



City of Bristol  
Office of Town and City Clerk  
111 North Main Street  
Bristol, Connecticut 06010  
(860) 584-6200 ext. 0

December 13, 2023

Board of Finance  
Diane M. Waldron, Clerk  
City Hall  
111 North Main Street  
Bristol, Connecticut 06010

Dear Members:

At a meeting of the City Council on December 12, 2023 it was voted to approve an increase in the wages of the Bristol Parks, Recreation, Youth, and Community Services part-time/seasonal staff, and to refer this matter to the Board of Finance for informational purposes.

Very truly yours,

A handwritten signature in cursive script that reads "Erica Cabiya".

Erica Cabiya, CCTC  
Town and City Clerk

EC/mb



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 2023 DEC -1 AM 8:44  
 TOWN AND CITY CLERK  
 BRISTOL, CT

**Subject:** 2024 Minimum Wage Increase Changes to the BPRYCS Part-Time/Seasonal Wage Chart  
**To:** Salary Committee  
**CC:** Mark Penney, Director of Human Resources  
**Date Issued:** 10/19/2023

On September 18, 2023 the State of Connecticut announced that beginning on January 1, 2024, Connecticut's minimum wage will increase from the current rate of \$15.00 per hour to \$15.69 per hour as a result of the state's first-ever economic indicator adjustment. In order to remain compliant and competitive, the City of Bristol Parks, Recreation, Youth & Community Services Department is presenting the following adjustments to the Part-Time/Seasonal Wage chart effective January 1, 2024.

**Executive Summary of Proposed Changes**

The following chart demonstrates position, current rates of pay and new rate proposals based on current position value. Accepting these changes allows us to comply with minimum wage requirement and maintain value proposition of the positions.

Salary Code	Position (s) Title	Current 01 Rate	Current 02 Rate	New 01 Rate	New 02 Rate	Comments
P01	Attendant Intern Laborer Office Staff Recreation Leader	\$15.40/hr	\$16.15/hr	\$16.09/hr	\$16.84/hr	Positions valued at .40 cents/hr (01) and \$1.15/hr (02) above the minimum wage
P02	Lifeguard	\$15.65/hr	\$16.65/hr	\$16.34/hr	\$17.34/hr	Position valued at .65 cents/hr (01) and \$1.65/hr (02) above the minimum wage
P03	Pony League Assistant Director	\$16.40/hr	\$17.15/hr	\$17.09/hr	\$17.84/hr	Position valued at \$1.40/hr (01) and \$2.15/hr (02) above the minimum wage
P04	Head Supervisor- Summer Camp	\$16.65/hr	\$17.40/hr	\$17.39/hr	\$18.09/hr	Position valued at \$1.65/hr (01) and \$2.40/hr (02) above the minimum wage
P05	Assistant Swim Coach	\$16.90/hr	\$17.65/hr	\$17.59/hr	\$18.34	Position valued at \$1.90/hr (01) and \$2.65/hr (02) above the minimum wage

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P06	Water Safety Instructor	\$17.40/hr	\$18.65/hr	\$18.09/hr	\$19.34/hr	Position valued at \$2.40/hr (01) and \$3.65/hr (02) above the minimum wage
P07	Pony League Director	\$17.90/hr	\$18.90/hr	\$18.59/hr	\$19.59/hr	Position valued at \$2.90/hr (01) and \$3.90/hr (02) above the minimum wage
P08	Lead Lifeguard	\$18.40/hr	\$19.90/hr	\$19.09/hr	\$20.59/hr	Position valued at \$3.40/hr (01) and \$4.90/hr (02) above the minimum wage
P09	Summer Camp Assistant Director	\$18.65/hr	\$19.65/hr	\$19.34/hr	\$20.34/hr	Position valued at \$3.65/hr (01) and \$4.65/hr (02) above the minimum wage
P10	Paraprofessional	\$19.15/hr	\$20.15/hr	\$19.84/hr	\$20.84/hr	Position valued at \$4.15/hr (01) and \$5.15/hr (02) above the minimum wage
P11	Head Swim Coach Tennis Director	\$20.40/hr	\$21.40/hr	\$21.09/hr	\$22.09/hr	Position valued at \$5.40/hr (01) and \$6.40/hr (02) above the minimum wage
P12	Summer Camp Director	\$21.40/hr	\$22.40/hr	\$22.09/hr	\$23.09/hr	Position valued at \$6.40/hr (01) and \$7.40/hr (02) above the minimum wage
P13	Head Lifeguard	\$21.90/hr	\$23.40/hr	\$22.59/hr	\$24.09/hr	Position valued at \$6.90/hr (01) and \$8.40/hr (02) above the minimum wage
P14	Sound and Lighting Technician	\$21.90/hr	\$22.90/hr	\$22.59/hr	\$23.59/hr	Position valued at \$6.90/hr (01) and \$7.90/hr (02) above the minimum wage
Y01-01	Intern (Youth)	\$15.40/hr	N/A	\$16.09/hr	N/A	Positions valued at .40 cents/hr (01) above the minimum wage
Y02-01	Apprentice	\$15.00/hr	N/A	\$15.69/hr	N/A	Position valued at minimum wage
Y03-04	Outdoor Adventure Program Coordinator	\$29.74/hr	N/A	\$30.43/hr	N/A	Positions valued at \$14.74/hr (04) above the minimum wage
Y03-05	Outdoor Adventure Program Director	\$34.90/hr	N/A	\$35.59/hr	N/A	Positions valued at \$19.90/hr (05) above the minimum wage
Y04-01	Project Aware (Group Leader)	\$21.75/hr	N/A	\$22.44/hr	N/A	Positions valued at \$6.75/hr (01) above the minimum wage

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Y04-05	Project Aware (Coordinator)	\$29.75/hr	N/A	\$30.44/hr	N/A	Positions valued at \$14.75/hr (05) above the minimum wage
Y05-01	Social & Cultural Recreational Coordinator	\$26.25/hr	N/A	\$26.94/hr	N/A	Positions valued at \$11.25/hr (01) above the minimum wage
Y05-02	Technical Safety and Maintenance Coordinator/Facilitator	\$30.75/hr	N/A	\$31.44/hr	N/A	Positions valued at \$15.75/hr (02) above the minimum wage
Y06-02	Project Associate	\$25.50/hr	N/A	\$26.19/hr	N/A	Positions valued at \$10.50/hr (02) above the minimum wage

**Organizational Modifications**

We are additionally proposing the following organizational modifications to the Part-Time/Seasonal Wage Schedule:

- Adjust the Specialty Programs Varied Salary Code P15 by eliminating the current Step 01 (\$15.00/hr) and starting step 1 at \$20.00/hr while adding a new step 10 to reflect \$65.00/hr.
- Eliminate Facilitator I-III and reclassify as Pine Lake Adventure Park Facilitator with the Salary Code P15 Specialty Program Instructor to allow for greater range of flexibility in recruiting certified facilitators to run programs at Pine Lake Adventure Park when that re-opens in 2024.

Sincerely,



Dr. Joshua T. Medeiros, Ed.D., CPRE  
**Superintendent of Parks, Recreation, Youth & Community Services**

City of Bristol  
 51 High Street  
 Bristol, CT 06010  
 860-584-6160  
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