

City of Scottsbluff, Nebraska

Friday, August 7, 2020

Regular Meeting

Item 1

**Receive Additional Information and Consider Approval of
Application from Western Nebraska Pioneers.**

Staff Contact: Starr Lehl

Here's what I put together, hope it makes sense! 😊

Pioneers yearly part time/seasonal staff pay overview:

Coaches: Our coach salary "pool" is \$15,000 per summer. With this the head coach brings in assistant coaches to help, he determines how much they are paid but the head coach has this pool to pay them from. For instance, it could be \$9,000 for the Head Coach and \$3,000 for each of two assistants, totaling the \$15,000 pool. They also receive benefits including host family housing and a \$250 (each) travel stipend to get to Gering and go home after the season. So the total is \$16,500 cash and about \$1,500 value in housing.

Interns: We have 11 interns this summer, they make \$200 a month each and also receive free housing through host families. This summer we are at 2.5 months per intern, so a total of \$5,500 cash, plus approximately \$8,750 in housing value. This is about the same every year but will of course go up proportionally as we get back to a full schedule and they are in town for 3.5 each instead of the 2.5 months this year.

Radio broadcasters: We have two this year, they receive \$500 per month plus free host family housing. So we allot \$2,500 in salary and approximately \$1,500 in housing value.

Game day staff hourly: On a regular game day we employ approximately 20 workers, an average of 4.5 hours a night, so roughly 90 hours a game at \$10.00 per hour. Obviously this fluctuates depending on our home schedule. Normally we play 32 home games, this year we have 26 due to the shortened season. Going with 26 home games we are looking at \$23,400 in salary for hourly labor. This includes pre-season training. Two of our concessions managers make slightly more per hour but not enough to skew this average much.

Game day staff per game: We employ three people on a per-game basis; our PA voice, our video livestream operator and our athletic trainer.

- PA voice: 26 games @ \$40 per game, plus two training sessions = \$1,120 for the summer
- Livestream: 26 games @ \$25 per game, plus two training sessions = \$700 for the summer
- Trainer: 26 games @ \$100 per game, plus 10 training days (this year) = \$3,600

Full time: Currently only one draws a salary, she makes \$35,000 per year plus 12 percent commission on direct sales. We are still always selling so I would estimate she will receive approximately \$42,500 this year. Again, Mayra and I are considered "full time" employees for insurance purposes but we don't draw a salary. We also have one employee still on layoff that we would like to bring back but just can't afford to at this time, so myself, Mayra and interns are picking up that person's duties. As mentioned in the meeting, I would really like to add one more full-time person who is more of a Sports Management career individual than what we have on staff at this time. I think if we are able to do this we can take the Pioneers to even higher levels in attendance and efficiency of operation.

For insurance purposes the players are considered "volunteers" as they don't receive a salary but still need to be covered by our liability insurance. In most years some players and all coaches would receive a small stipend for conducting youth camps but this year COVID has prevented us from conducting those camps. We are limited by the college governing bodies on how much a player can receive as a cash "income" and they all have a housing value from host families that we chart and report each year.

If I'm adding correctly, all of that adds up to \$95,820 in cash and \$11,750 in housing value for the 2020 calendar year. Based on our P&L from 2019 our total cash salaries paid was \$104,549.97 and in 2018 it was \$102,520.30. So with fewer games the \$95,820 for 2020 looks about on target.

I hope this helps! Please let me know what else the committee needs from us, we're very happy with their recommendation and obviously would like to keep this moving forward.



Chuck Heeman, Owner/Operator
Western Nebraska Pioneers Baseball Club
308.633.BALL // chuck@wnpioneers.com
www.wnpioneers.com
P.O. Box 23, Gering, NE 69341

2018 Expedition League Champions – 49-17 overall record

- 2019 attendance: 33,070, 1,140 per game, 45th nationally of more than 500 teams (per Baseball Digest rankings)
- 15 sellouts in 29 openings during the 2019 season
- More than \$12,000 raised for local charities in 2019
- Expedition League runners-up, 2019 season – 49-16 overall record

www.wnpioneers.com

From: Starr Lehl <slehl@scottsbuff.org>

Sent: Monday, July 27, 2020 11:38 AM

To: Chuck Heeman <chuck@wnpioneers.com>

Subject: RE: Staff numbers

Chuck – what the committee is looking for is a list and breakdown of employee duties, hourly rate and hours worked for example:

5 Coaches @ \$XX.XX per hour X XX hours per week

9 Grounds Keepers @ \$XX.XX per hour X XX hours per week

Thank you.

Starr Lehl
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From: Chuck Heeman [<mailto:chuck@wnpioneers.com>]
Sent: Sunday, July 26, 2020 1:16 PM
To: Starr Lehl
Subject: Staff numbers

[EXTERNAL]: Caution: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hi Starr,

So here's how we list our people as it pertains to our insurance, as these are the people we have to cover with that insurance, so that's kind of what I go by when I list our employee roster:

Full time: Four (right now one is laid off, I'd like to bring her back). As I said in the meeting, I'd love to add one more here. We were required to list Mayra and I in here even though at this point we don't draw a salary. Surely hope to one day.

Part time seasonal: We have a roster of about 90

I hope this helps!

Thanks for your guidance on this,



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