIPS	2,092	2,892	2,759	2,673
100	62204	REFUNDS	1,367	1,885	0	0
100	62205	DRAM SHOP INSURANCE	7,685	9,014	8,071	9,465
100	62206	PROPERTY INSURANCE	12,661	7,564	11,251	7,942
100	62208	GENERAL LIABILITY INSURAN	16,587	15,071	15,901	15,824
260	62208	GENERAL LIABILITY INSURAN	354	391	415	411
100	62210	SALES TAX	47,611	43,818	49,163	41,998
100	62211	PROPERTY TAX	2,006	1,902	1,997	1,978
100	62310	TRAVEL-CONFERENCES	5,765	5,554	4,152	6,975

Recommended Operating Expenditure Budget - Department Total

34 - RECREATION DIVISION

Fund	Account	Account Title	FY18 Actual Expense	FY19 Actual Expense	FY20 Adopted Budget	FY 21 Recomm'd Budget
100	62320	TRAVEL-CITY BUSINESS	324	385	1,558	1,113
100	62340	MILEAGE/LOCAL TRANSP	4,426	5,788	6,122	6,563
260	62340	MILEAGE/LOCAL TRANSP	2,070	0	0	0
100	62360	EDUCATION & TRAINING	6,405	8,533	8,849	7,871
100	62411	UTILITY EXP-ELECTRICITY	73,248	84,220	73,249	87,693
100	62412	UTILITY EXP-GAS	31,712	27,936	31,712	27,901
100	62418	UTILITY EXP-REFUSE	1,518	1,642	1,574	1,634
100	62421	TELEPHONE	7,438	8,002	7,443	7,918
100	62431	PROPERTY MAINTENANCE	35,508	32,187	44,151	38,100
100	62433	CUSTODIAL SERVICES	7,927	8,332	7,838	9,307
260	62433	CUSTODIAL SERVICES	2,646	2,088	2,646	2,646
100	62436	RENTAL OF SPACE	240	220	240	220
100	62511	FUEL, MOTOR VEHICLE	14,683	14,739	14,683	14,468
100	62512	FUEL, OFF ROAD VEHICLE	73,220	49,404	73,220	75,000
100	62513	FUEL, DIESEL	25,782	50	25,782	18,750
100	62601	LOTTERY TICKETS	(2,268)	0	1,911	0
100	62602	CIGARETTES	849	784	1,000	800
100	62611	MACH/EQUIP MAINTENANCE	17,457	34,702	20,005	20,704
100	62614	EQUIP MAINT CONTRACT	3,114	2,935	3,298	3,151
100	62624	GOLF SPECIALTY SUPPLIES	16,658	14,882	18,068	15,105
100	62627	CAMERA MAINTENANCE	546	672	573	897
100	62633	CHLORINE	10,153	15,434	10,458	12,216
100	62634	POOL CHEMICALS	11,666	11,809	12,016	12,163
100	62635	TURF CHEMICALS	28,333	28,977	30,031	30,031
100	62642	FOOD PRODUCTS	43,725	49,138	42,126	48,145
100	62643	BEER PRODUCTS	54,115	51,248	54,566	53,168
100	62644	LIQUOR PRODUCTS	5,184	6,550	5,184	5,750
100	62649	BEVERAGE/ICE	19,334	19,630	24,303	20,561
100	62663	SOFTWARE LICENSE EXP	13,254	12,645	10,041	13,730
100	62664	LICENSE/PERMIT FEES	4,267	4,569	5,222	5,769
100	62666	CREDIT CARD CHARGE	21,937	24,714	21,937	23,023
100	62667	DATA SERVICES	2,259	1,713	3,434	1,972
100	62668	PROGRAM EQUIP/SUPPLIES	35,066	40,446	54,443	64,506
260	62668	PROGRAM EQUIP/SUPPLIES	17,593	14,976	19,770	19,770
100	62670	PRO SHOP MERCHANDISE	56,631	30,488	52,153	43,000
100	62671	MISC. OPERATING SUPPLIES	0	53	0	0
100	62678	EDUCATIONAL MATERIALS	27	2,459	1,400	2,434
100	62683	FIELD OPERATIONS SUPPLIES	1,021	954	1,482	1,526
100	62699	CASH SHORT AND OVER	(45)	(301)	0	0
100	62710	CONTRACTOR SERVICES	0	5,454	0	0
100	62716	CONSULTANT SERVICES	480	2,505	5,000	5,000
100	62717	CRIMINAL BACKGROUND CHECK	5,472	5,033	5,800	5,800
100	62731	MISCELLANEOUS SERVICES	0	0	0	6,250

Recommended Operating Expenditure Budget - Department Total

34 - RECREATION DIVISION

Fund	Account	Account Title	FY18 Actual Expense	FY19 Actual Expense	FY20 Adopted Budget	FY 21 Recomm'd Budget
260	62731	MISCELLANEOUS SERVICES	0	0	3,000	3,000
100	62732	TEMP HELP/CONTRACT SERV.	0	0	1,935	1,935
100	62735	GAME OFFICIATING SERVICES	34,192	29,351	34,870	34,870
260	62735	GAME OFFICIATING SERVICES	1,800	1,800	1,800	1,800
100	62736	CATERING SERVICES	3,580	4,959	3,580	3,170
100	62747	MACH/EQUIPMENT RENTAL	41,511	43,016	41,511	42,351
100	62751	INSTRUCTORS	74,274	66,905	71,348	92,162
100	62761	PAY TO OTHER AGENCY	71,831	65,542	79,624	103,002
260	62761	PAY TO OTHER AGENCY	67,652	52,352	67,981	49,781
100	62767	ENVIRON. TESTING/MON.	320	360	500	500
100	62785	GIFT CARDS	124	0	124	124
62 - SUPPLIES AND SERVICES			1,117,439	1,046,117	1,178,894	1,206,967
100	63311	ADMIN. OVERHEAD	85,043	85,043	85,043	85,043
100	63312	LESS ADMIN. RECHARGES	(85,043)	(85,043)	(85,043)	(85,043)
63 - ADMIN/OVERHEAD/STORES GAR			0	0	0	0
100	71211	DESKS/CHAIRS	1,351	0	0	0
100	71212	SIDE CHAIRS	840	0	0	0
100	71213	TABLES	387	0	0	0
100	71410	SHOP EQUIPMENT	191	0	600	500
100	71522	TRUCKSTER	17,980	0	0	9,000
100	71550	MISCELLANEOUS EQUIPMENT	0	0	0	1,850
100	71611	MOWING EQUIPMENT	17,076	14,000	26,000	52,000
100	71613	TRIMMERS	0	0	0	500
100	71615	LEAF BLOWER	3,750	0	0	0
100	71617	AERATOR	0	0	9,500	9,500
100	71619	OTHER MAINT. EQUIPMENT	1,646	32,868	13,000	1,500
100	72113	OTHER SAFETY EQUIPMENT	0	0	1,000	0
100	72310	CONCESSION EQUIPMENT	3,196	6,070	0	0
100	72417	CAMERA RELATED EQUIPMENT	0	1,438	0	2,800
100	72418	TELEPHONE RELATED	353	0	550	0
100	72712	DECK CHAIRS	0	1,781	2,000	0
71 - EQUIPMENT			46,771	56,157	52,650	77,650
400	74111	PRINCIPAL PAYMENT	14,215	14,240	14,265	14,291
400	74112	INTEREST PAYMENT	3,450	3,030	2,616	2,193
74 - DEBT SERVICE			17,665	17,270	16,881	16,484
34 - RECREATION DIVISION TOTAL			2,890,963	2,804,756	3,076,297	3,220,770

Recommended Expenditure Budget Report by Activity & Funding Source

34 - RECREATION DIVISION

POD CSTORE OPERATION - 30550

FUNDING SOURCE: GENERAL

Account	FY18 Actual Expense	FY19 Actual Expense	FY20 Adopted Budget	FY21 Recomm'd Budget
EQUIPMENT	3,157	—	—	0
SUPPLIES AND SERVICES	60,611	69,539	73,998	68,016
WAGES AND BENEFITS	43,721	25,256	50,537	52,137
POD CSTORE OPERATION	107,489	94,796	124,535	120,153
POD DOCK MAINTENANCE	- 30560			

FUNDING SOURCE: GENERAL

Account	FY18 Actual Expense	FY19 Actual Expense	FY20 Adopted Budget	FY21 Recomm'd Budget
SUPPLIES AND SERVICES	109,925	50,666	112,327	108,565
WAGES AND BENEFITS	34,453	18,270	42,933	43,273
POD DOCK MAINTENANCE	144,379	68,936	155,260	151,838
RECREATION ADMIN.	- 34100			

FUNDING SOURCE: GENERAL

Account	FY18 Actual Expense	FY19 Actual Expense	FY20 Adopted Budget	FY21 Recomm'd Budget
ADMIN/OVERHEAD/STORES	(85,043)	(85,043)	(85,043)	(85,043)
EQUIPMENT	1,704	—	550	350
SUPPLIES AND SERVICES	129,952	133,387	142,785	153,114
WAGES AND BENEFITS	607,694	593,744	595,659	674,763
RECREATION ADMIN.	654,307	642,088	653,951	743,184
GOLF OPERATIONS	- 34200			

FUNDING SOURCE: GENERAL

Account	FY18 Actual Expense	FY19 Actual Expense	FY20 Adopted Budget	FY21 Recomm'd Budget
EQUIPMENT	—	7,508	—	0
SUPPLIES AND SERVICES	223,746	203,656	225,117	211,999
WAGES AND BENEFITS	196,043	189,754	207,802	187,094
GOLF OPERATIONS	419,789	400,919	432,919	399,093
GOLF MAINTENANCE	- 34250			

FUNDING SOURCE: GENERAL

Account	FY18 Actual Expense	FY19 Actual Expense	FY20 Adopted Budget	FY21 Recomm'd Budget
ADMIN/OVERHEAD/STORES	30,759	30,759	30,759	30,759
EQUIPMENT	40,643	46,868	49,100	71,500
SUPPLIES AND SERVICES	98,063	92,770	98,830	95,037
WAGES AND BENEFITS	278,699	303,672	292,110	299,328
GOLF MAINTENANCE	448,165	474,069	470,799	496,624
SWIMMING	- 34300			

FUNDING SOURCE: GENERAL

Recommended Expenditure Budget Report by Activity & Funding Source

34 - RECREATION DIVISION

Account	FY18 Actual Expense	FY19 Actual Expense	FY20 Adopted Budget	FY21 Recomm'd Budget
ADMIN/OVERHEAD/STORES	29,155	29,155	29,155	29,155
EQUIPMENT	—	1,781	3,000	2,800
SUPPLIES AND SERVICES	162,392	198,696	174,560	182,192
WAGES AND BENEFITS	298,592	281,826	325,921	333,534
SWIMMING	490,139	511,459	532,636	547,681
ADULT ATHLETICS	- 34400			

FUNDING SOURCE: GENERAL

Account	FY18 Actual Expense	FY19 Actual Expense	FY20 Adopted Budget	FY21 Recomm'd Budget
ADMIN/OVERHEAD/STORES	25,129	25,129	25,129	25,129
EQUIPMENT	—	—	—	3,000
SUPPLIES AND SERVICES	65,563	61,109	68,607	68,926
WAGES AND BENEFITS	33,507	40,643	40,416	40,869
ADULT ATHLETICS	124,198	126,881	134,152	137,924
MCALEECE CONCESSIONS	- 34410			

FUNDING SOURCE: GENERAL

Account	FY18 Actual Expense	FY19 Actual Expense	FY20 Adopted Budget	FY21 Recomm'd Budget
EQUIPMENT	40	—	—	0
SUPPLIES AND SERVICES	27,275	24,521	27,726	25,141
WAGES AND BENEFITS	12,642	8,957	11,553	11,497
MCALEECE CONCESSIONS	39,957	33,478	39,279	36,638
YOUTH SPORTS/AFTER SCHOOL- 34420				

FUNDING SOURCE: GENERAL

Account	FY18 Actual Expense	FY19 Actual Expense	FY20 Adopted Budget	FY21 Recomm'd Budget
SUPPLIES AND SERVICES	59,060	70,094	69,132	71,876
WAGES AND BENEFITS	99,886	137,323	179,342	182,439
YOUTH SPORTS/AFTER SCHOOL	158,946	207,417	248,474	254,315
THERAPEUTIC/SENIOR PROG - 34430				

FUNDING SOURCE: GENERAL

Account	FY18 Actual Expense	FY19 Actual Expense	FY20 Adopted Budget	FY21 Recomm'd Budget
SUPPLIES AND SERVICES	8,951	6,821	7,471	15,089
WAGES AND BENEFITS	56,705	35,706	17,420	30,016
THERAPEUTIC/SENIOR PROG	65,656	42,527	24,891	45,105
RECREATION CLASSES - 34460				

FUNDING SOURCE: GENERAL

Account	FY18 Actual Expense	FY19 Actual Expense	FY20 Adopted Budget	FY21 Recomm'd Budget
EQUIPMENT	1,227	—	—	0
SUPPLIES AND SERVICES	78,262	62,806	80,978	109,653
WAGES AND BENEFITS	5,996	9,246	12,246	12,379

Recommended Expenditure Budget Report by Activity & Funding Source

34 - RECREATION DIVISION

RECREATION CLASSES	85,486	72,052	93,224	122,032
CD TARGET AREA PROG. - 34500				

FUNDING SOURCE: COMMUNITY DEVELOPMENT

Account	FY18 Actual Expense	FY19 Actual Expense	FY20 Adopted Budget	FY21 Recomm'd Budget
SUPPLIES AND SERVICES	75,440	53,799	79,163	79,159
WAGES AND BENEFITS	41,149	40,815	51,933	52,340
CD TARGET AREA PROG.	116,589	94,614	131,096	131,499
DEBT SERVICE - 34700				

FUNDING SOURCE: DEBT SERVICE

Account	FY18 Actual Expense	FY19 Actual Expense	FY20 Adopted Budget	FY21 Recomm'd Budget
DEBT SERVICE	17,665	17,270	16,881	16,484
DEBT SERVICE	17,665	17,270	16,881	16,484
SENIOR CENTER	- 79180			

FUNDING SOURCE: COMMUNITY DEVELOPMENT

Account	FY18 Actual Expense	FY19 Actual Expense	FY20 Adopted Budget	FY21 Recomm'd Budget
SUPPLIES AND SERVICES	18,200	18,200	18,200	18,200
SENIOR CENTER \$	18,200.00 \$	18,200.00 \$	18,200.00	18,200
PCARD CLEARING	- 99999			

FUNDING SOURCE: GENERAL

Account	FY18 Actual Expense	FY19 Actual Expense	FY20 Adopted Budget	FY21 Recomm'd Budget
SUPPLIES AND SERVICES	—	53	—	0
PCARD CLEARING REC DIV	—	53	—	0
RECREATION DIVISION TOTAL	\$2,890,963	\$2,804,756	\$3,076,297	\$3,220,770

Recommended Expenditure Budget Report by Activity & Funding Source

31 - AMERICORPS

AMERICORP 13/14 - 34910

FUNDING SOURCE: GENERAL

Account	FY19 Actual Expense	FY20 Adopted Budget	FY21 Recomm'd Budget
SUPPLIES AND SERVICES	106	—	—
WAGES AND BENEFITS	13,869	—	—
AMERICO SUMMER PROG 17/18	13,975	—	—
AMERICORP NONGRANT	- 34911		

FUNDING SOURCE: GENERAL

Account	FY19 Actual Expense	FY20 Adopted Budget	FY21 Recomm'd Budget
EQUIPMENT	—	—	350
SUPPLIES AND SERVICES	—	575	330
WAGES AND BENEFITS	2,378	5,030	5,276
AMERICORP NONGRANT	2,378	5,605	5,956
AMERICORP SUPP 12/13	- 34912		

FUNDING SOURCE: GENERAL

Account	FY19 Actual Expense	FY20 Adopted Budget	FY21 Recomm'd Budget
EQUIPMENT	—	—	—
SUPPLIES AND SERVICES	8,118	—	—
WAGES AND BENEFITS	59,908	—	—
AMERICORP REGULAR 17/18	68,025	—	—
AMERICORP AARA	- 34914		

FUNDING SOURCE: GENERAL

Account	FY19 Actual Expense	FY20 Adopted Budget	FY21 Recomm'd Budget
SUPPLIES AND SERVICES	12,463	12,553	19,532
WAGES AND BENEFITS	197,368	352,204	311,198
AMERICORP REGULAR 18/19	209,832	364,757	330,730
AMERICORP SUPP 10/11	- 34916		

FUNDING SOURCE: GENERAL

Account	FY19 Actual Expense	FY20 Adopted Budget	FY21 Recomm'd Budget
SUPPLIES AND SERVICES	1,297	—	—
WAGES AND BENEFITS	24,971	—	—
AMERICORP PLANNING 18/19	26,268	—	—
AMERICORP 3	- 34917		

FUNDING SOURCE: GENERAL

Account	FY19 Actual Expense	FY20 Adopted Budget	FY21 Recomm'd Budget
EQUIPMENT	—	—	1,840
SUPPLIES AND SERVICES	984	414	14,868

Recommended Expenditure Budget Report by Activity & Funding Source

31 - AMERICORPS

WAGES AND BENEFITS	16,143	28,388	84,068
AMERICORP SUMMER 18/19	17,126	28,802	100,776
AMERICORP 11/12	- 34918		

FUNDING SOURCE: GENERAL

Account	FY19 Actual Expense	FY20 Adopted Budget	FY21 Recomm'd Budget
SUPPLIES AND SERVICES	—	—	—
WAGES AND BENEFITS	\$ —	\$ —	\$ —
AMERICORP 11/12	—	—	—
AMERICORPS TOTAL	\$ 337,604.94	\$ 399,164.00	\$ 437,462.00

CITY OF DUBUQUE, IOWA
DEPARTMENT DETAIL - PERSONNEL COMPLEMENT

34 RECREATION DIVISION

FD	JC	WP-GR	JOB CLASS	FY 2019		FY 2020		FY 2021	
				FTE	BUDGET	FTE	BUDGET	FTE	BUDGET
61010 Full Time Employee Expense									
100	3375	GE-41	LEISURE SERVICES MANAGER	0.33	\$ 37,229	0.33	\$ 38,080	0.33	\$ 42,992
100	5075	GE-36	RECREATION DIVISION MANAGER	1.00	\$ 85,704	1.00	\$ 88,277	1.00	\$ 89,269
100	2975	GE-33	GOLF COURSE SUPERVISOR	1.00	\$ 76,402	1.00	\$ 78,150	1.00	\$ 79,015
100		GE-33	ACQUATIC/THERAP REC SUPV	1.00	\$ 74,219	1.00	\$ 76,145	1.00	\$ 77,510
100		GE-33	FACILITIES SUPERVISOR	1.00	\$ 58,637	1.00	\$ 59,967	1.00	\$ 60,636
100	5000	GE-33	RECREATION PROGRAM SUPV	2.00	\$ 146,256	2.00	\$ 149,718	2.00	\$ 152,010
100	3530	GE-33	DIR MULTICULTURAL FAMILY CENTER	1.00	\$ 72,295	1.00	\$ 74,429	1.00	\$ 73,951
100	1310	GE-29	ASST DIR MULTICULTURAL FAMILY CTR	1.00	\$ 58,638	1.00	\$ 60,117	1.00	\$ 61,242
100	200	GE-26	LEAD SECRETARY	0.60	\$ 31,488	0.60	\$ 30,673	0.60	\$ 27,888
100	1185		AMERICORP PROGRAM DIRECTOR	1.00	\$ 54,995	1.00	\$ 61,252	1.00	\$ 63,099
100	225	GE-25	SECRETARY	1.00	\$ 49,315	1.00	\$ 50,441	1.00	\$ 51,009
100		GD-06	GOLF COURSE TECHNICIAN	1.00	\$ 53,390	1.00	\$ 55,062	1.00	\$ 55,674
TOTAL FULL TIME EMPLOYEES				11.93	\$ 798,568	11.93	\$ 822,311	11.93	\$ 834,295
61020 Part Time Employee Expense									
100		GD-06	MAINTENANCE WORKER	0.00	\$ —	0.00	\$ —	0.00	\$ —
100	1310	GE-29	ASST DIR MULTICULTURAL FAMILY CTR	0.00	\$ —	0.00	\$ —	0.00	\$ —
100	225	GE-25	COMMUNICATIONS ASST	0.25	\$ 9,061	0.50	\$ 18,539	0.50	\$ 18,874
100		GD-33	GOLF PROFESSIONAL	0.94	\$ 68,398	0.94	\$ 69,963	0.94	\$ 70,736
100		NA-44	RECEPTIONIST	0.00	\$ —	0.48	\$ 5,974	0.48	\$ 18,191
100		GD-06	GOLF COURSE TECHNICIAN	0.72	\$ 35,448	0.72	\$ 36,002	0.72	\$ 37,340
TOTAL PART TIME EMPLOYEES				1.91	\$ 112,907	2.64	\$ 130,478	2.64	\$ 145,141
61030 Seasonal Employee Expense									
100	3675	NA-31	HEAD LIFE GUARD	0.44	\$ 9,391	0.44	\$ 6,686	0.44	\$ 6,661
100	3450	NA-25	RECREATION FIELD SUPERVISOR	2.52	\$ 85,545	2.83	\$ 90,454	2.83	\$ 100,370
260	3450	NA-25	RECREATION FIELD SUPERVISOR CDBG	0.53	\$ 15,940	0.61	\$ 16,481	0.61	\$ 16,660
100		NA-23	MARINA CASHIER/CLERK	0.97	\$ 20,855	0.83	\$ 18,402	0.83	\$ 18,611
100		NA-23	DOCK WORKER	0.67	\$ 13,673	0.58	\$ 12,224	0.58	\$ 12,358
100	3700	NA-19	SWIMMING POOL MANAGER	1.35	\$ 33,574	1.35	\$ 41,340	1.35	\$ 41,803
100	3650	NA-17	LIFE GUARD	8.63	\$ 173,901	8.63	\$ 177,881	8.63	\$ 179,864
100	3525	NA-15	JUNIOR RECREATION LEADER	0.92	\$ 15,131	0.92	\$ 15,484	0.92	\$ 15,656
100	890	NA-01	LABORER TE 2	1.16	\$ 28,528	1.16	\$ 29,152	1.16	\$ 29,452
100	890	NA-03	LABORER TE 1	2.36	\$ 49,461	2.36	\$ 50,587	2.36	\$ 51,133
100	3550	NA-14	RECREATION LEADER	5.40	\$ 112,294	6.11	\$ 124,128	6.11	\$ 131,366
260	3550	NA-14	RECREATION LEADER CDBG	0.47	\$ 9,774	0.00	\$ —	0.00	\$ —
260	3585	NA-35	PRE-SCHOOL INSTRUCTOR CDBG	0.62	\$ 23,574	0.72	\$ 27,994	0.72	\$ 28,308
100		NA-35	PRE-SCHOOL INSTRUCTOR	0.12	\$ 3,778	0.12	\$ 3,865	0.12	\$ 3,907

34 RECREATION DIVISION

FD	JC	WP-GR	JOB CLASS	FY 2019		FY 2020		FY 2021	
				FTE	BUDGET	FTE	BUDGET	FTE	BUDGET
100	3625	NA-07	POOL CASHIER	1.01	\$ 19,127	1.01	\$ 19,561	1.01	\$ 19,781
100		NA-45	ASSISTANT PRO	1.36	\$ 47,720	1.36	\$ 45,285	1.36	\$ 45,780
100		NA-45	SNACK BAR MANAGER	0.27	\$ 8,083	0.20	\$ 6,032	0.20	\$ 6,009
100		NA-36	CONCESSION MANAGER	0.40	\$ 11,825	0.40	\$ 10,573	0.40	\$ 10,689
100		NA-18	CONCESSION WORKER II	2.09	\$ 36,314	2.07	\$ 36,394	2.07	\$ 36,616
100		NA-28	CLERICAL ASSISTANT	0.22	\$ 5,021	0.22	\$ 5,132	0.22	\$ 5,191
100		NA-45	AFTER SCHOOL SPORTS COORD	0.41	\$ 13,676	0.41	\$ 13,990	0.41	\$ 14,142
100		NA-27	PLAYGROUND COORDINATOR	0.20	\$ 5,516	0.20	\$ 5,643	0.20	\$ 5,707
100		NA-27	ASSIST PLAYGROUND COORD	0.10	\$ 2,422	0.10	\$ 2,477	0.10	\$ 2,506
100		NA-18	PRO SHOP ATTENDANT	0.80	\$ 15,787	0.80	\$ 16,717	0.80	\$ 16,905
TOTAL SEASONAL EMPLOYEES				33.02	\$ 760,910	33.43	\$ 776,482	33.43	\$ 799,475
TOTAL RECREATION DIVISION				46.86	\$ 1,672,385	48.00	\$ 1,729,271	48.00	\$ 1,778,911

CITY OF DUBUQUE, IOWA
ACTIVITY PERSONNEL COMPLEMENT SUMMARY

ACCT	FD	JC	WP-GR	POSITION CLASS	FY 2019		FY 2020		FY 2021		
					FTE	BUDGET	FTE	BUDGET	FTE	BUDGET	
Recreation Administration-FT											
10034100	61010	100	200	GE-26	LEAD SECRETARY	0.60	\$ 31,488	0.60	\$ 30,673	0.60	\$ 27,888
10034100	61010	100		GE-33	FACILITIES SUPERVISOR	0.33	\$ 19,350	0.33	\$ 19,789	0.33	\$ 20,010
10034100	61010	100	225	GE-25	SECRETARY	1.00	\$ 49,315	1.00	\$ 50,441	1.00	\$ 51,009
10034100	61010	100	4,280	GE-33	RECREATION PROGRAM SUPV	2.00	\$ 146,256	2.00	\$ 149,718	2.00	\$ 152,010
10034100	61010	100	1,080	GE-33	ACQUATIC/THERAP REC SUPV	1.00	\$ 74,219	1.00	\$ 76,145	1.00	\$ 77,510
10034100	61010	100	3375	GE-41	LEISURE SERVICES MANAGER	0.33	\$ 37,229	0.33	\$ 38,080	0.33	\$ 42,992
10034100	61010	100	5075	GE-36	RECREATION DIVISION MANAGER	1.00	\$ 85,704	1.00	\$ 88,277	1.00	\$ 89,269
				Total		6.26	\$ 443,561	6.26	\$ 453,123	6.26	\$ 460,688
Recreation Administration-PT											
10034100	61020	100	225	GE-25	COMMUNICATIONS ASST	0.25	\$ 9,061	0.50	\$ 18,539	0.50	\$ 18,874
				Total		0.25	\$ 9,061	0.50	\$ 18,539	0.50	\$ 18,874
Recreation Administration-Seasonal											
10034100	61030	100		NA-28	CLERICAL ASSISTANT	0.22	\$ 5,021	0.22	\$ 5,132	0.22	\$ 5,191
				Total		0.22	\$ 5,021	0.22	\$ 5,132	0.22	\$ 5,191
Golf Operations-Seasonal											
10034200	61030	100		NA-13	ASSISTANT PRO	1.36	\$ 47,720	1.36	\$ 45,285	1.36	\$ 45,780
10034200	61030	100		NA-36	CONCESSION WORKER II	0.84	\$ 12,668	0.84	\$ 12,764	0.84	\$ 12,716
10034200	61030	100		NA-18	PRO SHOP ATTENDANT	0.80	\$ 15,787	0.80	\$ 16,717	0.80	\$ 16,905
				Total		3.00	\$ 76,175	3.00	\$ 74,766	3.00	\$ 75,401
Golf Operations-PT											
10034200	61020	100	2,625		GOLF PROFESSIONAL	0.94	\$ 68,398	0.94	\$ 69,963	0.94	\$ 70,736
				Total		0.94	\$ 68,398	0.94	\$ 69,963	0.94	\$ 70,736
Golf Maintenance-FT											
10034250	61010	100	2975	GE-33	GOLF COURSE SUPERVISOR	1.00	\$ 76,402	1.00	\$ 78,150	1.00	\$ 79,015
10034250	61010	100	2622	GD-06	GOLF COURSE TECHNICIAN	1.00	\$ 53,390	1.00	\$ 55,062	1.00	\$ 55,674
				Total		2.00	\$ 129,792	2.00	\$ 133,212	2.00	\$ 134,689
Golf Maintenance-PT											
10034250	61020		100		GOLF COURSE TECHNICIAN	0.72	\$ 35,448	0.72	\$ 36,002	0.72	\$ 37,340
				Total		0.72	\$ 35,448	0.72	\$ 36,002	0.72	\$ 37,340
Golf Maintenance-Seasonal											
10034250	61030	100	0890	NA-03	LABORER TE 2	1.16	\$ 28,528	1.16	\$ 29,152	1.16	\$ 29,452
10034250	61030	100	890	NA-03	LABORER TE 1	1.04	\$ 21,825	1.04	\$ 22,322	1.04	\$ 22,562
				Total		2.20	\$ 50,353	2.20	\$ 51,474	2.20	\$ 52,014
Swimming-Seasonal											
10034300	61030	100	3675	NA-31	HEAD LIFE GUARD	0.44	\$ 9,391	0.44	\$ 6,686	0.44	\$ 6,661
10034300	61030	100		NA-36	CONCESSION MANAGER	0.40	\$ 11,825	0.40	\$ 10,573	0.40	\$ 10,689
10034300	61030	100		NA-18	CONCESSION WORKER II	1.04	\$ 19,359	1.04	\$ 19,787	1.04	\$ 20,016
10034300	61030	100	3650	NA-17	LIFE GUARD	8.63	\$ 173,901	8.63	\$ 177,881	8.63	\$ 179,864
10034300	61030	100	3625	NA-07	POOL CASHIER	1.01	\$ 19,127	1.01	\$ 19,561	1.01	\$ 19,781

CITY OF DUBUQUE, IOWA
ACTIVITY PERSONNEL COMPLEMENT SUMMARY

ACCT	FD	JC	WP-GR	POSITION CLASS	FY 2019		FY 2020		FY 2021		
					FTE	BUDGET	FTE	BUDGET	FTE	BUDGET	
10034300	61030	100	890	NA-03	LABORER I	0.48	\$ 10,073	0.48	\$ 10,302	0.48	\$ 10,413
10034300	61030	100	3700	NA-19	SWIMMING POOL MANAGER	1.35	\$ 33,574	1.35	\$ 41,340	1.35	\$ 41,803
				Total		13.35	\$ 277,250	13.35	\$ 286,130	13.35	\$ 289,227
Adult Athletics-Seasonal											
10034400	61030	100	3450	NA-25	RECREATION FIELD SUPERVISOR	0.43	\$ 11,225	0.43	\$ 11,482	0.43	\$ 11,607
10034400	61030	100	890	NA-03	LABORER I	0.75	\$ 15,739	0.75	\$ 16,097	0.75	\$ 16,271
10034400	61030	100	3550	NA-14	RECREATION LEADER	0.35	\$ 7,278	0.35	\$ 7,446	0.35	\$ 7,527
				Total		1.53	\$ 34,242	1.53	\$ 35,025	1.53	\$ 35,405
McAleece Concessions-Seasonal											
10034410	61030	100		NA-45	SNACK BAR MANAGER	0.27	\$ 8,083	0.20	\$ 6,032	0.20	\$ 6,009
10034410	61030	100		NA-18	CONCESSION WORKER II	0.21	\$ 4,287	0.19	\$ 3,843	0.19	\$ 3,884
				Total		0.48	\$ 12,370	0.39	\$ 9,875	0.39	\$ 9,893
Youth Sports-Seasonal											
10034420	61030	100	3525	NA-15	JUNIOR RECREATION LEADER	0.92	\$ 15,131	0.92	\$ 15,484	0.92	\$ 15,656
10034420	61030	100		NA-27	PLAYGROUND COORDINATOR	0.20	\$ 5,516	0.20	\$ 5,643	0.20	\$ 5,707
10034420	61030	100		NA-27	ASSIST PLAYGROUND COORD	0.10	\$ 2,422	0.10	\$ 2,477	0.10	\$ 2,506
10034420	61030	100		NA-45	AFTER SCHOOL SPORTS COORD	0.41	\$ 13,676	0.41	\$ 13,990	0.41	\$ 14,142
10034420	61030	100		NA-03	LABORER I	0.09	\$ 1,824	0.09	\$ 1,866	0.09	\$ 1,887
10034420	61030	100	3450	NA-25	RECREATION FIELD SUPERVISOR	0.45	\$ 15,661	0.45	\$ 16,017	0.45	\$ 16,192
10034420	61030	100	3550	NA-14	RECREATION LEADER	2.97	\$ 61,762	4.85	\$ 103,181	4.85	\$ 104,306
				Total		5.14	\$ 115,992	7.02	\$ 158,658	7.02	\$ 160,396
Therapeutic Activity-Seasonal											
10034430	61030	100		NA-25	RECREATION FIELD SUPERVISOR	0.00	\$ —	0.15	\$ 945	0.15	\$ 5,769
10034430	61030	100		NA-14	RECREATION LEADER	2.08	\$ 43,254	0.91	\$ 13,501	0.91	\$ 19,533
				Total		2.08	\$ 43,254	1.06	\$ 14,446	1.06	\$ 25,302
Recreation Classes-Seasonal											
10034460	61030	100	3585	NA-35	PRE-SCHOOL INSTRUCTOR	0.12	\$ 3,778	0.12	\$ 3,865	0.12	\$ 3,907
10034460	61030	100		NA-25	RECREATION FIELD SUPERVISOR	0.24	\$ 6,207	0.24	\$ 6,349	0.24	\$ 6,418
				Total		0.36	\$ 9,985	0.36	\$ 10,214	0.36	\$ 10,325
Port of Dubuque Marina Dock Maintenance-FT											
10030550	61010	100		GE-33	FACILITIES SUPERVISOR	0.33	\$ 19,350	0.33	\$ 19,789	0.33	\$ 20,010
				Total		0.33	\$ 19,350	0.33	\$ 19,789	0.33	\$ 20,010
Port of Dubuque Marina Dock Maintenance- Seasonal											
10030560	61030	100		NA-23	DOCK WORKER	0.67	\$ 13,673	0.58	\$ 12,224	0.58	\$ 12,358
				Total		0.67	\$ 13,673	0.58	\$ 12,224	0.58	\$ 12,358
Port of Dubuque Marina Convenience Store -FT											
10030550	61010	100		GE-33	FACILITIES SUPERVISOR	0.34	\$ 19,937	0.34	\$ 20,389	0.34	\$ 20,616
				Total		0.34	\$ 19,937	0.34	\$ 20,389	0.34	\$ 20,616

CITY OF DUBUQUE, IOWA
ACTIVITY PERSONNEL COMPLEMENT SUMMARY

ACCT	FD	JC	WP-GR	POSITION CLASS	FY 2019		FY 2020		FY 2021	
					FTE	BUDGET	FTE	BUDGET	FTE	BUDGET
Port of Dubuque Marina Convenience Store- Seasonal										
10030550	61030	100		NA-23 MARINA CASHIER/CLERK	0.97	\$ 20,855	0.83	\$ 18,402	0.83	\$ 18,611
				Total	0.97	\$ 20,855	0.83	\$ 18,402	0.83	\$ 18,611
CD Target Area Programs-Seasonal										
26034500	61030	260	3550	NA-14 RECREATION LEADER CDBG	0.47	\$ 9,774	0.00	\$ —	0.00	\$ —
26034500	61030	260	3585	NA-35 PRE-SCHOOL INSTRUCTOR	0.62	\$ 23,574	0.72	\$ 27,994	0.72	\$ 28,308
26034500	61030	260	3450	NA-25 RECREATION FIELD SUPERVISOR CDBG	0.53	\$ 15,940	0.61	\$ 16,481	0.61	\$ 16,660
				Total	1.62	\$ 49,288	1.33	\$ 44,475	1.33	\$ 44,968
Multicultural Family Center - FT										
10034600	61010	100	1310	GE-29 ASST DIR MULTICULTURAL FAMILY CTR	1.00	\$ 58,638	1.00	\$ 60,117	1.00	\$ 61,242
10034600	61010	100	3530	GE-33 DIR MULTICULTURAL FAMILY CENTER	1.00	\$ 72,295	1.00	\$ 74,429	1.00	\$ 73,951
				Total	2.00	\$ 130,933	2.00	\$ 134,546	2.00	\$ 135,193
Multicultural Family Center - PT										
10034600	61,020	100		NA-44 RECEPTIONIST	0.00	\$ —	0.48	\$ 5,974	0.48	\$ 18,191
10034600	61020	100	3450	NA-25 RECREATION FIELD SUPERVISOR	1.22	\$ 45,384	1.22	\$ 46,412	1.22	\$ 46,922
				Total	1.22	\$ 45,384	1.70	\$ 52,386	1.70	\$ 65,113
Multicultural Family Center - Seasonal										
10034600	61030	100	3450	NA-25 RECREATION FIELD SUPERVISOR	0.19	\$ 7,068	0.35	\$ 9,249	0.35	\$ 13,462
				Total	0.19	\$ 7,068	0.35	\$ 9,249	0.35	\$ 13,462
AmeriCorps - FT										
10034910	61,010	100	1,185	AMERICORP PROGRAM DIRECTOR	0.81	\$ 44,546	0.85	\$ 51,813	0.84	\$ 53,003
10034917	61010	100	1185	AMERICORP PROGRAM DIRECTOR	0.00	\$ —	0.09	\$ 5,786	0.10	\$ 6,310
10034911	61010	100	1185	AMERICORP PROGRAM DIRECTOR	0.02	\$ 1,100	0.06	\$ 3,653	0.06	\$ 3,786
10034916	61010	100	1185	AMERICORP PROGRAM DIRECTOR	0.17	\$ 9,349	0.00	\$ —	0.00	\$ —
				Total	1.00	\$ 54,995	1.00	\$ 61,252	1.00	\$ 63,099
TOTAL RECREATION DIVISION										
					46.86	\$ 1,672,385	48.00	\$ 1,729,271	48.00	\$ 1,778,911

Capital Improvement Projects by Department/Division					
RECREATION DIVISION					
CIP Number	Capital Improvement Project Title	FY 18 Actual Expense	FY 19 Actual Expense	FY 20 Adopted Budget	FY 21 Recomm'd Budget
1012462	AQUATIC CTR FEASIBILITY	875	—	—	—
1021530	GOLF COURSE IRRIGATION	—	—	200,000	54,132
1021890	F&S ANNUAL MAINTENANCE	157,772	12,591	25,000	70,000
1022120	FLORA POOL-SAND PLAYGRND	—	—	—	60,000
1022587	MARINA SECURITY CAMERAS	7,700	—	—	—
1022648	F&S POOL ASSESSMENTS	—	—	—	—
1022832	BUNKER HILL IMPROVEMENTS	—	—	—	15,000
1022834	REC OPERATING SYSTEM	—	—	—	90,000
2602833	MFC SIDEWALK CONCRETE IMP	—	—	—	25,000
3002692	POD MARINA SIGNAGE	13,761	—	—	—
3501446	FLORA/SUTTON POOL HEATERS	—	13,087	—	—
3602742	MFC ADDITION REMODEL	—	—	—	—
3701527	GOLF TEE IMPROVEMENTS	7,258	—	10,000	—
3702001	BUNKER CART PATHS	—	—	10,000	—
3702195	BUNKER CLUBHOUSE REPAIRS	4,695	0	0	0
3702772	SOIL TEST/WELL ABANDON	0	15,536	0	0
RECREATION DIVISION		192,061	41,214	245,000	314,132

PROGRAM /DEPT	PROJECT DESCRIPTION	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	TOTAL	PAGE
RECREATION DIVISION								
Culture and Recreation								
Swimming Pools								
Flora and Sutton Pools Annual Maintenance	\$ 70,000	\$ 30,000	\$ 135,000	\$ —	\$ —	\$ —	\$ 235,000	64
Flora Pool Replace Playground Surface	\$ 60,000	\$ —	\$ —	\$ —	\$ —	\$ —	\$ 60,000	65
Flora & Sutton Filter Tank Replacement	\$ —	\$ —	\$ —	\$ 200,000	\$ —	\$ —	\$ 200,000	66
Bunker Hill Golf Course								
Construct Cart Paths	\$ —	\$ 10,000	\$ —	\$ —	\$ 10,000	\$ 20,000	\$ 20,000	67
Tee Improvements	\$ —	\$ 10,000	\$ —	\$ 10,000	\$ —	\$ 20,000	\$ 20,000	68
Replace Irrigation System	\$ 54,132	\$ —	\$ —	\$ —	\$ —	\$ 54,132	\$ 54,132	69
Administrative Welcome Reception 1st Floor Remodel	\$ 15,000	\$ —	\$ —	\$ —	\$ —	\$ 15,000	\$ 15,000	71
Range Project	\$ —	\$ —	\$ 20,000	\$ 227,830	\$ 72,170	\$ 320,000	\$ 320,000	70
Multicultural Family Center								
Sidewalk Replacement and Concrete Improvements	\$ 25,000	\$ —	\$ —	\$ —	\$ —	\$ 25,000	\$ 25,000	72
Port of Dubuque								
POD - Signage Replacement	\$ —	\$ —	\$ —	\$ 10,000	\$ —	\$ 10,000	\$ 10,000	73
POD - Dock Maintenance	\$ —	\$ 10,000	\$ 10,000	\$ 10,000	\$ 10,000	\$ 40,000	\$ 40,000	74
General Recreation								
LS Facility/Deferred Maintenance Assessment	\$ —	\$ 90,000	\$ —	\$ —	\$ —	\$ 90,000	\$ 90,000	75
New Operating System (Registration, Reservation, POS)	\$ 90,000	\$ —	\$ —	\$ —	\$ —	\$ 90,000	\$ 90,000	76
Quality of Life Needs Assessment	\$ —	\$ 40,000	\$ —	\$ —	\$ —	\$ 40,000	\$ 40,000	77
TOTAL	\$ 314,132	\$ 190,000	\$ 165,000	\$ 457,830	\$ 92,170	\$ 1,219,132		