

## Health Fitness. A Trustmark Company

# **5 YEAR PRO FORMA**

33. Staff Uniforms 14

34. Merchandise/Softgoods 15

REVENUE PROJECTION 1. Registration Fees<sup>1</sup> Membership Dues<sup>1</sup> 3. Visitor Passes<sup>2</sup> Land Based Program Services<sup>3</sup> Aquatic Based Program Services<sup>4</sup> 6. Facility Rentals<sup>5</sup> 7. Special Events<sup>6</sup> 8. Direct Sales to the Public<sup>7</sup> 9. Community Contributions/Gifts<sup>8</sup> 10. Scholarships9

R 1 - 2018/2019 CCTED REVENUE	IR 2 - 2019/2020 ECTED REVENUE	AR 3 - 2020/2021 JECTED REVENUE	IR 4 - 2021/2022 ECTED REVENUE	AR 5 - 2022/2023 ECTED REVENUE	5 YEA	IR GRAND TOTAL
\$ 56,672.00	\$ 59,616.00	\$ 62,856.00	\$ 66,096.00	\$ 69,984.00	\$	315,224.00
\$ 1,739,658.00	\$ 1,827,642.00	\$ 1,919,292.00	\$ 2,017,710.00	\$ 2,122,896.00	\$	9,627,198.00
\$ 18,774.00	\$ 20,136.00	\$ 21,498.00	\$ 22,698.00	\$ 23,898.00	\$	107,004.00
\$ 300,000.00	\$ 315,000.00	\$ 330,750.00	\$ 347,287.50	\$ 364,651.88	\$	1,657,689.38
\$ 225,000.00	\$ 236,250.00	\$ 248,062.50	\$ 260,465.63	\$ 273,488.91	\$	1,243,267.03
\$ 25,000.00	\$ 26,250.00	\$ 27,562.50	\$ 28,940.63	\$ 30,387.66	\$	138,140.78
\$ 5,000.00	\$ 5,250.00	\$ 5,512.50	\$ 5,788.13	\$ 6,077.53	\$	27,628.16
\$ 10,000.00	\$ 10,500.00	\$ 11,025.00	\$ 11,576.25	\$ 12,155.06	\$	55,256.31
\$ 75,000.00	\$ 78,750.00	\$ 82,687.50	\$ 86,821.88	\$ 91,162.97	\$	414,422.34
\$ -	\$ -	\$	\$ -	\$	\$	-
\$ 2,455,104.00	\$ 2,579,394.00	\$ 2,709,246.00	\$ 2,847,384.00	\$ 2,994,702.00	\$	13,585,830.00
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5 YEAR PRO FORMA	<ol><li>Scholarships</li></ol>	3		\$	-	\$	<u> </u>	\$	•	\$	-	-	\$	<u>.</u>
5/26/2017		SUB-TOTAL         \$ 2,455,104.00         \$ 2,579,394.00         \$ 2,709,246.00         \$ 2,847,384.00         \$ 2,994,702.00         \$	13,585,830.00											
ITEMIZED OPERATING EXPENSES <sup>1</sup>														
HEALTHFITNESS CORE SERVICE SUMMARY			HOURS PER	,	YEAR 1 - 2018/2019		YEAR 2 - 2019/2020	Υ	'EAR 3 - 2020/2021	Y	EAR 4 - 2021/2022	YEAR 5 - 2022/2023		
PERSONNEL SALARIES, WAGES, AND BENEFITS <sup>2</sup>	FTF COUNT	HEAD COUNT	WEEK		SCOPE OF WORK		SCOPE OF WORK	5	SCOPE OF WORK	S	COPE OF WORK	SCOPE OF WORK	5 YE	AR GRAND TOTAL
Full-Time Staff	112 000141									-				
General Manager	1.0	1.0	40.0	•	80.000.00	\$	82.400.00	ç	84.872.00	\$	87.418.16	\$ 90.040.70	s	424.730.86
Program Manager, Recreation and Aquatics	1.0		40.0	\$	60,000.00	\$	61,800.00	\$	63,654.00	\$	65,563.62	\$ 67,530.53	s	318,548.15
Frogram Manager, Recreation and Aquatics     Membership Manager	1.0		40.0	\$	50,000.00	\$	51,500.00	\$	53,045.00	\$	54,636.35	\$ 56,275.44	\$	265,456.79
Marketing and Outreach Coordinator	1.0		40.0	\$	50,000.00	\$	51,500.00	\$	53.045.00	\$	54,636.35	\$ 56,275.44	s	265,456.79
Narketing and outreach coordinator     Administrative Assistant	1.0		40.0	4	35,000.00	\$	36,050.00	٠	37,131.50	\$	38,245.45	\$ 39,392.81	s	185,819.75
Authinistrative Assistant     Fitness Manager	1.0		40.0	\$	50,000.00	\$	51,500.00	\$	53.045.00	\$	54,636.35	\$ 56,275.44	s	265,456.79
7. Recreation Manager	1.0		40.0	\$	50,000.00	\$	51,500.00	ç	53.045.00	\$	54,636.35	\$ 56,275.44	s	265,456.79
8. Wellness Manager	1.0		40.0	4	50,000.00	\$	51,500.00	٠	53,045.00	\$	54,636.35	\$ 56,275.44	s	265,456.79
Neuriess Mariager     Aquatic Supervisor	1.0		40.0	\$	45.000.00	\$	46,350.00	\$	47.740.50	\$	49,172.72	\$ 50,647.90	s	238,911.11
Aquatic Supervisor     To. Front Desk Supervisor #1	1.0		40.0	\$	35,000.00	\$	36,050.00	\$	37,131.50	\$	38,245.45	\$ 39,392.81	s	185,819.75
11. Front Desk Supervisor #2	1.0		40.0	\$	35,000.00	\$	36,050.00	\$	37,131.50	\$	38,245.45	\$ 39,392.81	s	185,819.75
12. Facility Maintenance Manager	1.0		40.0	\$	50,000.00	\$	51,500.00	\$	53,045.00	\$	54,636.35	\$ 56,275.44	\$	265,456.79
FULL-TIME STAFF COMPENSATION SUB-TOTAL	12.0		480.0	\$	590,000.00	\$	607,700.00	\$	625,931.00	\$	644,708.93	\$ 664,050.20		3,132,390.13
		JLL-TIME BENEFI		\$	177,000.00	\$	182.310.00	\$	187,779.30	\$	193,412.68	\$ 199,215.06	<u>\$</u>	939,717.04
13. Full-Time Benefits (30%) <sup>3</sup>	rc	JLL-TIME BENEFI	13 30B-101AL	4	177,000.00	-	102,310.00	\$	107,779.30	-	193,412.00	\$ 199,215.08	-	939,717.04
Part-Time Staff	FTE COUNT	HEAD COUNT	HOURS PER WEEK											
14. Fitness Specialists	2.675	6.0	107.0	\$	82,307.69	\$	83,953.85	\$	85,632.92	\$	87,345.58	\$ 89,092.49	\$	428,332.54
15. Gymnasium Attendants	1.100	2.0	44.0	\$	17,600.00	\$	17,952.00	\$	18,311.04	\$	18,677.26	\$ 19,050.81	\$	91,591.11
16. Senior Lifeguards	1.675	6.0	107.0	\$	82,307.69	\$	83,953.85	\$	85,632.92	\$	87,345.58	\$ 89,092.49	\$	428,332.54
17. Lifeguards	5.350	12.0	214.0	\$	154,326.92	\$	157,413.46	\$	160,561.73	\$	163,772.97	\$ 167,048.42	\$	803,123.51
18. Group Class Instructors <sup>4</sup>	1.550	20.0	62.0	\$	124,000.00	\$	126,480.00	\$	129,009.60	\$	131,589.79	\$ 134,221.59	\$	645,300.98
<ol> <li>Active Older Adult Group Class Instruction<sup>4</sup></li> </ol>	0.650	12.0	26.0	\$	52,000.00	\$	53,040.00	\$	54,100.80	\$	55,182.82	\$ 56,286.47	\$	270,610.09
20. Water Workout Class Instruction <sup>4</sup>	0.350	7.0	14.0	\$	28,000.00	\$	28,560.00	\$	29,131.20	\$	29,713.82	\$ 30,308.10	\$	145,713.12
21. Swim Lesson Instruction <sup>4</sup>	2.025	20.0	81.0	\$	162,000.00	\$	165,240.00	\$	168,544.80	\$	171,915.70	\$ 175,354.01	\$	843,054.51
22. Personal Trainers <sup>5</sup>	0.000	10.0	80.0	\$	-	\$	-	\$	-	\$	-	\$ -	\$	-
23. Front Desk Attendants	3.350	8.0	134.0	\$	87,100.00	\$	88,842.00	\$	90,618.84	\$	92,431.22	\$ 94,279.84	\$	453,271.90
24. Child Care Attendants	3.825	12.0	153.0	\$	99,450.00	\$	101,439.00	\$	103,467.78	\$	105,537.14	\$ 107,647.88	\$	517,541.79
25. Facility Maintenance Attendant/Custodians	1.575	4.0	63.0	\$	40,950.00	\$	41,769.00	\$	42,604.38	\$	43,456.47	\$ 44,325.60	\$	213,105.44
PART-TIME STAFF WAGE SUB-TOTAL	24.125	119.0	1,085.0	\$	930,042.31	\$	948,643.15	\$	967,616.02	\$	986,968.34	\$ 1,006,707.70	\$	4,839,977.52
26. Part-Time Benefits (20%) <sup>6</sup>	P.A	ART-TIME BENEFI	TS SUB-TOTAL	\$	186,008.46	\$	189,728.63	\$	193,523.20	\$	197,393.67	\$ 201,341.54	\$	967,995.50
ALL-STAFF CO	MPENSATION AND E	SENEEITS EYDEN	SE SUB TOTAL	•	1,883,050.77	\$	1,928,381.78	\$	1,974,849.52	\$	2,022,483.61	\$ 2,071,314.50	\$	9.880.080.19
ACCOUNT MANAGEMENT EXPENSES	WI ENSATION AND E	JENETH'S EXTEN	JE JUB-TOTAL	•	1,003,030.77	-	1,720,301.70	•	1,774,047.32	<u> </u>	2,022,403.01	\$ 2,071,314.50	•	7,000,000.17
27. Member Management System and Annual Suppor	t <sup>7</sup>			\$	24,000.00	\$	24,000.00	\$	24,000.00	\$	24,000.00	\$ 24,000.00	\$	120,000.00
28. Professional Liability Insurance <sup>8</sup>				\$	62,251.52	\$	63,784.25	\$	65,356.27	\$	66,968.62	\$ 68,622.37	\$	326,983.03
29. Management Fee <sup>9</sup>				\$	192,000.00	\$	197,760.00	\$	203,692.80	\$	209,803.58	\$ 216,097.69	\$	1,019,354.08
	ACCOUNT MANA	AGEMENT EXPEN	SE SUB-TOTAL	\$	278,251.52	\$	285,544.25	\$	293,049.07	\$	300,772.20	\$ 308,720.06	\$	1,466,337.10
HEALTH	FITNESS CORE OPE	RATING EXPENS	ES SUB-TOTAL	\$	2,161,302.29	\$	2,213,926.04	\$	2,267,898.59	\$	2,323,255.81	\$ 2,380,034.56	\$	11,346,417.29
VARIABLE PROGRAM EXPENSE PROJECTIONS	10													
30. Office and General Administrative Supplies <sup>11</sup>				\$	10,000.00	\$	10,500.00	\$	11,025.00	\$	11,576.25	\$ 12,155.06	\$	55,256.31
31. Computer Equipment <sup>12</sup>				\$	2,000.00	\$	2,100.00	\$	2,205.00	\$	2,315.25	\$ 2,431.01	\$	11,051.26
32. Program Supplies <sup>13</sup>				\$	30,000.00	\$	31,500.00	\$	33,075.00	\$	34,728.75	\$ 36,465.19	\$	165,768.94
14					0.500.00		0 (05 00	^	0.757.05		0.004.07	0.000.77		40.044.00

2,500.00

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6,063.75

\$

\$

2,894.06

6,366.94

3,038.77

6,685.28

\$

\$

13,814.08

30,390.97

35. Postage and Shipping 16	\$ 3,500,00	\$ 3,675.00	\$ 3.858.75	\$ 4.051.69	\$ 4.254.27	s	19.339.71
36. Marketing and Promotions <sup>17</sup>	\$ 35,000.00	\$ 36,750.00	\$ 38,587.50	\$ 40,516.88	\$ 42,542.72	\$	193,397.09
37. Travel <sup>18</sup>	\$ 2,000.00	\$ 2,100.00	\$ 2,205.00	\$ 2,315.25	\$ 2,431.01	\$	11,051.26
38. Staff Continued Education, Development, and Meetings <sup>19</sup>	\$ 6,000.00	\$ 6,300.00	\$ 6,615.00	\$ 6,945.75	\$ 7,293.04	\$	33,153.79
39. Staff Recognition and Bonus Program <sup>20</sup>	\$ 10,000.00	\$ 10,500.00	\$ 11,025.00	\$ 11,576.25	\$ 12,155.06	\$	55,256.31
40. Membership Dues <sup>21</sup>	\$ 1,000.00	\$ 1,050.00	\$ 1,102.50	\$ 1,157.63	\$ 1,215.51	\$	5,525.63
41. Dues/Revenue Processing (Bank/Credit Card Fees) <sup>22</sup>	\$ 27,000.00	\$ 28,350.00	\$ 29,767.50	\$ 31,255.88	\$ 32,818.67	\$	149,192.04
42. Program Contingency <sup>23</sup>	\$ 5,000.00	\$ 5,250.00	\$ 5,512.50	\$ 5,788.13	\$ 6,077.53	\$	27,628.16
VARIABLE PROGRAM EXPENSE SUB-TOTAL	\$ 139,500.00	\$ 146,475.00	\$ 153,798.75	\$ 161,488.69	\$ 169,563.12	\$	770,825.56
VARIABLE FACILITY EXPENSE PROJECTIONS <sup>24</sup>							
43. Contract Services <sup>25</sup>	\$ 100,000.00	\$ 105,000.00	\$ 110,250.00	\$ 115,762.50	\$ 121,550.63	\$	552,563.13
44. Custodial and Locker Room Amenity Supplies <sup>26</sup>	\$ 30,000.00	\$ 31,500.00	\$ 33,075.00	\$ 34,728.75	\$ 36,465.19	\$	165,768.94
45. Pool Chemicals and General Supplies <sup>27</sup>	\$ 24,000.00	\$ 25,200.00	\$ 26,460.00	\$ 27,783.00	\$ 29,172.15	\$	132,615.15
46. Cell Phone and Voice/Data Service <sup>28</sup>	\$ 11,000.00	\$ 11,550.00	\$ 12,127.50	\$ 12,733.88	\$ 13,370.57	\$	60,781.94
47. Licenses and Permits <sup>29</sup>	\$ 2,000.00	\$ 2,100.00	\$ 2,205.00	\$ 2,315.25	\$ 2,431.01	\$	11,051.26
48. Electrical Service <sup>30</sup>	\$ 115,000.00	\$ 120,750.00	\$ 126,787.50	\$ 133,126.88	\$ 139,783.22	\$	635,447.59
49. Gas Service <sup>31</sup>	\$ 55,000.00	\$ 57,750.00	\$ 60,637.50	\$ 63,669.38	\$ 66,852.84	\$	303,909.72
50. Garbage Service <sup>32</sup>	\$ 4,000.00	\$ 4,200.00	\$ 4,410.00	\$ 4,630.50	\$ 4,862.03	\$	22,102.53
51. Water and Sewer Services <sup>33</sup>	\$ 29,000.00	\$ 30,450.00	\$ 31,972.50	\$ 33,571.13	\$ 35,249.68	\$	160,243.31
52. Building and Grounds Maintenance <sup>34</sup>	\$ 12,000.00	\$ 12,600.00	\$ 13,230.00	\$ 13,891.50	\$ 14,586.08	\$	66,307.58
53. Building Insurance <sup>35</sup>	\$ 25,000.00	\$ 26,250.00	\$ 27,562.50	\$ 28,940.63	\$ 30,387.66	\$	138,140.78
54. Equipment Rental <sup>36</sup>	\$ 33,000.00	\$ 34,650.00	\$ 36,382.50	\$ 38,201.63	\$ 40,111.71	\$	182,345.83
55. Miscellaneous Equipment Replacement <sup>37</sup>	\$ 2,000.00	\$ 2,100.00	\$ 2,205.00	\$ 2,315.25	\$ 2,431.01	\$	11,051.26
56. Equipment Maintenance <sup>38</sup>	\$ 12,000.00	\$ 12,600.00	\$ 13,230.00	\$ 13,891.50	\$ 14,586.08	\$	66,307.58
57. Capital Equipment Improvements <sup>39</sup>	\$ 75,000.00	\$ 78,750.00	\$ 82,687.50	\$ 86,821.88	\$ 91,162.97	\$	414,422.34
58. Facility Contingency <sup>40</sup>	\$ 10,000.00	\$ 10,500.00	\$ 11,025.00	\$ 11,576.25	\$ 12,155.06	\$	55,256.31
VARIABLE FACILITY EXPENSE SUB-TOTAL	\$ 539,000.00	\$ 565,950.00	\$ 594,247.50	\$ 623,959.88	\$ 655,157.87	\$	2,978,315.24
OPERATING EXPENSE GRAND TOTAL	\$ 2,839,802.29	\$ 2,926,351.04	\$ 3,015,944.84	\$ 3,108,704.38	\$ 3,204,755.55	\$	15,095,558.10
NET CONTRIBUTION (REVENUE MINUS EXPENSES)	\$ (384,698.29)	\$ (346,957.04)	\$ (306,698.84)	\$ (261,320.38)	\$ (210,053.55)	\$	(1,509,728.10)
RECOVERY	86%	88%	90%	92%	93%		90%
THE STEEL ST	0070	 0070	7070	 72.70	7070		7070



# CITY OF SHERWOOD RECREATION AND AQUATIC FACILITY - FOOTNOTE KEY REVENUE PROJECTIONS

Revenue projections for membership registration and monthly dues per year are developed using an average of the resident and non-resident membership enrollment and monthly dues rates listed in the table below. Our Assumption is that we would continue with I noving forward operating plan. See below for a summary of rates and the averages utilized in the 5 Year Pro Forma. For itemized annual membership unit totals along with associated enrollment and monthly dues revenue projections please refer to Tab 3. ith this current rate structure, at least initially in the

Type of Membership	Resident Monthly Due	Non-Resident Monthly Due	Enrollment Fee
Youth 3-14	\$20	\$23	\$25
Youna Adult 15-22	\$26	\$29	\$25
Adult 23+	\$35	\$38	\$50
2 Adults	\$58	\$64	\$75
1 Adult/Children	\$60	\$66	\$75
Family	\$70	\$77	\$75
Average	s	47	\$54

Visitor Pass revenue assumes the recommended structure in the table below. For itemized annual Visitor Pass projections and associated revenue projections please refer to Tab 3.

Temporary Pass	Resident	Non-Resident
Day Pass	\$12	\$15
3-Pack Day Pass	\$29	\$36
5-Pack Day Pass	\$48	\$60

- \* Table above provides a 20% discount when purchasing in quantity.
- \* Residents provided discounted rates vs. Non Resident rates.
- With the table above, the existing weekly pass option can be elir ated because we are offering a discounted 5-day pack
- We recommend keeping the existing policy where youth ages 0-2 are Free.
- Assumes revenue projection from fee-based/land based programming (e.g., recreation leagues/tournaments, specialty group classes, personal training, etc.)
- Assumes revenue projection from fee-based/aquatic based programming (e.g., swim lessons, water workout classes, lifeguard training, etc.).
- Assumes revenue projection from facility rentals (e.g. birthday parties corporate events community events etc.)
- Assumes revenue projection from special events (e.g. seasonal holiday and or thematic events that may occur annually)
- Assumes revenue projection from direct sales to the public.
- s revenue projection from local annual community contributions. Our objective moving forward will be to continue with promoting and managing local community contributions and gifts along with the accounting of such contribution in the overall budget accordingly. We will also look to contain and management of In-Kind donations and manage all donations of this sort (e.g., donations of goods, services, time, etc.), and report/account for these donations on an annual basis.
- Assumes revenue projection from annual scholarships. Note we have shown a Zero-based (50) revenue line item at the time of the proposal submittal. We recommend further discussion with the City to develop a preferred scholarship model moving forward. In summary of a potential approach, our objective would be to drive enough new membership and other revenue generating centers where we would be able to continue with a comparable scholarship program in relation to past history with such a program. We are confident that with our moving forward program plan that we could achieve this goal after further discussion with the City to develop a preferred scholarship model moving forward. In summary of a potential approach, our objective would be to drive enough new and the country of the scholarship program.

#### HEALTHFITNESS CORE SERVICE AREAS

- he itemized annual operating scope of work and associated expense categories has been developed in consideration of the known project scope to date. Note, the staff compensation rates per position have been developed based on our experience in the industry for each position, along with the information rided in the City's RFP and Feasibility Study. We are open to making any adjustments necessary after further interaction with the City Liaison(s).
- 2 Assumes annual salaries, wages, and benefits for the proposed on-site staff. The scope of work provides a full-time equivalency of 36.125 (including 12.0 regular full-time staff and an equivalency of 24.125 part-time staff). See itemized headcount and FTE count on the 5-Year Pricing Summany. Staff compensation rates assume a 5% increase in years 2 through 5 of the contract term for full-time staff ment in creases, and 2% for part-time staff. Additionally, See Tab #4 for a detailed itemization of the proposed full and part-time staff, along with individual positional salary and wage rates. We obsult the proposed staff accoping an expensation rates should one assumptions be in-current and or the five selected edits.
- Personnel Benefits total for the full-time staff assumes cost for benefits, taxes, and payroll administration at 30% of full-time staff salaries each year.
- For the initial scope of work HealthFitness proposes transitioning the class schedule in its current state and volume of classes being delivered at the time of transition. Our understanding of current instructional classes is that there is four main instructional class categories including 1) Land-based gro exercises/activity class programming (82 per week), 2) Active Older Adult Programming (23 land-based and aquatic), 3) Water Worksout (14 per week), and 4) Swim Lessons (81 lessons per week). Our approach will be to work with the City Liaison(s) during program transition to identify the current class of the contract term. Intelligation of class styles including proposed wage rates, classes per week, and weeks per year, please refer to Tab #4 for proposed detail.
- 5. The Personal Trainer line item is to acknowledge that personal trainers will be needed in the moving forward program plan. The cost center for this line item is zeroed out given that we propose a model where revenue generated from the delivery of personal training will be applied to off-set the labor expense for the personal training staff. Should there be a positive net revenue after the personal training staff. Should there be a positive net revenue after the personal training staff. Should there be a positive net revenue after the personal training staff. Should there be a positive net revenue after the personal training staff. Should there be a positive net revenue that the City smooth forward objectives then Health-Fitness is open a varied approach after further interaction with City Liaison (sh).
- 6. Personnel Benefits total for the part-time staff assumes cost for taxes, and payroll administration at 20% of part-time staff wages each year.
- 1. Assumes expense for HealthFitness to provide the Member Management System moving forward. Note this cost will be incurred at the time the system is implemented at an annual rate of \$20,000.00. HealthFitness has experience with several well-performing systems and recommends further discussion with the City Liaison(s) in regards to the best system to utilize for the moving forward operations.
- 8. Assumes annual cost for insurance including liability and property/casualty insurance coverage at 3% of all staff compensation and management fee each year.
- Assumes cost for Health-Fitness fixed management fee. The fixed management fee assumes a 3% increase in years 2 through 5 of the contract term. This fee includes annual account management support, staff training and development; access to the Health-Fitness marketing resource library, and to the staff delivered programming menu including motivational challenges, multi-session class programming, and the Mind Your Health Seminar Series. In comparison, this line item fee is comparable to the YMCA "Associate Support" line item.

### VARIABLE PROGRAM EXPENSES

- Ovariable program expense projections assume proposed scope of work and projected costs for listed items. Many components of the variable program expense budget are geared towards membership growth and retention. HealthFilmess recreased to these variable program expense categories.
- Assumes projected expense budget for general office and administrative supplies (e.g., papers, pens, poster board, batteries, miscell nearie food for events inhato's atc.)
- 12. Assumes projected expense budget for minor equipment hardware upgrade needs on an annual basis (e.g., new printer, laptop, etc.). This budget assumes that all existing co ter hardware and connectivity within the facility is operational and will remain in the center moving forward.
- 3. Assumes projected expense budget for miscellaneous supplies and materials for various program events (e.g., office supplies, refreshments, program materials, etc.).
- Assumes projected expense budget for staff uniforms (polo's, t-shirts, button-downs, etc.).
- Assumes projected expense budget for Softgoods and apparel for sales (active wear, socks, miscellaneous exercise gear, etc.).
- Assumes projected expense budget for annual postage and shipping expenses.
- 17. Assumes projected expense budget for annual marketing, advertising, printing, and general promotions of facility and printing.
- 8. Assumes projected budget for annual expenses for senior site staff to travel to various meetings and confer
- Assumes projected budget for annual expenses for site staff continued education, training, and participation in staff meetings and confe
- 10. Assumes projected budget for annual staff recognition and bonus program. HealthFitness recommends further interaction with the City Liaison(s) to develop a bonus and recognition program that is motivating while also allowing for some challenge in order for the staff to eam said bor
- 21. Assumes projected budget for miscellaneous expenses related to membership dues collection
- 22. Assumes cost for the Merchant and Credit Card fees charged during the dues collection process
- 23. Assumes projected contingency budget for annual variable program needs

### VARIABLE FACILITY EXPENSES

- \*\* Variable facility expense projections assumes proposed scope of work and projected costs for listed items. The variable expense components in this category support the efficient annual operations of the facility. Health-Fitness recommends further discussion with the City Liaison(s) regarding the scope of this section to devertinal budget for these variable facility expense categories.
- 25. Assumes projected expense budget for annual contract services with third party providers (e.g., towel service, janitorial, mechanical, etc.).
- 26. Assumes projected expense budget for annual custodial and locker room amenity supplies (e.g., custodial/janitorial supplies, locker room amenities, paper products, etc.).
- 27. Assumes projected expense budget for annual pool chemicals and general supplies
- 28. Assumes projected annual expense budget for cell phone and voice/data services.
- 29. Assumes projected annual expense budget for related facility licenses and permits (covering pool and other facility areas, along with music, cable, apps, etc.)
- 30. Assumes projected annual expense budget for facility electrical service.
- 31. Assumes projected annual expense budget for facility gas service.
- 32. Assumes projected annual expense budget for facility garbage service
- 33. Assumes projected annual expense budget for facility water and sewer service.
- 34. Assumes projected annual expense budget for facility and grounds maint
- 35. Assumes projected budget for annual building insurance
- Assumes expense for annual equipment rental/lease.
- es expense for annual miscellaneous equipment replacement (e.g., voga m

- Assumes expense for annual equipment maintenance.
   Assumes expense for annual capital equipment and or facility improvement.
- 40. Assumes projected contingency budget for annual variable facility needs.

MEMBERSHIP AND DUES REVENUE PROJECTION														
YEAR 1: FISCAL PERIOD 2018/2019 SHERWOOD RECREATION AND AQUATIC CENTER	Jul-18 Projection	Aug-18 Projection	Sep-18 Projection	Oct-18 Projection	Nov-18 Projection	Dec-18 Projection	Jan-19 Projection	Feb-19 Projection	Mar-19 Projection	Apr-19 Projection	May-19 Projection	Jun-19 Projection	FY 201 Total	8/2019 Impact
MEMBERSHIP UNIT PROJECTION  Month Beginning Membership Units	3,000	3,013	3,026	3,039	3,052	3,065	3,078	3,091	3,104	3.117	3,130	3,143		
Attrition (30% annually)	75	75	75	75	75	75	75	75	75	75	75	75	900	30%
Growth (35% annually) Month End Membership Units Sub-Total	88 3,013	88 3,026	3,039	88 3,052	3,065	88 3,078	88 3,091	88 3,104	88 3,117	88 3,130	88 3,143	88 3,156	1,056 3,156	35% 105%
YEAR 1 VISITOR PASS PROJECTION														
Day Pass 3-Pack Day Pass	63 12	63 12	63 12	63 12	63 12	63 12	63 12	63 12	63 12	63 12	63 12	63 12	756 144	
5-Pack Day Pass	6	6	6	6	6	6	6	6	6	6	6	6	72	
Visitor Pass Sub-Total	81	81	81	81	81	81	81	81	81	81	81	81	972	
YEAR 1 MEMBERSHIP DUES/PASS PROJECTION Registration Fee (average \$54)	\$ 4,400.00	\$ 4,752.00	\$ 4,752.00	\$ 4,752.00	\$ 4,752.00	\$ 4,752.00	\$ 4,752.00	\$ 4,752.00	\$ 4,752.00	\$ 4,752.00	\$ 4,752.00	\$ 4,752.00	\$ 56,672.00	
Membership Due (average \$47) Day Pass (average \$13.50)	\$ 141,611.00 \$ 850.50	\$ 142,222.00 \$ 850.50	\$ 142,833.00 \$ 850.50	\$ 143,444.00 \$ 850.50	\$ 144,055.00 \$ 850.50	\$ 144,666.00	\$ 145,277.00 \$ 850.50	\$ 145,888.00	\$ 146,499.00 \$ 850.50	\$ 147,110.00 \$ 850.50	\$ 147,721.00	\$ 148,332.00	\$ 1,739,658.00	
3-Pack Day Pass (average \$32.50)	\$ 390.00	\$ 390.00	\$ 390.00	\$ 390.00 \$ 324.00	\$ 390.00	\$ 390.00	\$ 390.00	\$ 390.00	\$ 390.00	\$ 390.00 \$ 324.00	\$ 390.00	\$ 390.00	\$ 4,680.00	
		\$ 324.00 \$ 148,214.50	\$ 324.00 \$ 148,825.50		\$ 324.00 \$ 150,047.50	\$ 324.00 \$ 150,658.50	\$ 151,269.50		\$ 324.00 \$ 152,491.50	\$ 324.00 \$ 153,102.50		\$ 324.00 \$ 154,324.50		
WEAR & FIGURE REPUBLICATION	1.140		010	0.140	N 40	D 40	1	F.1.00					F1/ 00/	0.0000
YEAR 2: FISCAL PERIOD 2019/2020 SHERWOOD RECREATION AND AQUATIC CENTER	Jul-19 Projection	Aug-19 Projection	Sep-19 Projection	Oct-19 Projection	Nov-19 Projection	Dec-19 Projection	Jan-20 Projection	Feb-20 Projection	Mar-20 Projection	Apr-20 Projection	May-20 Projection	Jun-20 Projection	FY 201 Total	Impact
MEMBERSHIP PROJECTION  Month Beginning Membership Units	3,156	3,169	3,182	3,195	3,208	3,221	3,234	3,247	3,260	3,273	3,286	3,299		
Attrition (30% annually) Growth (35% annually)	79 92	79 92	79 92	79 92	79 92	79 92	79 92	79 92	79 92	79 92	79 92	79 92	948 1,104	30% 35%
Month End Membership Units Sub-Total	3,169	3,182	3,195	3,208	3,221	3,234	3,247	3,260	3,273	3,286	3,299	3,312	3,312	105%
YEAR 2 VISITOR PASS PROJECTION														
Day Pass 3-Pack Day Pass	65 13	65 13	65 13	65 13	65 13	65 13	65 13		65 13	65 13	65 13	65 13	780 156	
5-Pack Day Pass Visitor Pass Sub-Total	7 85	7 85	7 85	7 85	7 85	7 85	7 85	7 85	7 85	7 85	7 85	7 85	84 1,020	
	85		33				33	33		35		33	1,020	
YEAR 2 MEMBERSHIP DUES/PASS PROJECTION Registration Fee (average \$54)	\$ 4,968.00	\$ 4,968.00	\$ 4,968.00	\$ 4,968.00	\$ 4,968.00	\$ 4,968.00			\$ 4,968.00	\$ 4,968.00		\$ 4,968.00	\$ 59,616.00	
Membership Due (average \$47) Day Pass (average \$13.50)	\$ 148,943.00 \$ 877.50	\$ 877.50	\$ 877.50	\$ 877.50	\$ 151,387.00 \$ 877.50	\$ 877.50	\$ 877.50	\$ 877.50	\$ 153,831.00 \$ 877.50	\$ 154,442.00 \$ 877.50	\$ 877.50	\$ 877.50		
3-Pack Day Pass (average \$32.50) 5-Pack Day Pass (average \$54)	\$ 422.50 \$ 378.00				\$ 422.50 \$ 378.00	\$ 422.50 \$ 378.00		\$ 422.50 \$ 378.00						
	\$ 155,211.00				\$ 157,655.00	\$ 158,266.00		\$ 159,488.00	\$ 160,099.00				\$ 1,902,858.00	
YEAR 3: FISCAL PERIOD 2020/2021	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	Jan-21	Feb-21	Mar-21	Apr-21	May-21	Jun-21	FY 202	0/2021
SHERWOOD RECREATION AND AQUATIC CENTER MEMBERSHIP PROJECTION	Projection	Projection	Projection	Projection	Projection	Projection	Projection	Projection	Projection	Projection	Projection	Projection	Total	Impact
Month Beginning Membership Units	3,312	3,326	3,340	3,354	3,368	3,382	3,396	3,410	3,424	3,438	3,452	3,466		
Attrition (30% annually) Growth (35% annually)	83 97	83 97	83 97	83 97	83 97	83 97	83 97	83 97	83 97	83 97	83 97	83 97	996 1,164	30% 35%
Month End Membership Units Sub-Total	3,326	3,340	3,354	3,368	3,382	3,396	3,410	3,424	3,438	3,452	3,466	3,480	3,480	105%
YEAR 3 VISITOR PASS PROJECTION Day Pass	67	67	67	67	67	67	67	67	67	67	67	67	804	
3-Pack Day Pass	14	14	14	14	14	14	14	14	14	14	14	14	168	
5-Pack Day Pass Visitor Pass Sub-Total	8 89		89	89	8 89	8 89	89		89	89	8 89	8 89	96 1,068	
YEAR 3 MEMBERSHIP DUES/PASS PROJECTION														
Registration Fee (average \$54) Membership Due (average \$47)	\$ 5,238.00 \$ 156,322.00		\$ 5,238.00 \$ 157,638.00	\$ 5,238.00 \$ 158,296.00	\$ 5,238.00 \$ 158,954.00	\$ 5,238.00 \$ 159,612.00	\$ 5,238.00 \$ 160,270.00		\$ 5,238.00 \$ 161,586.00	\$ 5,238.00 \$ 162,244.00	\$ 5,238.00 \$ 162,902.00	\$ 5,238.00 \$ 163.560.00	\$ 62,856.00 \$ 1,919,292.00	
Day Pass (average \$13.50) 3-Pack Day Pass (average \$32.50)	\$ 904.50 \$ 455.00	\$ 904.50	\$ 904.50 \$ 455.00	\$ 904.50 \$ 455.00	\$ 904.50 \$ 455.00	\$ 904.50	\$ 904.50 \$ 455.00	\$ 904.50	\$ 904.50 \$ 455.00	\$ 904.50 \$ 455.00	\$ 904.50	\$ 904.50	\$ 10,854.00	
5-Pack Day Pass (average \$54)	\$ 432.00	\$ 432.00	\$ 432.00	\$ 432.00	\$ 432.00	\$ 432.00	\$ 432.00	\$ 432.00	\$ 432.00	\$ 432.00	\$ 432.00	\$ 432.00	\$ 5,184.00	
Membership dues/Pass Sub-Total	\$ 162,919.50	\$ 163,577.50	\$ 164,235.50	\$ 164,893.50	\$ 165,551.50	\$ 166,209.50	\$ 166,867.50	\$ 167,525.50	\$ 168,183.50	\$ 168,841.50	\$ 169,499.50	\$ 170,157.50	\$ 1,998,462.00	
YEAR 4: FISCAL PERIOD 2021/2022	Jul-21	Aug-21	Sep-21	Oct-21	Nov-21	Dec-21	Jan-22	Feb-22	Mar-22	Apr-22	May-22	Jun-22	FY 202	
SHERWOOD RECREATION AND AQUATIC CENTER MEMBERSHIP PROJECTION	Projection	Projection	Projection	Projection	Projection	Projection	Projection	Projection	Projection	Projection	Projection	Projection	Total	Impact
Month Beginning Membership Units Attrition (30% annually)	3,480 87	3,495 87	3,510 87	3,525 87	3,540 87	3,555 87	3,570 87	3,585 87	3,600 87	3,615 87	3,630 87	3,645 87	1,044	30%
Growth (35% annually)  Month End Membership Units Sub-Total	102 3,495	102 3,510	102 3,525	102 3,540	102 3,555	102 3,570	102 3,585	102 3,600	102 3,615	102 3,630	102 3,645	102 3,660	1,224 3,660	35% 105%
YEAR 4 VISITOR PASS PROJECTION	-1,	-,,	-,,	-,		-,		-1,	-,,,,			-,,		
Day Pass	68	68	68	68	68	68	68	68	68	68	68	68	816	
3-Pack Day Pass 5-Pack Day Pass	15 9	15 9	15 9	15 9	15 9	15 9	15 9	15 9	15 9	15 9	15 9	15 9	180 108	
Visitor Pass Sub-Total	92	92	92	92	92	92	92	92	92	92	92	92	1,104	
YEAR 4 MEMBERSHIP DUES/PASS PROJECTION Registration Fee (average \$54)	\$ 5,508.00	\$ 5,508.00	\$ 5,508.00	\$ 5,508.00	\$ 5,508.00	\$ 5,508.00	\$ 5,508.00	\$ 5,508.00	\$ 5,508.00	\$ 5,508.00	\$ 5,508.00	\$ 5,508.00	\$ 66,096.00	
Membership Due (average \$47)	\$ 164,265.00	\$ 164,970.00	\$ 165,675.00	\$ 166,380.00	\$ 167,085.00 \$ 918.00	\$ 167,790.00	\$ 168,495.00	\$ 169,200.00	\$ 169,905.00	\$ 170,610.00	\$ 171,315.00	\$ 172,020.00	\$ 2,017,710.00	
Day Pass (average \$13.50) 3-Pack Day Pass (average \$32.50)	\$ 918.00 \$ 487.50	\$ 487.50	\$ 918.00 \$ 487.50	\$ 918.00 \$ 487.50	\$ 487.50	\$ 487.50	\$ 487.50	\$ 487.50	\$ 918.00 \$ 487.50	\$ 918.00 \$ 487.50	\$ 487.50	\$ 487.50		
	\$ 486.00 \$ 171,178.50		\$ 486.00 \$ 172,588.50		\$ 486.00 \$ 173,998.50				\$ 486.00 \$ 176,818.50	\$ 486.00 \$ 177,523.50			\$ 5,832.00 \$ 2,100,672.00	
YEAR 5: FISCAL PERIOD 2022/2023 SHERWOOD RECREATION AND AQUATIC CENTER	Jul-22 Projection	Aug-22 Projection	Sep-22 Projection	Oct-22 Projection	Nov-22 Projection	Dec-22 Projection	Jan-23 Projection	Feb-23 Projection	Mar-23 Projection	Apr-23 Projection	May-23 Projection	Jun-23 Projection	FY 202 Total	2/2023 Impact
MEMBERSHIP PROJECTION  Month Beginning Membership Units	3.660	3.676	3.692	3.708	3.724	3.740	3.756	3.772	3.788	3.804	3.820	3.836		
Attribution (30% annually) Growth (35% annually)	92 108	92 108	92 108	92 108	92 108	92 108	92 108	92 108	92 108	92 108	92 108	92 108	1,104 1,296	30% 35%
Month End Membership Units Sub-Total	3,676	3,692	3,708	3,724	3,740	3,756	3,772	3,788	3,804	3,820	3,836	3,852	3,852	105%
YEAR 5 VISITOR PASS PROJECTION														
Day Pass	69 16		69 16	69 16	69 16	69 16	69 16	69 16	69 16	69 16	69 16	69 16	828 192	
3-Pack Day Pass	10	10	10 95	10	10 95	10 95	10 95	10	10 95	10	10 95	10 95	120	
3-Pack Day Pass 5-Pack Day Pass						95	95	95	95	95	95	95	1,140	
3-Pack Day Pass 5-Pack Day Pass Visitor Pass Sub-Total	95	95	95	95										
3-Pack Day Pass 5-Pack Day Pass Visitor Pass Sub-Total YEAR 5 MEMBERSHIP DUES/PASS PROJECTION Registration Fee (average \$54)	95 \$ 5,832.00	\$ 5,832.00	\$ 5,832.00	\$ 5,832.00	\$ 5,832.00	\$ 5,832.00	\$ 5,832.00	\$ 5,832.00	\$ 5,832.00	\$ 5,832.00	\$ 5,832.00	\$ 5,832.00	\$ 69,984.00	
3-Pack Day Pass 5-Pack Day Pass Visitor Pass Sub-Total YEAR 5 MEMBERSHIP DUES/PASS PROJECTION Registration Fee deverage \$54) Membership Due (average \$47) Day Pass (average \$13.50)	95 \$ 5,832.00	\$ 5,832.00 \$ 173,524.00	\$ 5,832.00	\$ 5,832.00 \$ 175,028.00	\$ 5,832.00 \$ 175,780.00 \$ 931.50	\$ 176,532.00 \$ 931.50	\$ 177,284.00 \$ 931.50	\$ 178,036.00 \$ 931.50	\$ 178,788.00 \$ 931.50	\$ 5,832.00 \$ 179,540.00 \$ 931.50	\$ 180,292.00	\$ 5,832.00 \$ 181,044.00 \$ 931.50	\$ 2,122,896.00 \$ 11,178.00	
S-Pack Day Pass S-Pack Day Pass S-Pack Day Pass Visitor Pass Sub-Total Visitor Pass Sub-Total Visitor Fase (average 524) Day Pass (average 524) Day Pass (average 5139) Day Pass (average 5139) 2-Pack Day Pass (average 51359)	\$ 5,832.00 \$ 172,772.00 \$ 931.50 \$ 520.00	\$ 5,832.00 \$ 173,524.00 \$ 931.50 \$ 520.00	\$ 5.832.00 \$ 174,276.00 \$ 931.50 \$ 520.00	\$ 5,832.00 \$ 175,028.00 \$ 931.50 \$ 520.00	\$ 5,832.00 \$ 175,780.00 \$ 931.50 \$ 520.00	\$ 176,532.00 \$ 931.50 \$ 520.00	\$ 177,284.00 \$ 931.50 \$ 520.00	\$ 178,036.00 \$ 931.50 \$ 520.00	\$ 178,788.00 \$ 931.50 \$ 520.00	\$ 179,540.00 \$ 931.50 \$ 520.00	\$ 180,292.00 \$ 931.50 \$ 520.00	\$ 181,044.00 \$ 931.50 \$ 520.00	\$ 2,122,896.00 \$ 11,178.00 \$ 6,240.00	
3-Pack Day Pass 5-Pack Day Pass Visitor Pass Sub-Total Visitor Pass Sub-Total Visitor Pass Sub-Total Registration Feed (everage 554) Membership Due (average 554) Membership Due (average 547) Day Pass (average \$13.50) 3-Pack Day Pass (average \$32.50) 5-Pack Day Pass (average \$32.50)	\$ 5,832.00 \$ 172,772.00 \$ 931.50 \$ 520.00 \$ 540.00	\$ 5.832.00 \$ 173.524.00 \$ 931.50 \$ 520.00 \$ 540.00	\$ 5.832.00 \$ 174,276.00 \$ 931.50 \$ 520.00 \$ 540.00	\$ 5,832.00 \$ 175,028.00 \$ 931.50 \$ 520.00 \$ 540.00	\$ 5,832.00 \$ 175,780.00 \$ 931.50 \$ 520.00 \$ 540.00	\$ 176,532.00 \$ 931.50 \$ 520.00 \$ 540.00	\$ 177,284.00 \$ 931.50 \$ 520.00 \$ 540.00	\$ 178,036.00 \$ 931.50 \$ 520.00 \$ 540.00	\$ 178,788.00 \$ 931.50	\$ 179,540.00 \$ 931.50 \$ 520.00 \$ 540.00	\$ 180,292.00 \$ 931.50 \$ 520.00 \$ 540.00	\$ 181,044.00 \$ 931.50 \$ 520.00 \$ 540.00	\$ 2,122,896.00 \$ 11,178.00 \$ 6,240.00 \$ 6,480.00	

ANNUAL HEADCOUNT

HOURS PER WEEK

480

			<u> </u>	EAR 1	YEAR 2	YEAR 3	YEAR 4	YEAR 5
Staff Wages Markup %  1 Full-time wage markup %			3	30.00%	30.00%	30.00%	30.00%	30.00%
2 Part-time wage markup %			2	20.00%	20.00%	20.00%	20.00%	20.00%
iability Insurance %								
3 Liability insurance - % of wages & ma	nagement fee			3.00%	3.00%	3.00%	3.00%	3.00%
Member Management System Solution								
4 Annual Member Management System			\$	24,000.00 \$	24,000.00	\$ 24,000.00	\$ 24,000.00	\$ 24,000.0
Management Fees 5 Annual Fixed Management Fee			\$	192,000.00 \$	197,760.00	\$ 203,692.80	\$ 209,803.58	\$ 216,097.
taff Utilization and Wages								
6 Full Time Staff	ADMINISTRATION	General Manager Program Manager, Recreation and Aquatics		1.000 1.000	1.000 1.000	1.000 1.000	1.000 1.000	1.000 1.000
		Membership Manager		1.000	1.000	1.000	1.000	1.000
		Marketing and Outreach Coordinator Administrative Assistant		1.000 1.000	1.000 1.000	1.000 1.000	1.000 1.000	1.000 1.000
	PROGRAMMING	Fitness Manager Recreation Manager		1.000	1.000	1.000	1.000	1.000
		Wellness Manager (youth -senior)  Aquatic Supervisor (Senior Lifeguard)		1.000 1.000	1.000 1.000	1.000 1.000	1.000 1.000	1.000 1.000
	FACILITY	Front Desk Supervisor #1		1.000	1.000	1.000	1.000	1.000
		Front Desk Supervisor #2 Facility Maintenance Manager		1.000 1.000	1.000 1.000	1.000 1.000	1.000 1.000	1.000 1.000
		FULL-TIME STAFF SUB-TOTAL		12.000	12.000	12.000	12.000	12.000
7 Part Time Staff	PROGRAMMING	Fitness Specialists Gymnasium Attendants		2.675 1.100	2.675 1.100	2.675 1.100	2.675 1.100	2.675 1.100
		Senior Lifeguards		1.675	1.675	1.675	1.675	1.675
		Lifeguards Group Class Instruction		5.350 1.550	5.350 1.550	5.350 1.550	5.350 1.550	5.350 1.550
		Active Older Adult Group Class Instruction Water Workout Class Instruction		0.650 0.350	0.650 0.350	0.650 0.350	0.650 0.350	0.650 0.350
		Swim Lesson Instruction		2.025	2.025	2.025	2.025	2.025
	FACILITY	Personal Trainers Front Desk Attendants		0.000 3.350	0.000 3.350	0.000 3.350	0.000 3.350	0.000 3.350
		Child-Care Attendants Maintenance Attendant		3.825 1.575	3.825 1.575	3.825 1.575	3.825 1.575	3.825 1.575
		PART-TIME STAFF SUB-TOTAL		24.125	24.125	24.125	24.125	24.125
Full-Time Staff Compensation	ADMINISTRATION	General Manager Program Manager, Recreation and Aquatics	\$ \$	80,000.00 \$ 60,000.00 \$		\$ 84,872.00 \$ 63,654.00		\$ 90,040.7 \$ 67,530.5
		Membership Manager	\$	50,000.00 \$	51,500.00	\$ 53,045.00	\$ 54,636.35	\$ 56,275.4
		Marketing and Outreach Coordinator  Administrative Assistant	\$ \$	50,000.00 \$ 35,000.00 \$		\$ 53,045.00 \$ 37,131.50		\$ 56,275.4 \$ 39,392.1
	PROGRAMMING	Fitness Manager	\$	50,000.00 \$	51,500.00	\$ 53,045.00	\$ 54,636.35	\$ 56,275.4
		Recreation Manager Wellness Manager (youth -senior)	\$ \$	50,000.00 \$ 50,000.00 \$		\$ 53,045.00 \$ 53,045.00		\$ 56,275.4 \$ 56,275.4
	FACILITY	Aquatic Supervisor (Senior Lifeguard) Front Desk Supervisor #1	\$ \$	45,000.00 \$ 35,000.00 \$		\$ 47,740.50 \$ 37,131.50		\$ 50,647.9 \$ 39,392.8
	FACILITY	Front Desk Supervisor #2	\$	35,000.00 \$	36,050.00	\$ 37,131.50	\$ 38,245.45	\$ 39,392.8
		Facility Maintenance Manager	\$	50,000.00 \$	51,500.00	\$ 53,045.00	\$ 54,636.35	\$ 56,275.4
		FULL-TIME SALARY SUB-TOTAL FULL-TIME EB SUB-TOTAL FULL-TIME GRAND-TOTAL	\$ \$ \$	590,000.00 \$ 177,000.00 \$ 767,000.00 \$	182,310.00	\$ 187,779.30	\$ 193,412.68	\$ 199,215.0
		FULL-TIME GRAND-TOTAL	,	767,000.00 \$	/90,010.00		\$ 838,121.61	\$ 603,203
9 Part-Time Staff Compensation PROGRAMMING	Fitness Specialist #1	Hourly Wage	\$	15.38 \$	5 15.69	\$ 16.01	\$ 16.33	\$ 16.0
	Fitness Specialist #1	Hours per Week	s	24.00	24.00	\$ 16.01 24.00	24.00	24.0
	Fitness Specialist #1		\$			\$ 16.01	24.00 50.00	
		Hours per Week Weeks per Year Amount per Year	\$	24.00 50.00 18,461.54 \$	24.00 50.00 18,830.77	\$ 16.01 24.00 50.00 \$ 19,207.38	24.00 50.00 \$ 19,591.53	24.0 50.0 \$ 19,983.3
9 Part-Time Staff Compensation PROGRAMMING	Fitness Specialist #1  Fitness Specialist #2	Hours per Week Weeks per Year		24.00 50.00	24.00 50.00	\$ 16.01 24.00 50.00	24.00 50.00 \$ 19,591.53 \$ 16.33	24.0 50.0
		Hours per Week Weeks per Year Amount per Year  Hourly Wage Hours per Week Weeks per Year	\$	24.00 50.00 18,461.54 \$	24.00 50.00 18,830.77	\$ 16.01 24.00 50.00 \$ 19,207.38	\$ 16.33 20.00 \$ 19,591.53	24.0 50.0 \$ 19,983 \$ 16.0
		Hours per Week Weeks per Year Amount per Year Hourly Wage Hours per Week	\$	24.00 50.00 18,461.54 \$ 15.38 \$ 20.00 50.00	24.00 50.00 18,830.77 3 15.69 20.00 50.00	\$ 16.01 24.00 50.00 \$ 19,207.38 \$ 16.01 20.00 50.00	\$ 16.33 20.00 \$ 19,591.53	\$ 16.0 20.0 50.0 50.0 50.0 50.0 50.0 50.0 50
		Hours per Week Weeks per Year Amount per Year  Hourly Wage Hours per Week Weeks per Year Amount per Year  Hourly Wage Hours per Week	\$	24.00 50.00 18,461.54 \$ 15.38 \$ 20.00 50.00 15,384.62 \$ 15.38 \$	24.00 50.00 18.830.77 5 15.69 20.00 50.00 15.692.31	\$ 16.01 24.00 50.00 \$ 19,207.38 \$ 16.01 20.00 50.00 \$ 16,006.15	\$ 16.33 \$ 16.33 \$ 16.336.28	24,1 50.0 50.1 50.1 50.1 50.1 50.1 50.1 50.
	Fitness Specialist #2	Hours per Week Weeks per Year Amount per Year  Hourly Wage Hours per Week Weeks per Year Amount per Year  Hourly Wage Hours per Week Hours per Week	\$	24.00 50.00 18.461.54 \$ 15.38 \$ 20.00 15.384.62 \$ 15.38 \$ 20.00	24.00 50.00 18.830.77 18.830.77 15.69 20.00 50.00 15.692.31	\$ 16.01 24.00 50.00 \$ 19.207.38 \$ 16.01 20.00 \$ 16.006.15 \$ 16.00	24.00 50.00 \$ 19.591.53 \$ 16.33 20.00 50.00 \$ 16,326.28 \$ 16.33 20.00	24.1 50.0 19.983.1 19.983.1 16.652.1 16
	Fitness Specialist #2	Hours per Week Weeks per Year Amount per Year  Hourly Wage Hours per Week Weeks per Year Amount per Year  Hourly Wage Hours per Week	\$	24.00 50.00 18,461.54 \$ 15.38 \$ 20.00 50.00 15,384.62 \$ 15.38 \$	24.00 50.00 18.830.77 5 15.69 20.00 50.00 15.692.31	\$ 16.01 24.00 50.00 \$ 19,207.38 \$ 16.01 20.00 50.00 \$ 16,006.15	\$ 16.33 20.00 \$ 16.33 20.00 \$ 16.326.28	24,1 50.0 50.1 50.1 50.1 50.1 50.1 50.1 50.
	Fitness Specialist #2 Fitness Specialist #3	Hours per Week Weeks per Year Amount per Year Hourly Wage Hours per Week Weeks per Year Amount per Year Hourly Wage Hours per Week Weeks per Year Amount per Year Amount per Year	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	24.00 50.00 18.461.54 \$  15.38 \$ 20.00 50.00 15.384.62 \$  15.38 \$ 20.00 50.00 15.384.62 \$	24,00 50,00 18,830,77 5 15,69 20,00 50,00 15,692,31 5 15,69 20,00 50,00 15,692,31	\$ 16.01 24.00 50.00 \$ 19.207.38  \$ 16.01 20.00 5.00 \$ 16,006.15	24.00 50.00 \$ 19.591.53  \$ 16.33 20.00 50.00 \$ 16.326.28  \$ 16.33 20.00 \$ 16.326.28	24. 50. \$ 19,983.  \$ 16,652.  \$ 16,652.
	Fitness Specialist #2	Hours per Week Weeks per Year Amount per Year Hourly Wage Hours per Week Weeks per Year Amount per Year Hourly Wage Hours per Week Weeks per Year Amount per Year Hourly Wage Hours per Week Weeks per Year Amount per Year	\$ S	24.00 50.00 18.461.54 \$  15.38 \$ 20.00 50.00 15.384.62 \$  15.38 \$ 20.00 50.00 15.384.62 \$  15.38 \$ 20.00 50.00 50.00 50.00 50.00 50.00 50.00 50.00 50.00 50.00 50.00 50.00	24,00 50,00 18,830,77 5 15,69 20,00 50,00 15,692,31 5 15,69 20,00 50,00	\$ 16.01 24.00 50.00 \$ 19.207.38  \$ 16.01 20.00 50.00 \$ 16.006.15  \$ 16.006.15	24.00 50.00 \$ 19.591.53  \$ 16.33 20.00 \$ 16.326.28  \$ 16.33 20.00 \$ 16.326.28	24.1 50.1 \$ 19,983.  \$ 16,983.  \$ 16,000 \$ 16,652.1 \$ 16,652.1 \$ 16,652.1 \$ 16,652.1
	Fitness Specialist #2 Fitness Specialist #3	Hours per Week Weeks per Year Amount per Year  Hourly Wage Hours per Week Weeks per Year Amount per Year  Hourly Wage Hours per Week Weeks per Year Amount per Year  Hourly Wage Hours per Week Weeks per Year Amount per Year	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	24.00 18.461.54 \$  15.38 \$ 20.00 50.00 15.384.62 \$  15.38 \$ 20.00 50.00 15.384.62 \$  15.38 \$ 20.00 50.00 15.384.62 \$	24.00 50.00 18.830,77  5 15.69 20.00 50.00 15.692.31  5 15.69 20.00 50.00 15.692.31	\$ 16.01 24.00 50.00 \$ 19,207.38  \$ 16.01 20.00 \$ 16,006.15  \$ 16,006.15  \$ 16,006.15	\$ 16.33 20.00 \$ 19,591.53 \$ 16,33 20.00 \$ 10,326.28 \$ 16,326.28 \$ 16,33 20.00 \$ 16,326.28	24. 50.0. \$ 19,983. \$ 16.0 20.0 50.0 \$ 16,652.1 \$ 16,652.2 \$ 16,652.3
	Fitness Specialist #2 Fitness Specialist #3	Hours per Week Weeks per Year Amount per Year Hourly Wage Hours per Week Weeks per Year Amount per Year Hourly Wage Hours per Week Weeks per Year Amount per Year Hourly Wage Hours per Week Weeks per Year Amount per Year	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	24.00 50.00 18.461.54 \$  15.38 \$ 20.00 50.00 15.384.62 \$  15.38 \$ 20.00 50.00 15.384.62 \$  15.38 \$ 20.00 50.00 50.00 50.00 50.00 50.00 50.00 50.00 50.00 50.00 50.00 50.00	24,00 50,00 18,830,77 5 15,69 20,00 50,00 15,692,31 5 15,69 20,00 50,00	\$ 16.01 24.00 50.00 \$ 19.207.38  \$ 16.01 20.00 50.00 \$ 16.006.15  \$ 16.006.15	24.00 50.00 \$ 19,591.53  \$ 16,33 20.00 50.00 \$ 16,326.28  \$ 16,33 20.00 50.00 \$ 16,326.28	24.1 50.1 \$ 19,983.  \$ 16,983.  \$ 16,000 \$ 16,652.1 \$ 16,652.1 \$ 16,652.1 \$ 16,652.1
	Fitness Specialist #2 Fitness Specialist #3	Hours per Week Weeks per Year Amount per Vear Amount per Vear Hourly Wage Hours per Week Weeks per Year Amount per Year Hourly Wage Hours per Week Weeks per Year Amount per Year Hourly Wage Hours per Week Weeks per Year Amount per Year Hourly Wage Hours per Week	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	24.00 18.461.54 \$  15.38 \$ 20.00 50.00 15.384.62 \$  15.38 \$ 20.00 50.00 15.384.62 \$  15.38 \$ 20.00 15.384.62 \$	24.00 50.00 18.830,77  5 15.69 20.00 50.00 15.692.31  5 15.69 20.00 50.00 15.692.31	\$ 16.01 24.00 50.00 \$ 19,207.38  \$ 16.01 20.00 \$ 16,006.15  \$ 16.01 20.00 50.00 \$ 16,006.15	\$ 16.33 \$ 10.326.28 \$ 16.33 20.00 50.00 \$ 16.326.28 \$ 16.33 20.00 50.00 \$ 16.326.28	24. 50.0. \$ 19,983. \$ 16.0 20.0 50.0 \$ 16,652.1 \$ 16,652.1 \$ 16,652.2 \$ 16,652.2 \$ 16,652.3
	Fitness Specialist #2  Fitness Specialist #3  Fitness Specialist #4	Hours per Week Weeks per Year Amount per Vear Amount per Vear Hourly Wage Hours per Week Weeks per Year Amount per Year Hourly Wage Hours per Week Weeks per Year Amount per Year Hourly Wage Hours per Week Weeks per Year Amount per Year Hourly Wage Hours per Week Weeks per Year Amount per Year	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	24.00 18.461.54 \$  15.38 \$ 20.00 50.00 15.384.62 \$  15.38 \$ 20.00 50.00 15.384.62 \$  15.38 \$  15.38 \$  15.38 \$  15.38 \$  15.38 \$  15.38 \$  15.38 \$  15.38 \$  15.38 \$  15.38 \$  15.38 \$  15.38 \$  15.38 \$  15.30 \$  15.38 \$	24,00 50,00 18,830,77 5 15,69 20,00 50,00 15,692,31 5 15,692,31 5 15,692,31 5 15,692,31 5 15,692,31 5 15,692,31 5 15,692,31	\$ 16.01 24.00 50.00 \$ 19,207.38  \$ 16.01 20.00 50.00 \$ 16,006.15  \$ 16,006.15  \$ 16,006.15  \$ 16,006.15	24.00 50.00 \$ 19,591.53  \$ 16,33 20.00 50.00 \$ 16,326.28  \$ 16,33 20.00 \$ 50.00 \$ 16,326.28  \$ 16,33 20.00 \$ 16,326.28	24. 50 \$ 19.983. \$ 19.983. \$ 16.652.1 \$ 16.652.1 \$ 16.652.2 \$ 16.652.3 \$ 16.652.3 \$ 16.652.3
	Fitness Specialist #2  Fitness Specialist #3  Fitness Specialist #4	Hours per Week Weeks per Year Amount per Year  Hourly Wage Hours per Week Weeks per Year Amount per Year  Hourly Wage Hours per Week Weeks per Year Amount per Year  Hourly Wage Hours per Week Weeks per Year Amount per Year  Hourly Wage Hours per Week Weeks per Year Amount per Year  Hourly Wage Hours per Week Weeks per Year Amount per Year	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	24.00 18.461.54 \$  15.38 \$ 20.00 50.00 15.384.62 \$  15.38 \$ 20.00 50.00 15.384.62 \$  15.38 \$ 20.00 50.00 15.384.62 \$  15.38 \$ 20.00 50.00 15.384.62 \$	24,00 50,00 18,830,77 5 15,69 20,00 50,00 15,692,31 5 15,69 20,00 50,00 50,00 15,692,31 5 15,69 20,00 50,00 15,692,31	\$ 16.01 24.00 50.00 \$ 19,207.38  \$ 16.01 20.00 \$ 50.00 \$ 16,006.15  \$ 16.00 \$ 16,006.15  \$ 16.00 \$ 16,006.15	24.00 50.00 \$ 19,591.53  \$ 16,33 20.00 50.00 \$ 16,326.28  \$ 16,33 20.00 \$ 50.00 \$ 16,326.28  \$ 16,33 20.00 \$ 16,326.28	24.   50.
	Fitness Specialist #2  Fitness Specialist #3  Fitness Specialist #4  Fitness Specialist #4	Hours per Week Weeks per Year Amount per Year  Hourly Wage Hours per Week Weeks per Year Amount per Year  Hourly Wage Hours per Week Weeks per Year Amount per Year  Hourly Wage Hours per Week Weeks per Year Amount per Year  Hourly Wage Hours per Week Weeks per Year Amount per Year  Hourly Wage Hours per Week Weeks per Year Amount per Year  Hourly Wage Hours per Week Weeks per Year Amount per Year	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	24.00 18.461.54 \$  15.38 \$ 20.00 50.00 15.384.62 \$  15.38 \$ 20.00 50.00 15.384.62 \$  15.38 \$ 20.00 50.00 15.384.62 \$  15.38 \$ 20.00 50.00 15.384.62 \$	24,00 50,00 18,830,77 5 15,69 20,00 50,00 15,692,31 5 15,69 20,00 50,00 15,692,31 5 15,69 20,00 50,00 15,692,31 5 15,69 20,00 50,00 15,692,31	\$ 16.01 24.00 50.00 \$ 19,207.38  \$ 16.01 20.00 50.00 \$ 16,006.15  \$ 16.00 \$ 16,006.15  \$ 16.00 \$ 16,006.15	\$ 16.33 20.00 \$ 19.591.53 \$ 16.33 20.00 \$ 16.326.28 \$ 16.33 20.00 \$ 10.326.28 \$ 16.33 20.00 \$ 16.326.28 \$ 16.33 20.00 \$ 10.00 \$ 10.00	\$ 16. \$ 20. \$ 16.652. \$ 16.652. \$ 16.652. \$ 16.652. \$ 16.652. \$ 16.652. \$ 16.652.
	Fitness Specialist #2  Fitness Specialist #3  Fitness Specialist #4	Hours per Week Weeks per Year Amount per Year Amount per Year Hourly Wage Hours per Week Weeks per Year Amount per Year Amount per Year Amount per Year Hourly Wage Hours per Week Weeks per Year Amount per Year Amount per Year Amount per Year Hourly Wage Hours per Week Weeks per Year Amount per Year Amount per Year Amount per Year Amount per Year Hourly Wage Hours per Week Weeks per Year Amount per Year Amount per Year Amount per Year	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	24.00 18.461.54 S  15.38 S 20.00 50.00 15.384.62 S  15.38 S 20.00 50.00 15.384.62 S  15.38 S 20.00 50.00 15.384.62 S	24,00 50,00 18,830,77 5 15,69 20,00 50,00 15,692,31 5 15,69 20,00 50,00 15,692,31 5 15,69 20,00 50,00 15,692,31 5 15,69 20,00 50,00 15,000 15,000 15,000 10,200,00	\$ 16.01 24.00 50.00 \$ 19,207.38  \$ 16.01 20.00 50.00 \$ 16.006.15  \$ 16.01 20.00 50.00 \$ 16.006.15  \$ 16.01 20.00 50.00 \$ 16.006.15	\$ 16.33 \$ 16.33 \$ 16.33 20.00 \$ 10.502 \$ 16.326.28 \$ 16.326.28 \$ 16.33 20.00 \$ 10.00 \$ 10.00 \$ 10.00 \$ 10.00	24. 50. \$ 19,983. \$ 16.652. \$ 16,652. \$ 16,652. \$ 16,652. \$ 16,652. \$ 16,652. \$ 10,824.
	Fitness Specialist #2  Fitness Specialist #3  Fitness Specialist #4  Fitness Specialist #4	Hours per Week Weeks per Year Amount per Vear Amount per Vear Hourly Wage Hours per Week Weeks per Year Amount per Year Hourly Wage Hours per Week Weeks per Year Amount per Year Hourly Wage Hours per Week Weeks per Year Amount per Year Hourly Wage Hours per Week Weeks per Year Amount per Year Amount per Year Amount per Year Hourly Wage Hours per Week Weeks per Year Amount per Year Amount per Year	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	24.00 50.00 18.461.54 \$  15.38 \$ 20.00 50.00 15.384.62 \$  15.38 \$ 20.00 50.00 15.384.62 \$  15.38 \$ 15.38 \$ 15.38 \$ 10.00 10.000.00 \$	24,00 50,00 18,830,77 5 15,69 20,00 50,00 15,692,31 5 15,69 20,00 50,00 15,692,31 5 15,69 20,00 50,00 15,692,31 5 15,69 20,00 50,00 15,692,31	\$ 16.01 24.00 50.00 \$ 19,207.38  \$ 16.01 20.00 \$ 16,006.15  \$ 16.01 20.00 \$ 10,006.15  \$ 16,006.15  \$ 16,006.15	\$ 16.33 20.00 \$ 19.591.53 \$ 16.33 20.00 50.00 \$ 16.326.28 \$ 16.33 20.00 50.00 \$ 16.326.28 \$ 16.33 20.00 50.00 \$ 16.326.28 \$ 16.33 20.00 50.00 \$ 10.00 \$ 10.00	24. 50 \$ 19,983. \$ 16,052.1 \$ 16,652.1 \$ 16,652.2 \$ 16,652.3 \$ 16,652.3 \$ 16,652.3 \$ 16,652.3 \$ 16,652.3 \$ 16,652.3
	Fitness Specialist #2  Fitness Specialist #3  Fitness Specialist #4  Fitness Specialist #4	Hours per Week Weeks per Year Amount per Vear Amount per Vear Hourly Wage Hours per Week Weeks per Year Amount per Year Hourly Wage Hours per Week Weeks per Year Amount per Year Hourly Wage Hours per Week Weeks per Year Amount per Year Hourly Wage Hours per Week Weeks per Year Amount per Year Hourly Wage Hours per Week Weeks per Year Amount per Year	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	24.00 50.00 18.461.54  15.38 \$ 20.00 50.00 15.384.62 \$  15.38 \$ 20.00 50.00 15.384.62 \$  15.38 \$ 20.00 50.00 15.384.62 \$  15.38 \$ 13.00 50.00 10.000.00 \$  15.384.62 \$	24,00 50,00 18,830,77 5 15,69 20,00 50,00 15,692,31 5 15,69 20,00 50,00 15,692,31 6 15,69 20,00 50,00 15,692,31 6 15,69 20,00 50,00 15,692,31	\$ 16.01 24.00 50.00 \$ 19,207.38  \$ 16.01 20.00 \$ 16,006.15  \$ 16,006.15  \$ 16,006.15  \$ 16,006.15  \$ 16,006.15  \$ 10,404.00 \$ 10,404.00  \$ 10,000.00 \$	\$ 16.33 20.00 \$ 19.591.53 \$ 16.33 20.00 50.00 \$ 16.326.28 \$ 16.33 20.00 50.00 \$ 16.326.28 \$ 16.33 20.00 50.00 \$ 16.326.28 \$ 16.33 20.00 50.00 \$ 10.00 \$ 10.00	\$ 16.52. \$ 16.552. \$ 16.552. \$ 16.552. \$ 16.552. \$ 16.552. \$ 16.552. \$ 16.552. \$ 16.552.
	Fitness Specialist #2  Fitness Specialist #3  Fitness Specialist #4  Fitness Specialist #5  Fitness Specialist #5	Hours per Week Weeks per Year Amount per Year Hourly Wage Hours per Week Weeks per Year Amount per Year Amount per Year Amount per Year Hourly Wage Hours per Week Weeks per Year Amount per Year Amount per Year Hourly Wage Hours per Week Weeks per Year Amount per Year Amount per Year Amount per Year Hourly Wage Hours per Week Weeks per Year Amount per Year Hourly Wage Hours per Week Weeks per Year Amount per Year Amount per Year	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	24.00 18.461.54 \$  15.38 \$ 20.00 50.00 15.384.62 \$  15.38 \$ 20.00 50.00 15.384.62 \$  15.38 \$ 20.00 50.00 15.384.62 \$  15.38 \$ 20.00 50.00 15.384.62 \$  15.38 \$ 20.00 50.00 15.384.62 \$	24,00 50,00 18,830,77 5 15,69 20,00 50,00 15,692,31 5 15,69 20,00 50,00 15,692,31 5 15,69 20,00 50,00 15,692,31 5 15,69 20,00 50,00 10,000 50,00 10,000 50,00 10,000 50,00 10,000 50,000 50,00 10,000 50,000	\$ 16.01 24.00 50.00 \$ 19,207.38  \$ 16.01 20.00 \$ 50.00 \$ 16,006.15  \$ 16.00 50.00 \$ 16,006.15  \$ 16.01 20.00 \$ 10,404.00 \$ 10,404.00 \$ 10,404.00 \$ 10,404.00	\$ 16.33 20.00 \$ 19.591.53 \$ 16.33 20.00 \$ 16.326.28 \$ 16.33 20.00 \$ 10.00 \$ 10.00 \$ 16.326.28 \$ 16.33 20.00 \$ 10.00 \$	24. 50. \$ 19,983.  \$ 16. 20. \$ 16,652.  \$ 16,652.  \$ 16,652.  \$ 16,652.  \$ 16,552.  \$ 16,552.  \$ 16,552.  \$ 16,552.  \$ 16,552.
	Fitness Specialist #2  Fitness Specialist #3  Fitness Specialist #4  Fitness Specialist #4	Hours per Week Weeks per Year Amount per Vear Amount per Vear Hourly Wage Hours per Week Weeks per Year Amount per Year Hourly Wage Hours per Week Weeks per Year Amount per Year Hourly Wage Hours per Week Weeks per Year Amount per Year Hourly Wage Hours per Week Weeks per Year Amount per Year Hourly Wage Hours per Week Weeks per Year Amount per Year	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	24.00 50.00 18.461.54  15.38 \$ 20.00 50.00 15.384.62 \$  15.38 \$ 20.00 50.00 15.384.62 \$  15.38 \$ 20.00 50.00 15.384.62 \$  15.38 \$ 13.00 50.00 10.000.00 \$  15.384.62 \$	24,00 50,00 18,830,77 5 15,69 20,00 50,00 15,692,31 5 15,69 20,00 50,00 15,692,31 6 15,69 20,00 50,00 15,692,31 6 15,69 20,00 50,00 15,692,31	\$ 16.01 24.00 50.00 \$ 19,207.38  \$ 16.01 20.00 \$ 16,006.15  \$ 16,006.15  \$ 16,006.15  \$ 16,006.15  \$ 16,006.15  \$ 10,404.00 \$ 10,404.00  \$ 10,000.00 \$	\$ 16.33 \$ 16.33 \$ 20.00 \$ 19.591.53  \$ 16.33 \$ 20.00 \$ 50.00 \$ 16.326.28  \$ 16.326.28  \$ 16.33 \$ 20.00 \$ 50.00 \$ 16.326.28  \$ 16.33 \$ 10.00 \$ 10.612.08	\$ 16.652.1 \$ 10.852.1 \$ 10.852.1 \$ 16.652.2 \$ 16.652.2 \$ 16.652.3 \$ 16.652.3 \$ 16.652.3

Gymnasium Attendant #2	Hourly Wage Hours per Week	\$	15.38 20.00	\$	15.69 20.00	\$ 16.0 20.0		\$ 16.33 20.00	\$	16.65 20.00
	Weeks per Year Amount per Year	\$	26.00 8,000.00	s	26.00 8,160.00	\$ 8,323.2	00	26.00	s	26.00 8,659.46
		\$	17,600.00	Ψ	0,100.00	- 0,323	J	- 0,407.00	Ψ	0,037.40
Senior Lifeguard #1	Hourly Wage Hours per Week	\$	15.38 24.00	\$	15.69 24.00	\$ 16.0 24.0		\$ 16.33 24.00	\$	16.65 24.00
	Weeks per Year Amount per Year	\$	50.00 18,461.54	\$	50.00 18,830.77	\$ 19,207.3		50.00 \$ 19,591.53	ç	50.00 19,983.36
	Amount per Tear	Ď.	18,461.34	à	18,830.77	\$ 19,207	00	\$ 19,391.33	3	19,983.30
Senior Lifeguard #2	Hourly Wage Hours per Week	\$	15.38 20.00	\$	15.69 20.00	\$ 16.0 20.0		\$ 16.33 20.00	\$	16.65 20.00
	Weeks per Year	s	50.00		50.00	50.0	00	50.00		50.00
	Amount per Year	2	15,384.62	2	15,692.31	\$ 16,006.	15	\$ 16,326.28	S	16,652.80
Senior Lifeguard #3	Hourly Wage Hours per Week	\$	15.38 20.00	\$	15.69 20.00	\$ 16.0 20.0		\$ 16.33 20.00	\$	16.65 20.00
	Weeks per Year	\$	50.00		50.00 15,692.31	\$ 16,006.	00	50.00		50.00 16,652.80
	Amount per Year	ý.	15,384.62	э	13,092.31	\$ 10,000.	13	\$ 16,326.28	3	10,032.80
Senior Lifeguard #4	Hourly Wage Hours per Week	\$	15.38 20.00	\$	15.69 20.00	\$ 16.0 20.0		\$ 16.33 20.00	\$	16.65 20.00
	Weeks per Year		50.00		50.00	50.0	00	50.00		50.00
	Amount per Year	\$	15,384.62	\$	15,692.31	\$ 16,006.	15	\$ 16,326.28	\$	16,652.80
		_	-						\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	-
Senior Lifeguard #5	Hourly Wage	s	15.38	\$	15.69	\$ 16.0 13.0		\$ 16.33	\$	16.65
	Hours per Week Weeks per Year	<b>‡</b>	13.00 50.00		13.00 50.00	50.0	00	13.00 50.00		13.00 50.00
	Amount per Year	\$	10,000.00	\$	10,200.00	\$ 10,404.0	00	\$ 10,612.08	\$	10,824.32
Senior Lifeguard #6	Hourly Wage	\$	15.38	\$	15.69	\$ 16.0		\$ 16.33	\$	16.65
	Hours per Week Weeks per Year	<u> </u>	10.00 50.00		10.00 50.00	10.0 50.0		10.00 50.00		10.00 50.00
	Amount per Year	\$	7,692.31	\$	7,846.15	\$ 8,003.0	)8	\$ 8,163.14	\$	8,326.40
		\$	82,307.69							
Lifeguards	Hourly Wage	s	14.42	\$	14.71	\$ 15.0		\$ 15.31	\$	15.61
	Hours per Week Weeks per Year	<del> </del>	214.00 50.00		214.00 50.00	214.0 50.0		214.00 50.00		214.00 50.00
	Amount per Year	\$	154,326.92	\$	157,413.46	\$ 160,561.		\$ 163,772.97	\$	167,048.42
Group Class Instruction	Hourly Wage	\$	40.00	\$	40.80	\$ 41.6	52	\$ 42.45	\$	43.30
	Hours per Week		62.00 50.00		62.00 50.00	62.0 50.0	00	62.00 50.00		62.00 50.00
	Weeks per Year Amount per Year	\$	124,000.00	\$	126,480.00	\$ 129,009.6		\$ 131,589.79	\$	134,221.59
Active Older Adult Group Class Instruction	Hourly Wage	s	40.00	s	40.80	\$ 41.0	52	\$ 42.45	s	43.30
Scope includes 23 dry and 3 wet classes.	Hours per Week	Į.	26.00		26.00	26.0	00	26.00		26.00
	Weeks per Year Amount per Year	s	50.00 52,000.00	\$	50.00 53,040.00	\$ 54,100.8		\$ 55,182.82	\$	50.00 56,286.47
Water Workout Classes	Hourly Wage	s	40.00	s	40.80	\$ 41.6	52	\$ 42.45	¢	43.30
water workout Classes	Hours per Week	3	14.00	3	14.00	14.0	00	14.00	a .	14.00
	Weeks per Year Amount per Year	\$	50.00 28,000.00	\$	50.00 28,560.00	\$ 29,131.2		\$ 29,713.82	\$	50.00 30,308.10
Contact I	Hourly Wage	\$	40.00	¢	40.80	e 41	52	\$ 42.45	ç	43.30
Swim Lessons	Hourly Wage Hours per Week	-9	81.00	,	81.00	\$ 41.6 81.0	)()	81.00	Ψ	81.00
	Weeks per Year Amount per Year	\$	50.00 162,000.00	\$	50.00 165,240.00	\$ 168,544.8		\$ 171,915.70	\$	50.00 175,354.01
		\$	366,000.00							
FACILITY	W 1 W				× = =	ф :	- 0	e :::		
Front Desk Attendants	Hourly Wage Hours per Week	\$	13.00 134.00	\$	13.26 134.00	\$ 13.5 134.0	)()	\$ 13.80 134.00	\$	14.07 134.00
	Weeks per Year Amount per Year	s	50.00 87,100.00	s	50.00 88,842.00	\$ 90,618.8		\$ 92,431.22	s	50.00 94,279.84
	- modul per real		07,100.00	Ψ	00,012.00	y ,0,010.		22,131.22	<u> </u>	71,277.01
Child Care Attendants	Hourly Wage Hours per Week	\$	13.00 153.00	\$	13.26 153.00	\$ 13.5 153.0		\$ 13.80 153.00	\$	14.07 153.00
	Weeks per Year Amount per Year	s	50.00 99,450.00	s	50.00 101,439.00	50.0 \$ 103,467.2	00	50.00 \$ 105,537.14	s	50.00 107,647.88
		Ĺ	,, <del>,,</del> ,0.00	J	.01,737.00	- 105, <del>1</del> 0/.		- 105,551.14	Ψ	.07,0+7.00
Maintenance Attendant/Custodians	Hourly Wage Hours per Week	\$	13.00 63.00	\$	13.26 63.00	\$ 13.5 63.0		\$ 13.80 63.00	\$	14.07 63.00
	Weeks per Year Amount per Year	\$	50.00 40,950.00	¢	50.00 41,769.00	50.0 \$ 42,604.3	00	50.00 \$ 43,456.47	s	50.00 44,325.60
	ганолин рег теа	ф	+0,930.00	,	41,709.00	ψ 42,604.	10	ψ 45,456.47	φ	44,323.00
	PART-TIME WAGE SUB-TOTAL	\$	930,042.31		948,643.15	\$ 967,616.0				1,006,707.70
	PART-TIME EB SUB-TOTAL PART-TIME GRAND-TOTAL	\$	186,008.46 1,116,050.77		189,728.63 1,138,371.78					201,341.54 1,208,049.24
% annual waga inamasa f	Eull Time Stoff		0.000		2 000	2.00%		2.000/		2.00%
% annual wage increase for staff	Full-Time Staff Part-Time Staff	<u> </u>	0.00% 0.00%		3.00% 2.00%	3.00% 2.00%		3.00% 2.00%		3.00% 2.00%
	ALL STAFF COMPENSATION GRAND-TOTAL	\$	1,520,042.31		1,556,343.15					1,670,757.90
	ALL STAFF EB GRAND-TOTAL GRAND TOTAL	\$	363,008.46 1,883,050.77		372,038.63 1,928,381.78	\$ 381,302.5 \$ 1,974,849.5			\$	400,556.60 2,071,314.50
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