

Recreation

This page intentionally left blank.

RECREATION DIVISION

Budget Highlights	FY 2024 Actual	FY 2025 Budget	FY 2026 Requested	% Change From FY 2025 Budget
<u>Expenses</u>				
Employee Expense	\$2,043,754	\$2,440,000	\$2,510,825	2.9 %
Supplies and Services	\$1,416,804	\$1,434,429	\$1,395,955	(2.7)%
Machinery and Equipment	\$ 46,736	\$104,010	\$ 64,550	(37.9)%
Debt Service	\$ 14,651	\$ 14,511	\$ 1,158	(92.0)%
Total Expenses	\$3,521,945	\$3,992,950	\$3,972,488	(0.5)%
<u>Resources</u>				
Operating Revenue	\$1,925,657	\$1,923,589	\$1,912,401	(0.6)%
CDBG Funds	\$122,667	\$132,754	\$104,471	(21.3)%
Sales Tax 20% for Debt Abatement	\$ 14,651	\$ 14,511	\$ 1,158	(92.0)%
Total Resources	\$2,062,975	\$2,070,854	\$2,018,030	(2.6)%
Property Tax Support	\$1,458,970	\$1,922,096	\$1,954,458	32,362
Percent Increase (Decrease)				1.7 %
Percent Self Supporting	58.6 %	51.9 %	50.8 %	
Personnel - Authorized FTE	42.25	42.25	42.79	

Improvement Package Summary

1 of 6

This improvement level request provides sustainable, recurring funding for the recruitment, retention, and required NeoGov trainings for temporary staff in Recreation and the Parks and Recreation Department. During FY 2023, the City faced a great challenge in finding the necessary temporary summer staff to maintain City services. Hiring was so much of a struggle that the City was not able to open both City Pools in the summer of 2022. The City Manager and Budget Staff identified \$25,000 available in the FY 2023 City budget that could be reallocated to fund a marketing campaign to recruit temporary summer staff. This campaign was very successful, and hiring levels allowed both City pools to open in the Summer of 2023. Additionally, the Recreation division identified year end savings in both FY 2023 and FY 2024 that were approved to be carried over as part of the budget amendment process to continue these recruitment and retention efforts in subsequent years. All of the funds that were reallocated to help with marketing were done so on a one-time, non-recurring basis. As hiring is still expected to be a challenge in future years, this request seeks to increase the Recreation Advertising line by \$12,200, and the Recreation Education line item by \$12,800 on a recurring basis. This request supports the City Council Goal of Diverse Arts, Culture, Parks and Recreation. Having sufficient staffing levels is essential to providing City services and having well maintained, well operated park and recreation facilities.

Related Cost:	\$ 25,000	Tax Funds	Recurring	Recommend - No
Property Tax Impact:	\$ 0.0084	0.08%		
Activity: Administration				

2 of 6

This improvement level request provides for a \$700 increase in education funding for two supervisor level positions and the addition of \$2,200 in education funding for the new Business Development

Manager position. With the increase in travel costs and conference fees, this funding is necessary for the staff to attend high quality continuing education opportunities. These opportunities are not only for professional development, but also expand awareness and idea generation, to improve service quality and service delivery in equity, and to meet the ever changing dynamic of programming for the community. This request supports the City Council Goal of Diverse Arts, Culture, Parks and Recreation: Have well-built, well-maintained and upgraded parks and park amenities. Providing staff with educational opportunities empowers staff to expand their knowledge, leading to Diverse Arts, Culture, Parks and Recreation.

Related Cost	\$ 3,600	Tax Funds	Recurring	Recommend - No
Property Tax Impact:	\$ 0.0012	0.01%		
Activity:	Recreation	Administration,	Adult	
	Athletics,	and Recreation	Classes	

3 of 6

This improvement level package provides for an increase in golf revenues. Staff is proposing a \$1 increase in the following daily fees:

- 18 Hole Weekend: Increased from \$26 to \$27
- 9 Hole Weekend: Increased from \$17 to \$18
- 18 Hole Weekday: Increased from \$22 to \$23
- 9 Hole Weekday: Increased from \$15 to \$16
- Senior Greens Fee: Increased from \$17 to \$18
- 18 Hole Cart Fee: Increased from \$17 to \$18
- 9 Hole Cart Fee: Increased from \$11 to \$12

Based on the average estimate of 24,000 rounds of golf played in a season, these increases will total \$48,000 in additional revenue for the golf course (\$24,000 in green fees, and \$24,000 in cart fees). This request supports the City Council Goals of having well-built, well-maintained and upgraded parks and park amenities, and financially responsible, high-performance city organization.

Related Revenue	\$ 48,000	Tax Funds	Recurring	Recommend - Yes
Property Tax Impact:	\$ (0.0162)	(0.16)%		
Activity:	Golf			

4 of 6

This improvement level package provides recurring funding to continue long-term support for the Four Mounds Adventure Day Camp. If this package is funded, there is no need to fund package 5 of 6, which is an alternative, non-recurring option.

The Four Mounds Adventure Day Camp provides low-income youth with the opportunity to participate in a 1-week outdoor camp introducing them to activities they usually would not have access to. These activities include canoeing, ropes courses, hiking, etc.

As part of the new 5-year Community Development Block Grant (CDBG) Consolidated Plan, both funding levels and policy/program reviews were evaluated. After review of these policies, staff was made aware that the Four Mounds Adventure Day Camp was no longer eligible for CDBG funds, as it no longer meets the programming criteria set by federal department of Housing and Urban Development (HUD).

In addition, the total CDBG funding allotment for the Recreation Division will be reduced from \$141,000 in FY25 to \$95,000 in FY26. For the Recreation Division to continue to support the Four Mounds Adventure Day Camp program, the \$57,000 in expenses previously budgeted within the Division's CDBG activity for the camp will need to be moved to the general fund operating budget for FY26 and beyond. Since non-income qualifying families do have to pay a registration fee, the FY26 Recreation Operating budget revenue does include \$9,280 in anticipated program revenue for the Four Mounds Adventure Camp. If new funding is not secured, the Four Mounds Adventure Day Camp will no longer be supported by the City, and the Recreation Division Operating budget revenue will have a decrease of \$9,280. This request supports the City Council Goal of Diverse Arts, Culture, Parks and Recreation.

Related Cost	\$ 57,000	Tax Funds	Recurring	Recommend - No
Property Tax Impact:	\$ 0.0192	0.19%		
Activity:	Recreation Classes			

5 of 6

This improvement level package provides non-recurring funding to continue to support the Four Mounds Adventure Day Camp. This package option would secure non-recurring funding to support the camp through the 2025 summer program, then the City would discontinue support in future years. If package 4 of 6 is funded (which requests long-term, recurring funding for the camp), then there would be no need to fund this package.

The Four Mounds Adventure Day Camp provides low-income youth with the opportunity to participate in a 1-week outdoor camp introducing them to activities they usually would not have access to. These activities include canoeing, ropes courses, hiking, etc.

As part of the new 5-year Community Development Block Grant (CDBG) Consolidated Plan, both funding levels and policy/program reviews were evaluated. After review of these policies, staff was made aware that the Four Mounds Adventure Day Camp was no longer eligible for CDBG funds starting in FY26, as it no longer meets the programming criteria set by HUD.

As a summer program which runs from June through the beginning of August, the funding to operate the program is split between two fiscal years. There is currently \$16,159 remaining in FY25 CDBG activity to fund the June portion of the program for the summer of 2025. However, the \$57,000 in annual expenses previously budgeted within the Division's CDBG activity will no longer be available in FY26 to fund the remainder of the 2025 program (July & August of 2025) and June of 2026. To complete the summer program for 2025, an additional \$40,745 is being requested in Recreation Division's Operating budget for FY26 to provide the funding needed to complete the summer 2025 program. This request supports the City Council Goal of Diverse Arts, Culture, Parks and Recreation.

Related Cost	\$ 40,745	Tax Funds	Non-Recurring	Recommend - Yes
Property Tax Impact:	\$ 0.0138	0.14%		
Activity:	Recreation Classes			

6 of 6

This improvement package request seeks approval to increase the Golf Professional position from a contracted part-time position (0.94 FTE, GE-33) to a regular full-time position (1.00 FTE, GE-33).

Prior to 2012, the Golf Professional for the Bunker Hill Golf Course operated the golf course via a contract that encompassed the Golf Professional position as well management of the snack bar. All other staff at the golf course were not contracted and were regular City employees on the City's wage scale. In 2012, the City brought Snack Bar operation in-house rather than contracting operations through the Golf Professional position. This was done to have better oversight and accountability of all operations. As a result of this change, the Golf Pro Position was established as a 0.94 FTE contracted

part-time employee. The position was provided with health insurance and was paid as a salary broken up among 26 pay periods. The position did not accrue vacation or sick time. The contracted position was established as a part-time status due to the position working heavily during the golf season and less over the winter months. With the retirement of the past Golf Professional and the end of the related contract, Recreation staff, with the support of the Human Resources Department, feel it is a good time and opportunity to eliminate an anomaly in the pay scale process and align the Golf Professional position with the other supervisory positions within the Recreation Division by making it regular full-time 1.00 FTE.

This request seeks to keep the Golf Professional position at pay range GE-33, but increase the FTE allocation from 0.94 FTE to 1.00 FTE, a net increase of 0.06 FTE. This change would allow for a new Golf Professional to accrue sick and vacation time, keep the health insurance, and commit to a greater presence in the Clubhouse during the off-season. The cost savings by eliminating the contract structure for the Golf Professional position is \$93,670. The new cost of funding a regular full-time Golf Pro position is \$97,948, which results in a net recurring cost increase of \$4,278 and a net increase of 0.06 FTE.

Related Cost:	\$ 97,948	Tax Funds	Recurring	Recommend - Yes
Related Cost Savings	\$ 93,670	Tax Funds	Recurring	
Net Cost:	<u>\$ 4,278</u>			
Property Tax Impact:	\$ 0.0014	0.01%		
Activity: Golf				

Significant Line Items

Employee Expense

1. FY 2026 employee expense reflects a 3.00% wage package increase.
2. The Iowa Public Employee Retirement System (IPERS) City contribution of 9.44% is unchanged from FY 2025. The employee contribution of 6.29% is unchanged from FY 2025.
3. The City portion of health insurance expense is unchanged from \$1,119 in FY 2025 to \$1,119 in FY 2026 per month, per contract, which results in an annual cost unchanged of \$— or 0.0%.
4. Five-Year Retiree Sick leave payout unchanged from \$11,608 in FY 2025 to \$11,608 in FY 2026.
5. Workers Compensation increased from \$32,554 in FY 2025 to \$35,660 in FY 2026. The FY 2024 actual was \$27,560.
6. Two part-time Receptionist positions in the Parks and Recreation Department (0.48 FTE total) have historically been budgeted in the Multicultural Family Center budget, as the Multicultural Family Center was formerly a division of the Parks and Recreation Department. Due to an organizational restructure during FY 2025, the Multicultural Family Center became a division of the Community Impact Department and is no longer tied to the Parks and Recreation Department. As a result, the part-time Parks and Recreation Department Receptionists were moved from the Multicultural Family Center budget to the Recreation Division budget during FY 2025.

Supplies & Services

7. Sales Tax expense decreased from \$48,125 in FY 2025 to \$40,888 in FY 2026 based on the FY 2024 actual of \$40,888. Sales tax is collected on eligible goods and services sold through the Recreation department. The sales tax collected is then paid to the State of Iowa, therefore, the expense is directly off-set by the revenue collected.

8. Electricity increased from \$99,559 in FY 2025 to \$101,499 in FY 2026 based on the FY 2024 actual of \$84,583 and anticipated rate increase of 20%.
9. Natural Gas decreased from \$34,270 in FY 2025 to \$22,983 in FY 2026 based on the FY 2024 actual of \$20,576 plus and anticipated rate increase of 11.7%.
10. Building Maintenance decreased from \$59,795 in FY 2025 to \$55,749 in FY 2026. The FY 2024 actual was \$67,445, which was high due to several unplanned repairs. This line item represents payments towards swimming pool maintenance, golf course grounds maintenance, marina maintenance, and maintenance at Allison Henderson and Comiskey parks.
11. Other Vehicle Operations is unchanged from \$130,000 in FY 2025 to \$130,000 in FY 2026. This expenditure represents fuel sold to boaters at the Port of Dubuque Marina and is offset by \$212,625 in revenue from the sale of fuel.
12. Chemicals increased from \$57,458 in FY 2025 to \$65,540 in FY 2026. The FY 2024 actual was \$74,362, which included some one time expenses. This line item is utilized for golf course and pool maintenance. This line includes items such as chlorine and other water treatment chemicals, fertilizer, pesticides, and anti-fungal products. Actual expenses in this line continue to increase due to water leaks at Flora and Sutton Pools. As water continues to leak at higher rates, more water is being used, therefore more chemicals are being used to treat the water.
13. Food Products increased from \$52,770 in FY 2025 to \$55,309 in FY 2026 based on expected sales. The FY 2024 actual was \$52,404. This line item represents food sold at concessions at recreation facilities. This expense is offset by the revenue from sales of this product.
14. Beer Products increased from \$53,146 in FY 2025 to \$64,408 in FY 2026 based on expected sales. The FY 2024 actual was \$60,938. This line item represents alcohol sold at Recreation facilities. This budget is offset by the revenue from sales of this product. Beer sales at the Port of Dubuque are expected to increase due to more frequent events. Beer sales at McAleece are also anticipated to increase.
15. Credit Card Charges increased from \$33,099 in FY 2025 to \$42,673 in FY 2026. The FY 2024 actual was \$43,072. This line item includes golf operations credit card charges based off 2.5% of revenue (\$18,770), Port of Dubuque dock credit card charges based on 2% of fuel sales (\$8,545), and administration credit card charges for program registrations (\$15,358).
16. Program Materials decreased from \$66,811 in FY 2025 to \$64,369 in FY 2026 based on The FY 2024 actual of \$87,414 less one time expenses. The FY 2024 actual includes one time expenses related to Miracle League of Dubuque park improvements, which are fully offset by revenue. This line includes \$44,599 for materials and supplies, such as concession supplies, bases, basketballs, volleyballs, softballs, nets, first-aid supplies, trophies, community engagement in Rec & Roll events, equity training, teen support, supplies for Miracle League and new senior programs, and other playground equipment. This line item also includes \$19,770 in Community Development Block Grant (CDBG) funding that helps fund program supplies (\$1,020) and the Recreation Scholarship Program (\$18,750). The scholarship program provides funding to income qualifying families that can be used towards program registration, pavilion rentals, and other services provided through the Recreation Division.
17. Merchandise increased from \$37,908 in FY 2025 to \$41,103 in FY 2026 based on current demand for special order through the golf course. The FY 2024 actual was \$41,498. This line item represents golf merchandise sold at the Bunker Hill pro shop and boat merchandise sold at the Port of Dubuque Marina store. This line item is variable and actual expenses depend on how much

inventory is purchased. Large inventory purchases in one year can lead to smaller inventory purchases the next year. This budget is offset by the revenue from the Pro Shop sales, golf fee revenue, event revenue, and certificates.

18. Officiating Services increased from \$22,320 in FY 2025 to \$22,520 in FY 2026. The FY 2024 actual was \$22,368. This line item is used to hire officiating services for softball and basketball leagues. There has been a slight increase in adult softball and basketball participation since the pandemic.
19. Pay to Other Agency decreased from \$173,051 in FY 2025 to \$134,523 in FY 2026. This line item represents payments to local partners to provide equitable programs and unique experiences for low-income youth and underrepresented populations. These include, but are not limited to: Community Development Block Grant services (\$12,899); ImOn Arena programs and services (\$50,000); AmeriCorps Playground Programs (\$25,000); Hills and Dales Senior Center operating grant (\$25,000); Therapeutic Recreation off-site rentals (\$1,624); and Recreation Classes (\$20,000), which includes art improvements, Rising Stars, ballroom dance, karate, Montessori cooperative classes, and Dubuque County Extension contracted classes.
20. Instructors decreased from \$85,727 in FY 2025 to \$78,910 in FY 2026. This line item represents after-school sports coaches, sports camps, LEAP program, dance instructors, and other recreational class/program instructors. This decrease is due to aligning the budget with program operations plans.
21. Advertising increased from \$25,935 in FY 2025 to \$38,259 in FY 2026. This line item represents print and digital marketing for recreational programs and staff recruitment and retention, events, and classes, brochures and mailings, and radio and print advertisements. In FY 2026, \$11,124 from the Postage/Shipping expense line item has been relocated to this account in an effort to combine advertising and postage expenses for print materials. The advertising industry has evolved and distribution methods have changed. Postage expenses are combined with general production expenses and are no longer billed separately. Therefore, the advertising and postage funding has been combined together.
22. Postage/Shipping decreased from \$12,539 in FY 2025 to \$900 in FY 2026. This line item formerly included funding to pay for postage related to print advertisements, brochures, and mailings. In FY 2026, \$11,124 in this account has been shifted to the Advertising expense line item, as separate postage expenses no longer occur, instead those expenses are often billed as part of the production expenses.
23. General Liability Insurance decreased from \$74,582 in FY 2025 to \$67,624 in FY 2026 based on information received from Iowa Communities Assurance Pool (ICAP). The FY 2024 actual was \$97,607. The FY 2023 actual was \$40,247.
24. Property Insurance decreased from \$27,029 in FY 2025 to \$21,458 in FY 2026 based on information received from Iowa Communities Assurance Pool (ICAP). The FY 2024 actual was \$18,626. The FY 2023 actual was \$14,401.
25. Vehicle Operations - Diesel is decreased from \$27,000 in FY 2025 to \$26,812 in FY 2026. The FY 2024 actual was \$25,284. This line item represent the purchase of diesel fuel, which is then sold at the Port of Dubuque Marina and is also used for City machinery at Bunker Hill Golf Course.
26. Equipment Rental increased from \$43,164 in FY 2025 to \$47,416 in FY 2026. The FY 2024 actual was \$47,440. This line items includes expenses for the rental of portable restrooms (\$1,500) and golf carts that are leased for a period of three years (\$45,184).

27. Technology Services increased from \$35,977 in FY 2025 to \$39,477 in FY 2026. This line item includes various software including RecTrac (\$30,480), iPad data plans to be utilized for the forthcoming Tyler Time and Attendance payroll system (\$2,520), Team Sideline (\$699), copier support (\$220), internet service for Port of Dubuque dock WiFi (\$2,058). This increase is due to the FY 2026 budget also including Toro NSN support, which is due for renewal every three years (\$3,500).

Machinery & Equipment

28. Equipment replacement items include (\$64,550):

Recreation Machinery and Equipment	
Recreation Administration	
Security Camera	\$ 1,400
Smart Phones	\$ 2,800
Vacuum	\$ 350
Golf Maintenance	
Fairway Mower	60,000
Total Equipment	\$ 64,550

Debt Service

29. FY 2024 Annual debt service is as follows (\$1,158):

Amount	Debt Series	Payment Source	Purpose	Final Payment Year	Call Date
\$ 1,158	2021A (2012E) G.O. Sales Tax 20%		Recreation Improvements	2028	2028
\$ 1,158 Total Recreation Annual Debt Service					

Revenue

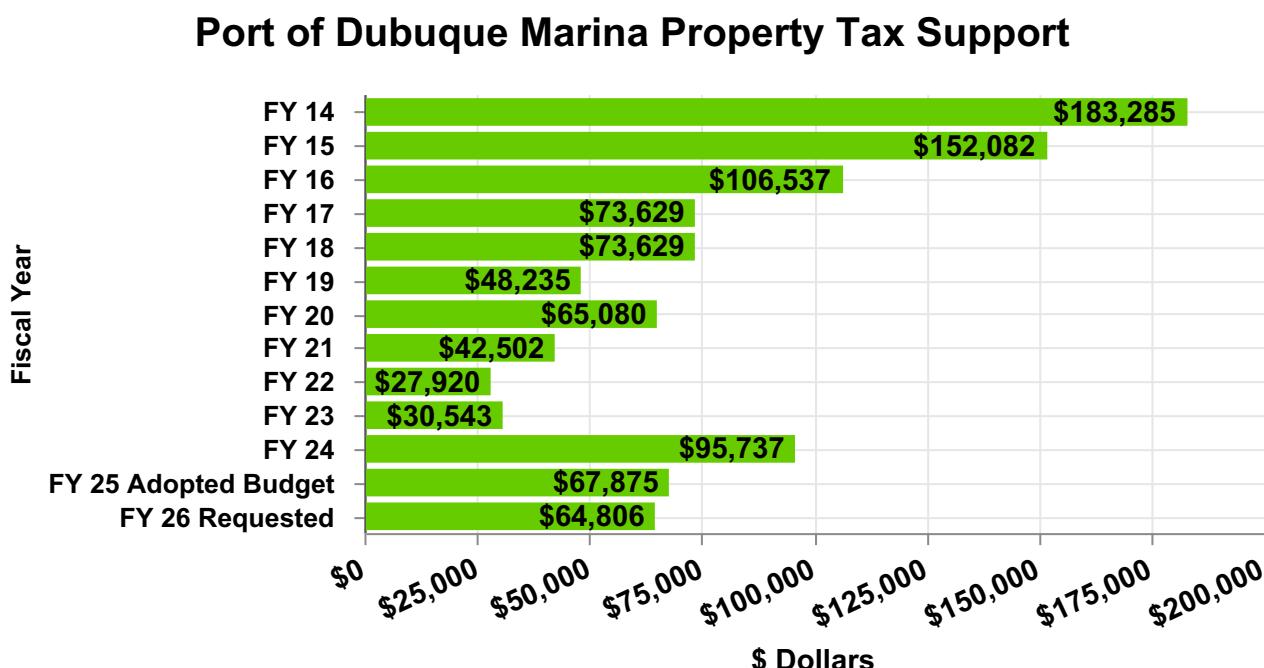
30. Total revenue for Golf Operations and Maintenance decreased from \$1,034,881 in FY 2025 to \$1,001,236 in FY 2026.

- i. Golf Cart Rentals is decreased from \$281,000 in FY 2025 to \$257,000 in FY 2026 based on the FY 2024 season. The FY 2024 actual was \$203,132, which was low due to miscodings as a result of a system switch. In FY 2024, some of this revenue was placed in the Pro Shop Sales revenue line item.
- ii. Golf Beer Sales is decreased from \$126,810 in FY 2025 to \$125,000 in FY 2026. The FY 2024 actual was \$123,747.
- iii. Golf Liquor Sales increased from \$43,000 in FY 2025 to \$52,841 in FY 2026 based on the FY 2024 actual of \$52,841.
- iv. Beverage/Ice is decreased from \$26,110 in FY 2025 to \$25,654 in FY 2026 based on the FY 2024 actual of \$25,654.

- v. Pro Shop Sales is unchanged from \$65,000 in FY 2025 to \$65,000 in FY 2026. The FY 2024 actual was \$146,521, which was high due to miscodings as a result of a system switch.
 - vi. Golf Fees is decreased from \$397,274 in FY 2025 to \$373,274 in FY 2026 based on the number of rounds played and passes sold during FY 2024. The FY 2024 actual was \$390,498.
 - vii. Golf event revenue increased from \$43,000 in FY 2025 to \$46,378 in FY 2026. The FY 2024 actual was \$46,378.
31. Swimming revenue decreased from \$333,491 in FY 2025 to \$306,635 in FY 2026. Projected daily attendance is expected to decrease based on FY 2024 actual of \$280,619 and FY 2025 projections. Pool attendance for the calendar year 2023 pool season (June through August) was 62,541 attendees. Pool attendance for the calendar year 2024 pool season (June through August) decreased to 56,899 attendees.
- i. Swimming Annual Passes increased from \$61,359 in FY 2025 to \$66,535 in FY 2026. The FY 2024 actual was \$48,501. This increase is due to an anticipated increase in annual pool pass sales.
 - ii. Flora Daily Fees decreased from \$104,000 in FY 2025 to \$91,500 in FY 2026. The FY 2024 actual was \$87,559. This decrease is due to aligning the budget more closely with recent pool participation numbers.
 - iii. Sutton Daily Fees decreased from \$40,500 in FY 2025 to \$24,900 in FY 2026. The FY 2024 actual was \$24,022. This decrease is due to aligning the budget more closely with recent pool participation numbers.
 - iv. Pool Concessions increased from \$32,340 in FY 2025 to \$35,500 in FY 2026 based on estimated gross sales at Flora and Sutton. The FY 2024 actual was \$35,364.
 - v. Swim Lesson Registrations decreased from \$76,856 in FY 2025 to \$72,000 in FY 2026 based on registration estimates. The FY 2024 actual was \$70,387.
32. Adult Athletics revenue increased from \$84,699 in FY 2025 to \$87,535 in FY 2026 based on continued increase in adult softball and volleyball, as well as field rentals.
- i. Adult Athletics Registration/Entry Fee decreased from \$75,511 in FY 2025 to \$71,535 in FY 2026. The FY 2024 actual was \$64,739.
 - ii. Adult Athletics Field Rental Fee increased from \$9,188 in FY 2025 to \$16,000 in FY 2026. The FY 2024 actual was \$16,715. Field rentals have increased as a result of new rental partnerships with local organizations.
33. Youth Sports Registration/Entry Fee revenue decreased from \$53,015 in FY 2025 to \$42,879 in FY 2026 based on the FY 2024 actual of \$42,879. This decrease is due to aligning the budget more closely with anticipated participation numbers, including an increase in free and reduced registrations.
34. Port of Dubuque Marina revenue increased from \$264,628 in FY 2025 to \$273,432 in FY 2026.

- i. Marina Fuel Sales is unchanged from \$212,625 in FY 2025 to \$212,625 in FY 2026. This line item is based on the expense budget.
- ii. Marina Dock Fees is increased from \$32,813 in FY 2025 to \$38,057 in FY 2026 based on the FY 2024 actual of \$38,057.
- iii. Marina Beverage and Ice Sales increased from \$3,465 in FY 2025 to \$5,500 in FY 2026 based on anticipated increase in events and programming at the Port of Dubuque.

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



***POD Marina opened June 2013**

-The decreases in property tax support funding in FY 17 through FY 19 reflects operational changes in staffing due to a frozen full-time Facilities Supervisor position, which was budgeted in the Marina and Recreation Administration activities. The Facilities Supervisor was replaced with temporary managerial staff.

-FY 20, FY 21, FY 22, and FY 23 reflect a labor shortage with temporary positions, resulting in full-time staff supplementing the hours to maintain operations.

-FY 24 reflects a return to full operations as the Marina C-Store re-opened. This also reflects a decrease in transient slip rental revenue.

-The FY 25 adopted budget is based off a better understanding of temporary staffing allocations, and the reallocation of the new full-time Business Development Manager out of the Marina activity and entirely in the Administration activity. This also reflects an expected increase in transient slip rental revenue.

-The FY 26 requested budget reflects an anticipated increase in beverage sales at the Marina C-store as well as an increase in dock fee revenue. This is due to an increase in programming, events, and marketing at the Port of Dubuque.

Miscellaneous

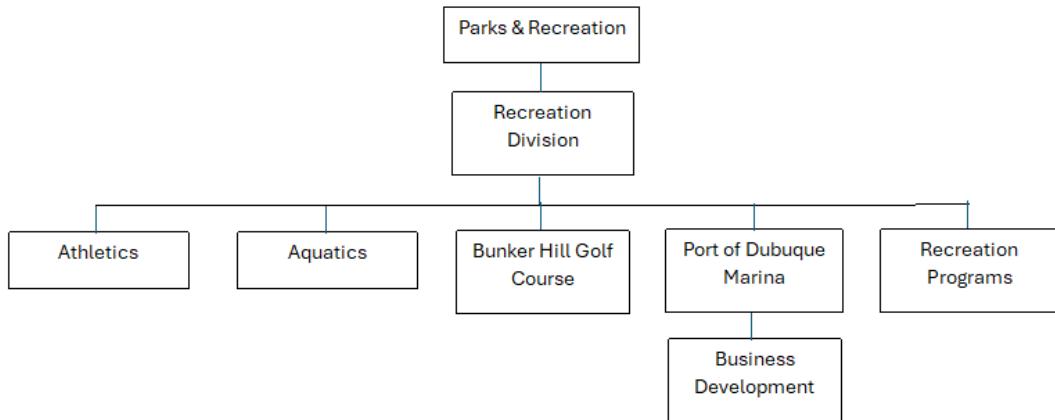
36. The FY 2026 percent self-supporting for the various Recreation Activities compared to FY 2025 percent self-supporting is as follows:

<u>Activity</u>	FY 2026	FY 2025
Adult Athletics	61.7 %	61.1 %
McAleece Concessions	115.3 %	119.3 %
Youth Programs	12.2 %	15.4 %
Therapeutic Recreation	17.6 %	18.2 %
Recreation Classes	66.2 %	50.8 %
Swimming	40.0 %	44.6 %
Golf	94.5 %	98.4 %
Port of Dubuque Marina	81.2 %	79.6 %

PARKS & RECREATION DEPARTMENT

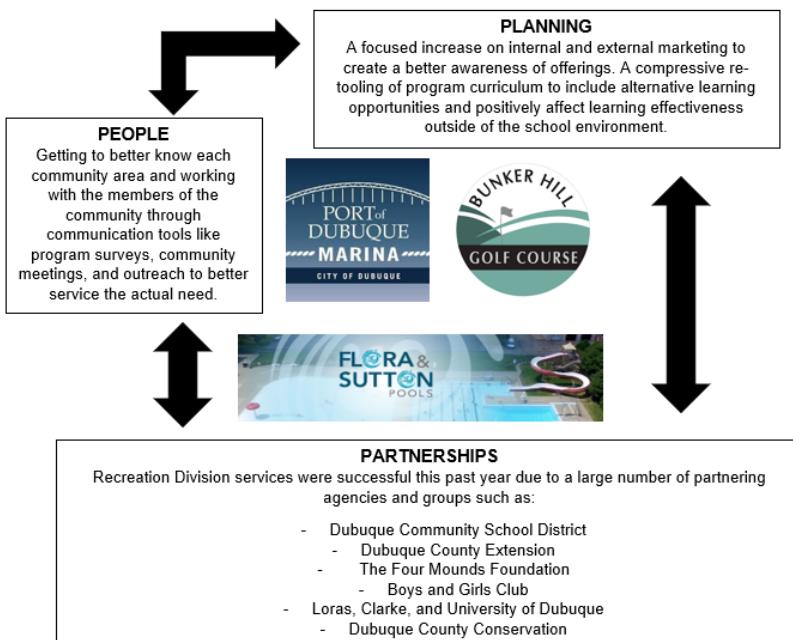
RECREATION DIVISION

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



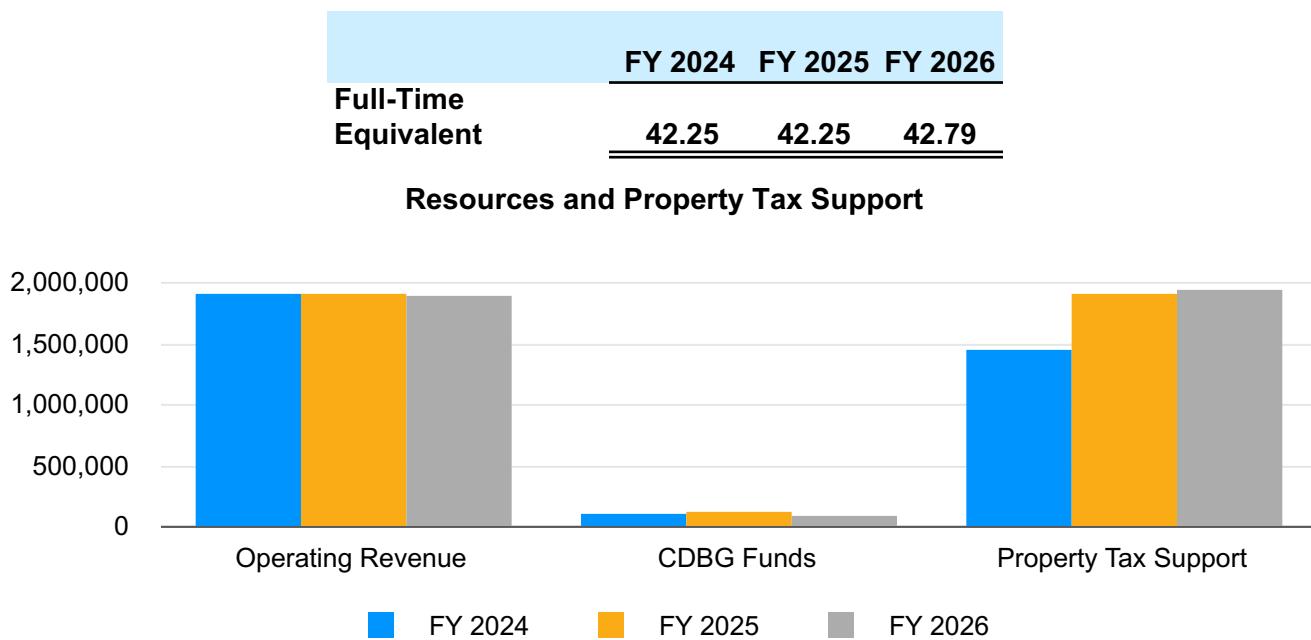
Vision: Creating equitable OPPORTUNITIES to enhance and improve the QUALITY OF LIFE for the residents of Dubuque.

SUCCESS IS ABOUT PLANNING, PARTNERSHIPS AND PEOPLE LEADING TO OUTCOMES

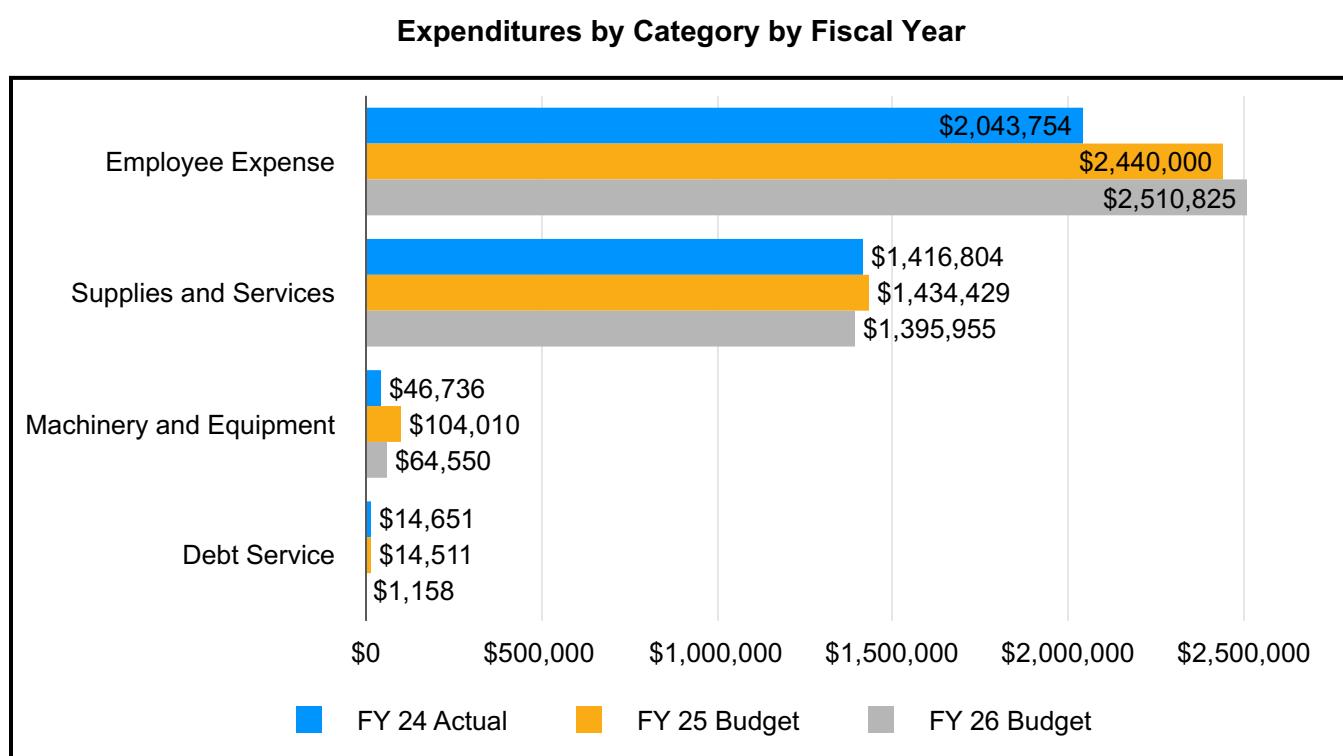


PARKS & RECREATION DEPARTMENT

RECREATION DIVISION



The Recreation Division is supported by 42.79 full-time equivalent employees, which accounts for 63.21% of the department expense as seen below. Overall, the department's expenses are expected to decrease by (0.51)% in FY 2026 compared to FY 2025.



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 2024 Actual	FY 2025 Budget	FY 2026 Recomm'd
Expenditures	\$2,127,010	\$2,569,248	\$2,622,242
Resources	\$587,213	\$624,080	\$637,733

Recreation Programming Position Summary	
	FY 2026
Lead Secretary	0.60
Facilities Supervisor	0.33
Secretary	1.00
Recreation Program Supervisor	2.00
Aquatic/Therapy Supervisor	1.00
Parks and Recreation Director	0.33
Recreation Division Manager	1.00
Clerical Assistant	0.22
Recreation Leader	6.57
Recreation Field Supv	0.88
Recreation Field Supv. - CDBG	0.61
Recreation Leader Jr.	1.05
Playground Coordinator	0.20
Assist. Playground Coordinator	0.10
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	31.31

RECREATION DIVISION

Recreation Programming

Performance Measures

Diverse Arts, Culture, Parks & Recreation: Experiences & Activities						
	Performance Measure (KPI)	Target	FY 23 Actual	FY 24 Actual	FY 25 Estimated	Performance Indicator
1	Activity Objective: Improve quality of life for residents by expanding and enhancing organized recreation activities.					
	# average total of participation per program offered annually	+.25	8.28	8.7	9	Goal Met
	% of annual programs offered running (i.e. not canceled)	+1%	84%	89%	90%	Goal Met
	# of Rec & Roll trailer deployments	N/A	37	55	60	N/A
Partnership for a Better Dubuque: Building Our Community that is Viable, Livable, and Equitable						
2	Activity Objective: Develop, increase, and retain partnerships in order to provide quality, affordable and relevant program opportunities for residents.					
	# of NEW partnerships resulting in a program and/or increased access	+1	7	4	5	Goal Met
Robust Local Economy: Diverse Businesses and Jobs and Economic Prosperity						
3	Activity Objective: Develop and provide quality entry-level job opportunities for youth and adults in the community.					
	Community Investment - \$ in salary costs for seasonal employees only (not including IPERS or SS)	N/A	\$527,034	\$814,193	\$1,113,990	N/A
4	Activity Objective: Provide accessible, affordable, educational, and positive programming for those who many not have the financial resources to participate.					
	Total Recreation program low-income registrants who were served by free programs	+10%	649	604	650	Goal in Progress
	# available scholarships for recreational programming & services	200	360	300	200	Goal Met
	% of awarded scholarship credits	100%	100%	97%	100%	Goal Met

PARKS & RECREATION DEPARTMENT

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 2024 Actual	FY 2025 Budget	FY 2026 Recomm'd
Expenditures	\$967,406	1,051,688	987,555
Resources	\$1,043,644	1,034,881	1,001,236

Bunker Hill Golf Course Position Summary	
	FY 2026
Golf Course Supervisor	1.00
Golf Professional	0.94
Assistant Golf Professional	1.36
Pro Shop Attendant	0.80
Golf Course Technician - FT	1.00
Golf Course Technician - PT	0.72
Laborer	2.20
Concession Worker - Golf	0.84
Total FT Equivalent Employees	8.86

Performance Measures

Financially Responsible, High-Performance City Organization: Sustainable, Equitable, and Effective Service Delivery

Performance Measure (KPI)	Target	FY 23 Actual	FY 24 Actual	FY 25 Estimated	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%	32	0*	35	Goal Met
Youth Camp Participation	+5%	45	53	55	Goal in Progress
Participation by Women	+5%	37	42	40	Goal Not Met
Couples League	+5%	48	60	62	Goal in Progress

*Free golf lesson for youth were not offered in FY24, therefore, the number of participants was 0.

PARKS & RECREATION DEPARTMENT

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 2024 Actual	FY 2025 Budget	FY 2026 Recomm'd
Expenditures	\$390,536	\$332,503	\$336,533
Resources	\$294,799	\$264,628	\$273,432

Port of Dubuque Marina Position Summary	
	FY 2026
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	FY 23 Actual	FY 24 Actual	FY 25 Estimated	Performance Indicator
1 Activity Objective: Become a more visible and high-traffic docking location.					
increase # of overnight transient slip rentals (does not include seasonal)	600	232	96	400	Goal in Progress
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.					
Maintain low property-tax support based on total operating	<20%	14%	25%	19%	Goal Met

Recommended Operating Revenue Budget - Department Total
34 - RECREATION

Fund/Account/Account Title	FY23 Actual Revenue	FY24 Actual Revenue	FY25 Adopted Budget	FY26 Recomm'd Budget
100 - General				
4A - Charges for Services				
43100 - Leases - Building/Land	(14,229)	(15,960)	(14,364)	(15,960)
43120 - Leases - Other	0	0	(2,900)	(2,900)
43350 - Golf Cart Rental	(281,042)	(203,132)	(281,000)	(257,000)
45040 - Daily Fee	(83,256)	(111,581)	(144,500)	(116,400)
45041 - Annual Fee	(41,091)	(48,501)	(61,359)	(66,535)
45042 - Registration/Entry Fee Taxable	(191,822)	(181,759)	(248,516)	(195,034)
45043 - Pool Rental	(13,125)	(14,487)	(17,010)	(16,200)
45044 - Field/Court Rental	(8,860)	(16,715)	(9,188)	(16,000)
45049 - Registration Fee - Taxable	(29,174)	(34,514)	0	(34,514)
45440 - Events	(41,958)	(46,378)	(43,000)	(46,378)
45442 - Golf Fees	(403,859)	(421,176)	(398,284)	(374,284)
45443 - Gift Certificates	42,384	24,926	0	0
45445 - Camping Fees	(28,528)	(38,057)	(32,813)	(38,057)
45450 - Meeting Room Fee	(1,240)	(1,185)	(1,977)	(1,185)
45455 - Program Fee	(863)	(560)	(26,287)	(23,005)
45500 - Miscellaneous Chg for Svcs	(104,082)	(70,541)	(16,824)	(50,835)
45520 - Customer Credits	0	0	0	0
47100 - Reimbursements	(15,937)	(7,540)	7,260	(7,500)
47150 - Refunds	0	0	0	0
47350 - Fuel Tax Refunds	(543)	(668)	(602)	(512)
47450 - Sale of Salvage	0	0	0	0
47500 - Merchandise Sales	(64,952)	(146,960)	(65,900)	(65,500)
47505 - Fuel Sales Diesel	(31,229)	(1,050)	(28,350)	(28,350)
47506 - Fuel Sales Gas	(130,308)	(241,584)	(184,275)	(184,275)
47510 - Beer	(160,694)	(155,442)	(166,668)	(166,223)
47511 - Food	(44,282)	(54,238)	(53,261)	(58,449)
47512 - Liquor	(43,627)	(52,841)	(43,000)	(52,841)
47513 - Beverage/Ice	(34,082)	(37,394)	(40,235)	(41,814)
47514 - Gift Cards	(9,525)	(7,468)	(11,500)	(11,500)
47550 - Concessions Other	(58)	—	(346)	—
47600 - Swimming Pool Concessions	(27,321)	(35,364)	(32,340)	(35,500)
47820 - Specialized Services	(125)	(489)	(650)	(650)
4A - Charges for Services Total	(1,763,425)	(1,920,657)	(1,917,889)	(1,907,401)
4B - Grants/Contrib				

Recommended Operating Revenue Budget - Department Total
34 - RECREATION

Fund/Account/Account Title	FY23 Actual Revenue	FY24 Actual Revenue	FY25 Adopted Budget	FY26 Recomm'd Budget
47050 - Contrib - Private Sources	(5,000)	(5,000)	(5,700)	(5,000)
4B - Grants/Contrib Total	(5,000)	(5,000)	(5,700)	(5,000)
200 - Debt Service				
4N - Transfers				
49304 - Transfer in Sales Tax 20%	(14,789)	(14,651)	(14,511)	(1,158)
4N - Transfers Total	(14,789)	(14,651)	(14,511)	(1,158)
4O - Eliminated for GW				
48200 - Proceeds from GO Debt	0	0	0	0
48205 - Bond Discount/Premium	0	0	0	0
4O - Eliminated for GW Total	0	0	0	0
180 - Community Development				
4A - Charges for Services				
45455 - Program Fee	(9,260)	0	0	0
4A - Charges for Services Total	(9,260)	0	0	0
RECREATION - Total	(1,792,474)	(1,940,308)	(1,938,100)	(1,913,559)

Recommended Operating Expenditure Budget - Department Total
34 - RECREATION

Fund/Account/Account Title	FY23 Actual Expense	FY24 Actual Expense	FY25 Adopted Budget	FY26 Recomm'd Budget
6A - Salaries & Wages				
100 - General				
60100 - Salaries-Regular Full Time	619,995	712,270	740,509	845,239
60200 - Salaries - Regular Part Time	123,449	117,362	126,740	69,569
60300 - Hourly Wages - Temp/Seasonal	713,148	763,746	1,050,119	1,106,342
60400 - Overtime	3,494	3,320	3,800	3,800
60630 - Special Pay Sick Lv Payout Ret	14,930	13,525	11,608	11,608
60635 - Special Pay Sick Lv Payout 50%	869	1,802	913	1,815
60640 - Special Pay - Vacation Payout	0	21	0	0
60730 - Spec Pay - Safety Equipment	0	1,234	900	900
180 - Community Development				
60200 - Salaries - Regular Part Time	360	0	0	0
60300 - Hourly Wages - Temp/Seasonal	7,758	44,249	50,842	58,307
60730 - Spec Pay - Safety Equipment	0	0	0	0
6A - Salaries & Wages Total	1,484,004	1,657,530	1,985,431	2,097,580
6B - Employee Benefits				
100 - General				
61100 - FICA - City Contribution	109,581	120,238	147,924	156,423
61300 - IPERS - City Contribution	82,195	87,195	131,368	144,073
61510 - Health Insurance	133,292	136,268	133,291	133,290
61540 - Life Insurance	392	418	453	457
61600 - Workers' Compensation	28,202	26,072	32,554	34,129
61700 - Unemployment Compensation	0	5,942	0	2,512
61810 - Uniform Allowance	300	300	0	0
61992 - Physicals	3,834	3,203	2,002	3,015
180 - Community Development				
61100 - FICA - City Contribution	621	3,385	3,889	4,460
61300 - IPERS - City Contribution	330	1,716	3,088	5,504
61600 - Workers' Compensation	1,614	1,489	0	1,531
6B - Employee Benefits Total	360,362	386,225	454,569	485,394
6C - Staff Development				
100 - General				
62100 - Association Dues	2,973	3,195	3,124	2,521
62200 - Subscriptions	199	353	383	349
62325 - Mileage	4,528	5,186	5,467	4,823
62400 - Meetings & Conferences	7,761	5,549	8,253	8,253

Recommended Operating Expenditure Budget - Department Total
34 - RECREATION

Fund/Account/Account Title	FY23 Actual Expense	FY24 Actual Expense	FY25 Adopted Budget	FY26 Recomm'd Budget
6A - Salaries & Wages				
62500 - Education Reimbursement	5,866	6,338	16,872	17,120
6C - Staff Development Total	21,328	20,621	34,099	33,066
6D - Repair/Maint/Util				
100 - General				
63100 - Building Maintenance	58,324	67,445	59,795	55,749
63230 - Tree Maintenance	0	1,201	0	0
63311 - Vehicle Ops - Diesel	29,475	25,284	27,000	26,812
63312 - Vehicle Ops - Gasoline	32,372	142,644	12,150	12,414
63313 - Vehicle Ops - Other	70,987	36,606	130,000	130,000
63400 - Equipment Maint/Repair	21,306	38,755	21,544	22,423
63710 - Electricity	84,620	84,583	99,559	101,499
63711 - Natural Gas	23,472	20,576	34,270	22,983
63720 - Refuse	1,612	1,895	1,758	2,066
63730 - Telecommunications	13,235	12,671	17,390	15,556
6D - Repair/Maint/Util Total	335,402	431,660	403,466	389,502
6E - Contractual Svcs				
100 - General				
64004 - Internal Service Charge	0	0	0	0
64020 - Advertising	26,054	30,474	25,935	38,259
64030 - Outsourced Labor	0	0	1,935	1,935
64062 - Refunds	3,765	1,631	0	0
64080 - Insurance - Property	14,401	18,626	27,029	21,458
64081 - Insurance - Liability	39,483	95,390	74,582	67,624
64083 - Insurance - Other	1,784	1,454	10,607	10,010
64130 - Payments to Other Agencies	38,469	89,622	121,624	121,624
64140 - Printing	60	36	5,961	5,121
64145 - Copying	1,411	580	1,823	1,565
64150 - Rental - Equipment	49,543	47,440	43,164	47,416
64160 - Rental - Land/Bldgs/Parking	680	960	680	960
64180 - Sales Tax Expense	39,942	40,888	48,125	40,888
64182 - Property Tax	1,842	1,920	1,992	1,978
64185 - License/Permit/Fees	5,777	5,730	5,889	6,134
64190 - Technology Services	35,168	5,552	35,977	39,477
64191 - IT Recharges	11,149	14,057	21,775	22,353
64195 - Credit Card Charge	35,298	43,072	33,099	42,673

Recommended Operating Expenditure Budget - Department Total
34 - RECREATION

Fund/Account/Account Title	FY23 Actual Expense	FY24 Actual Expense	FY25 Adopted Budget	FY26 Recomm'd Budget
6A - Salaries & Wages				
64830 - Officiating Services	20,520	22,368	20,520	20,520
64835 - Instructors	61,840	51,305	85,727	78,910
64880 - Custodial Services	1,010	786	5,165	5,165
64890 - Background Check	0	0	0	0
64900 - Other Professional Service	3,785	8,681	23,320	14,420
64975 - Equip Maint Cont	9,417	16,205	5,073	9,100
64980 - Technology Equip Maint Cont	0	0	762	90
64990 - Other Contractual Service	0	11,708	0	8,000
180 - Community Development				
64062 - Refunds	0	0	0	0
64081 - Insurance - Liability	764	2,217	0	0
64130 - Payments to Other Agencies	56,258	68,443	51,427	12,899
64135 - Grants	0	0	0	0
64140 - Printing	0	0	195	0
64830 - Officiating Services	0	0	1,800	2,000
64880 - Custodial Services	1,404	1,035	0	0
64900 - Other Professional Service	0	0	1,304	0
200 - Debt Service				
64900 - Other Professional Service	0	0	0	0
6E - Contractual Svcs Total	459,825	580,180	655,490	620,579
6F - Commodities				
100 - General				
65010 - Chemicals	64,386	74,362	57,458	65,540
65025 - Program Materials	146,479	87,281	47,041	44,599
65026 - Speciality Supplies	14,612	14,917	13,068	13,068
65030 - Merchandise for Resale	0	0	0	0
65031 - Lottery Tickets	0	0	0	0
65033 - Food Products	47,537	52,404	52,770	55,309
65034 - Beer Products	59,615	60,938	53,146	64,408
65035 - Liquor Products	7,439	6,330	7,400	6,330
65036 - Beverage/Ice	15,901	20,706	17,807	21,206
65037 - Pro Shop Merchandise	22,678	41,498	37,908	41,103
65040 - Small Tools & Equipment	0	664	0	0
65045 - Technology Equipment	4,750	11,707	16,410	2,800
65047 - Outdoor Furniture/Fixtures	2,039	0	0	0

Recommended Operating Expenditure Budget - Department Total
34 - RECREATION

Fund/Account/Account Title	FY23 Actual Expense	FY24 Actual Expense	FY25 Adopted Budget	FY26 Recomm'd Budget
6A - Salaries & Wages				
65050 - Other Equipment	14,995	8,759	10,600	1,750
65054 - Safety Equipment	327	0	0	0
65060 - Office Supplies	2,627	4,994	2,283	2,083
65070 - Operating Supplies	958	946	1,000	1,000
65080 - Postage/Shipping	18,125	682	12,539	900
65100 - Safety Supplies	0	0	100	100
65925 - Uniform Purchase	9,186	9,240	9,835	9,835
65940 - Gift Cards	0	0	0	0
65965 - Janitorial	7,788	9,222	8,810	7,557
65999 - Cash Over and Short	54	26	0	0
180 - Community Development				
65025 - Program Materials	28,343	133	19,770	19,770
65060 - Office Supplies	0	0	183	0
65080 - Postage/Shipping	0	0	0	0
65965 - Janitorial	0	0	256	0
6F - Commodities Total	467,841	404,809	368,384	357,358
6G - Capital Outlay				
100 - General				
67100 - Vehicles	35,000	0	0	0
67110 - Mowing Equipment	60,004	25,349	77,000	60,000
67210 - Furniture/Fixtures	2,289	920	0	0
6G - Capital Outlay Total	97,293	26,269	77,000	60,000
6H - Debt Service				
200 - Debt Service				
68010 - Principal Payment	13,882	14,021	14,161	1,092
68020 - Interest Payments	907	630	350	66
68980 - Financial Consultant	0	0	0	0
68990 - Paying Agent Fees	0	0	0	0
6H - Debt Service Total	14,789	14,651	14,511	1,158
RECREATION - Total	3,240,844	3,521,945	3,992,950	3,972,488

Recommended Expenditure Budget Report by Activity & Funding Source
34 - RECREATION

Fund/Activity	FY24 Actual Expense	FY25 Adopted Budget	FY26 Recomm'd Budget
3401 - Administration			
100 - General			
6A - Salaries & Wages	562,490	604,544	656,970
6B - Employee Benefits	180,263	196,489	206,198
6C - Staff Development	9,415	17,204	17,418
6D - Repair/Maint/Util	22,959	27,353	24,961
6E - Contractual Svcs	3,350	71,069	87,632
6F - Commodities	21,333	35,864	15,829
6G - Capital Outlay	920	—	—
3401 - Administration Total	800,730	952,523	1,009,008
3402 - Golf			
100 - General			
6A - Salaries & Wages	410,597	461,145	473,952
6B - Employee Benefits	111,703	122,353	130,245
6C - Staff Development	4,389	4,430	4,402
6D - Repair/Maint/Util	57,418	52,065	49,501
6E - Contractual Svcs	156,722	168,068	163,107
6F - Commodities	201,228	166,627	178,497
6G - Capital Outlay	25,349	77,000	60,000
3402 - Golf Total	967,406	1,051,688	1,059,704
3403 - Swimming			
100 - General			
6A - Salaries & Wages	400,045	477,732	489,105
6B - Employee Benefits	42,444	54,835	58,992
6C - Staff Development	3,602	4,856	4,856
6D - Repair/Maint/Util	85,106	80,348	79,550
6E - Contractual Svcs	70,180	65,912	65,605
6F - Commodities	73,366	63,626	69,330
3403 - Swimming Total	674,743	747,309	767,438
3404 - Adult Athletics			
100 - General			
6A - Salaries & Wages	17,436	47,899	49,606
6B - Employee Benefits	3,576	7,095	7,322
6C - Staff Development	1,337	3,029	2,385
6D - Repair/Maint/Util	22,716	22,460	25,867
6E - Contractual Svcs	57,153	55,215	53,802

Recommended Expenditure Budget Report by Activity & Funding Source
34 - RECREATION

Fund/Activity	FY24 Actual Expense	FY25 Adopted Budget	FY26 Recomm'd Budget
6F - Commodities	3,330	3,000	3,000
3404 - Adult Athletics Total	105,549	138,698	141,982
3405 - McAleece Concessions			
100 - General			
6A - Salaries & Wages	12,520	14,902	16,082
6B - Employee Benefits	1,905	2,437	2,431
6D - Repair/Maint/Util	1,198	200	500
6E - Contractual Svcs	1,904	1,856	1,910
6F - Commodities	26,755	31,233	31,455
3405 - McAleece Concessions Total	44,281	50,628	52,378
3406 - Youth Sports			
100 - General			
6A - Salaries & Wages	142,932	228,305	234,423
6B - Employee Benefits	19,096	42,934	43,843
6C - Staff Development	—	400	400
6E - Contractual Svcs	78,604	63,897	63,574
6F - Commodities	6,417	8,327	8,177
3406 - Youth Sports Total	247,049	343,863	350,417
3407 - Therapeutic and After School			
100 - General			
6A - Salaries & Wages	10,564	37,446	48,650
6B - Employee Benefits	1,989	7,555	9,442
6C - Staff Development	—	750	750
6D - Repair/Maint/Util	6,742	15,000	7,800
6E - Contractual Svcs	2,820	4,658	4,458
6F - Commodities	48,270	13,663	10,813
3407 - Therapeutic and After School Total	70,386	79,072	81,913
3408 - Recreation Classes			
100 - General			
6A - Salaries & Wages	11,058	11,502	16,275
6B - Employee Benefits	1,991	2,319	3,127
6C - Staff Development	1,585	2,560	2,285
6D - Repair/Maint/Util	9,175	13,535	11,390
6E - Contractual Svcs	30,165	81,604	73,918
6F - Commodities	7,630	12,881	7,640
6G - Capital Outlay	—	—	—

Recommended Expenditure Budget Report by Activity & Funding Source
34 - RECREATION

Fund/Activity	FY24 Actual Expense	FY25 Adopted Budget	FY26 Recomm'd Budget
3408 - Recreation Classes Total	61,604	124,401	114,635
3409 - Port of Dubuque Marina			
100 - General			
6A - Salaries & Wages	45,638	51,114	54,210
6B - Employee Benefits	16,668	11,575	12,299
6C - Staff Development	294	870	570
6D - Repair/Maint/Util	226,345	192,505	189,933
6E - Contractual Svcs	85,244	63,485	66,674
6F - Commodities	16,348	12,954	12,847
3409 - Port of Dubuque Marina Total	390,536	332,503	336,533
3430 - Senior Center			
100 - General			
6E - Contractual Svcs	22,342	25,000	25,000
180 - Community Development			
6E - Contractual Svcs	—	—	—
3430 - Senior Center Total	22,342	25,000	25,000
3431 - Target Area Programming			
180 - Community Development			
6A - Salaries & Wages	44,249	50,842	58,307
6B - Employee Benefits	6,590	6,977	11,495
6E - Contractual Svcs	71,695	54,726	14,899
6F - Commodities	133	20,209	19,770
3431 - Target Area Programming Total	122,667	132,754	104,471
3480 - Debt Service			
200 - Debt Service			
6E - Contractual Svcs	—	—	—
6H - Debt Service	14,651	14,511	1,158
3480 - Debt Service Total	14,651	14,511	1,158
3499 - Pcard Clearing			
100 - General			
6F - Commodities	—	—	—
3499 - Pcard Clearing Total	0	0	0
RECREATION TOTAL	3,521,945	3,992,950	4,044,637

CITY OF DUBUQUE, IOWA
DEPARTMENT DETAIL - PERSONNEL COMPLEMENT

34 RECREATION DIVISION

FD	JC	WP-GR	JOB CLASS	FY 2026	
				FTE	BUDGET
60100 Full Time Employee Expense					
100	1535	GE-21	PARKS AND RECREATION DIRECTOR	0.33	\$ 55,736
100	1525	GE-16	RECREATION DIVISION MANAGER	1.00	\$ 109,262
100	2975	GE-33	GOLF COURSE SUPERINTENDENT	1.00	\$ 89,210
			RECREATION PROGRAM SUPV -		
100	1635	GE-14	AQUATIC	1.00	\$ 93,320
100	1500	GE-14	BUS DVLPMT MANAGER	1.00	\$ 77,019
100	1625	GE-14	RECREATION PROGRAM SUPV	2.00	\$ 183,922
100	200	GE-26	LEAD ADMIN SUPPORT PROF	0.60	\$ 39,977
100	5010	GE-07	ADMIN SUPPORT PROF	1.00	\$ 60,159
100		GD-06	GOLF COURSE TECHNICIAN	1.00	\$ 64,485
100	1605	GE-13	HEAD GOLF PRO	1.00	\$ 72,149
TOTAL FULL TIME EMPLOYEES				9.93	\$ 845,239
60200 Part Time Employee Expense					
100	5005	GE-07	ADMIN SUPPORT PROF	0.48	\$ 23,252
100	1605	GE-13	HEAD GOLF PRO	—	\$ 1,655
100	8070	GD-08	GOLF COURSE TECHNICIAN	0.72	\$ 44,662
TOTAL PART TIME EMPLOYEES				1.20	\$ 69,569
60300 Seasonal Employee Expense					
100	5865	GE-03	ASSISTANT GOLF PRO	0.73	\$ 33,236
100	5890	GE-03	ASST MARINA MANAGER	0.22	\$ 8,514
100	5365	GE-02	CLERICAL ASSISTANT	0.22	\$ 7,126
100	5860	GE-03	CONCESSION MANAGER	1.23	\$ 51,340
100	5810	GE-02	CONCESSION WORKER	2.07	\$ 69,446
100	5885	GE-02	MARINA DOCK ATTENDANT	0.84	\$ 28,722
100	7956	GE-02	GROUNDSKEEPER LABORER	3.43	\$ 115,864
100	5935	GE-03	LIFEGUARD SWIM INSTRUCTOR	9.07	\$ 325,356
100	5895	GE-03	MARINA MANAGER	0.35	\$ 16,774
100	5835	GE-02	POOL CASHIER	1.01	\$ 34,535
100	5945	GE-03	PRE-SCHOOL INSTRUCTOR	0.12	\$ 5,348
180	5945	GE-03	PRE-SCHOOL INSTRUCTOR	0.72	\$ 37,431
100	5855	GE-02	PRO SHOP ATTENDANT	0.80	\$ 27,352
100	5965	GE-03	RECREATION PROG COORD	0.96	\$ 32,704
100	5965	GE-03	RECREATION FIELD SUPERVISOR	0.31	\$ 13,636
180	5965	GE-03	RECREATION FIELD SUPERVISOR	0.61	\$ 20,876
100	5920	GE-02	RECREATION LEADER	7.62	\$ 274,925
100	5995	GE-03	POOL MANAGER	1.35	\$ 61,464
TOTAL SEASONAL EMPLOYEES				31.66	\$ 1,164,649

34 RECREATION DIVISION

			FY 2026	
FD	JC	WP-GR	JOB CLASS	FTE
			TOTAL RECREATION DIVISION	42.79 \$2,079,457

CITY OF DUBUQUE, IOWA
ACTIVITY PERSONNEL COMPLEMENT SUMMARY

ACCT	FD	JC	WP- GR	POSITION CLASS	FY 2026	
					FTE	BUDGET
Recreation Administration-FT						
3401	60100	100	5255	LEAD ADMIN SUPPORT PROF	0.60	\$ 39,977
3401	60100	100	1500	BUS DVLPMT MANAGER	1.00	\$ 77,019
3401	60100	100	5010	ADMIN SUPPORT PROF	1.00	\$ 60,159
3401	60100	100	1,625	RECREATION PROGRAM SUPV	2.00	\$ 183,922
3401	60100	100	1,635	PROGRAM SUPV - AQUATIC	1.00	\$ 93,320
3401	60100	100	1535	PARKS AND RECREATION DIRECTOR	0.33	\$ 55,736
3401	60100	100	1525	RECREATION DIVISION MANAGER	1.00	\$ 109,262
				Total		\$ 619,395
Recreation Administration-PT						
3401	60200	100	5005	ADMIN SUPPORT PROF	0.48	\$ 23,252
				Total		\$ 23,252
Temporary						
3401	60300	100	5365	CLERICAL ASSISTANT	0.22	\$ 7,126
				Total		\$ 7,126
Golf Operations-Temporary						
3402	60300	100	5865	ASSISTANT GOLF PRO	0.73	\$ 33,236
3402	60300	100	5860	MANAGER	0.63	\$ 25,664
3402	60300	100	5810	CONCESSION WORKER	0.84	\$ 27,389
3402	60300	100	5855	PRO SHOP ATTENDANT	0.80	\$ 27,352
				Total		\$ 113,641
Golf Operations-FT						
3402	60100	100	1605	HEAD GOLF PRO	1.00	\$ 72,149
				Total		\$ 72,149
Golf Operations-PT						
3402	60200	100	1605	HEAD GOLF PRO	—	\$ 1,655
				Total		\$ 1,655
Golf Maintenance-FT						

CITY OF DUBUQUE, IOWA
ACTIVITY PERSONNEL COMPLEMENT SUMMARY

FY 2026							
ACCT	FD	JC	WP- GR	POSITION CLASS	FTE	BUDGET	
				GOLF COURSE			
3402	60100	100	1615	GE-12	SUPERINTENDENT	1.00	\$ 89,210
				GOLF COURSE			
3402	60100	100	8070	GD-08	TECHNICIAN	1.00	\$ 64,485
				Total		2.00	\$ 153,695
Golf Maintenance-PT							
				GOLF COURSE			
3402	60200	100	8070	GD-08	TECHNICIAN	0.72	\$ 44,662
				Total		0.72	\$ 44,662
Golf Maintenance-Temporary							
				GROUNDSKEEPER			
3402	60300	100	7956	GE-02	LABORER	1.16	\$ 40,535
				GROUNDSKEEPER			
3402	60300	100	7961	GE-02	LABORER	1.04	\$ 37,432
				Total		2.20	\$ 77,967
Swimming-Temporary							
				HEAD LIFE GUARD			
3403	60300	100	5935	GE-03	CONCESSION	—	\$ —
				MANAGER		0.40	\$ 16,091
				CONCESSION			
3403	60300	100	5805	GE-02	WORKER	1.04	\$ 35,560
				INSTRUCTOR		9.07	\$ 325,356
3403	60300	100	5835	GE-02	POOL CASHIER	1.01	\$ 34,535
				LABORER		0.48	\$ 16,099
				POOL MANAGER		1.35	\$ 61,464
				Total		13.35	\$ 489,105
Adult Athletics-Temporary							
				RECREATION PROG			
3404	60300	100	5965	GE-03	COORD	0.43	\$ 15,607
				LABORER		0.75	\$ 21,798
3404	60300	100	5920	GE-02	RECREATION LEADER	0.35	\$ 12,058
				Total		1.53	\$ 49,463
McAleece Concessions-Temporary							
				CONCESSION			
3405	60300	100	5825	GE-03	MANAGER	0.20	\$ 9,585
				CONCESSION			
3405	60300	100	5805	GE-02	WORKER	0.19	\$ 6,497
				Total		0.39	\$ 16,082

CITY OF DUBUQUE, IOWA
ACTIVITY PERSONNEL COMPLEMENT SUMMARY

ACCT	FD	JC	WP- GR	POSITION CLASS	FY 2026	
					FTE	BUDGET
Youth Sports-Temporary						
3406	60300	100	5920	GE-02	RECREATION LEADER	— \$ —
					RECREATION PROG	
3406	60300	100	5960	GE-03	COORD	0.30 \$ 8,147
					RECREATION PROG	
3406	60300	100	5960	GE-03	COORD	— \$ —
3406	60300	100	5965	GE-03	COORD	0.09 \$ 3,145
					RECREATION FIELD	
3406	60300	100	5965	GE-03	SUPERVISOR	0.07 \$ 2,709
3406	60300	100	5920	GE-02	RECREATION LEADER	6.36 \$ 220,022
					Total	6.82 \$ 234,023
Therapeutic Activity-Temporary						
					RECREATION PROG	
3407	60300	100	5960	GE-03	COORD	0.15 \$ 5,805
3407	60300	100	5920	GE-02	RECREATION LEADER	0.91 \$ 42,845
					Total	1.06 \$ 48,650
Recreation Classes-Temporary						
					PRE-SCHOOL	
3408	60300	100	5945	GE-03	INSTRUCTOR	0.12 \$ 5,348
					RECREATION FIELD	
3408	60300	100	5965	GE-03	SUPERVISOR	0.24 \$ 10,927
					Total	0.36 \$ 16,275
Port of Dubuque Marina Dock Maintenance-FT						
					FACILITIES	
3409	60100	100			SUPERVISOR	— \$ —
					Total	— \$ —
Port of Dubuque Marina Dock Maintenance- Temporary						
3409	60300	100	5895	GE-03	MARINA MANAGER	0.18 \$ 8,387
					ASST MARINA	
3409	60300	100	5890	GE-03	MANAGER	0.11 \$ 4,257
3409	60300	100	5885	GE-02	ATTENDANT	0.42 \$ 14,361
					Total	0.71 \$ 27,005
Port of Dubuque Marina Convenience Store -FT						
					FACILITIES	
3409	60100	100			SUPERVISOR	— \$ —
					Total	— \$ —
Port of Dubuque Marina Convenience Store- Temporary						
3409	60300	100	5895	GE-03	MARINA MANAGER	0.18 \$ 8,387

CITY OF DUBUQUE, IOWA
ACTIVITY PERSONNEL COMPLEMENT SUMMARY

ACCT	FD	JC	WP- GR	POSITION CLASS	FY 2026	
					FTE	BUDGET
3409	60300	100	5890	ASST MARINA MANAGER	0.11	\$ 4,257
3409	60300	100	5885	GE-02 ATTENDANT	0.42	\$ 14,361
				Total	0.71	\$ 27,005
CD Target Area Programs-Temporary						
3431	60300	180	5945	PRE-SCHOOL INSTRUCTOR	0.72	\$ 37,431
3431	60300	180	5965	RECREATION FIELD SUPERVISOR	0.61	\$ 20,876
				Total	1.33	\$ 58,307.00
TOTAL RECREATION DIVISION					42.81	\$2,079,457

Capital Improvement Projects by Department/Division						
RECREATION DIVISION						
Project Number	Capital Improvement Project Title	Department	Fund	Account	Recomm'd	FY26 Budget
3444000010	Golf Tee Improvements	Recreation	306	67990	20,000	
3444000014	Bunker Tree Removal & Replacement	Recreation	306	67990	10,000	
3444000017	Bunker Hill #7 Fairway Fencing	Recreation	306	67990	15,000	
	POD Flood Wall Dubuque Welcome Sign	Recreation	305	65110	33,000	
RECREATION DIVISION		TOTAL				78,000

PROGRAM/ DEPT	PROJECT DESCRIPTION	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	TOTAL	PAGE
RECREATION DIVISION								
Culture and Recreation								
	Bunker Hill Golf Course							
	Construct Cart Paths	\$ —	\$ 30,000	\$ —	\$ —	\$ —	\$ 30,000	23
	Tee Improvements	\$ 20,000	\$ —	\$ —	\$ —	\$ —	\$ 20,000	24
	Material Storage Renovation	\$ —	\$ —	\$ 15,000	\$ —	\$ —	\$ 15,000	25
	Bunker Hill #7 Fairway Fencing	\$ 15,000	\$ —	\$ —	\$ —	\$ —	\$ 15,000	26
	Bunker Tree Removal & Replacement	\$ 10,000	\$ 10,000	\$ 10,000	\$ —	\$ —	\$ 30,000	27
	Port of Dubuque Marina							
	Port of Dubuque Flood Wall							
	Dubuque Welcome Sign	\$ 33,000	\$ —	\$ —	\$ —	\$ —	\$ 33,000	28
	TOTAL	\$ 78,000	\$ 40,000	\$ 25,000	\$ —	\$ —	\$ 143,000	

This page intentionally left blank.