



**Question #1 – Wage rates for 2022**

Admission / Office Attendant

Highest Rate \$21.50  
Lowest Rate \$7.25  
Average \$11.05

Lifeguard

Highest Rate \$17.00  
Lowest Rate \$8.25  
Average \$11.60

Lead Guard / Assistant Manager

Highest Rate \$20.00  
Lowest Rate \$10.50  
Average \$14.07

Manager

Highest Rate \$30.00  
Lowest Rate \$10.50  
Average \$17.63

Lifeguard Instructor

Highest Rate \$32.50  
Lowest Rate \$14.00  
Average \$19.51

Swim Instructor

Highest Rate \$20.00  
Lowest Rate \$8.50  
Average \$13.10

Aquatic Fitness / Group Exercise

Highest Rate \$50.00  
Lowest Rate \$12.00  
Average \$18.69

Pool Technician / Operator / Maintenance

Highest Rate \$50.00



Lowest Rate     \$12.00  
Average            \$18.72

Others:

Concession attendant     \$10.00  
Cashiers                     \$11.00 – 12.00  
Patrol                         \$11.00  
Deck attendant             \$10.00  
Kitchen runner             \$11.00  
Cook                         \$15.00  
Head Cook                 \$17.00

**Question #2 – Did you need to implement a mid-season rate increase beyond what was originally budgeted for FY22?**

29.79% responded YES  
70.21% responded NO

**Question #3 – Have your FY23 rates been submitted for approval?**

55.32% responded YES  
44.68% responded NO

**Question #4 – Have your FY23 rates been approved?**

31.91% responded YES  
68.09% responded NO

**Question #5 – FY23 proposed rates:**

Admission / Office Attendant

Average            \$11.91

Lifeguard

Average            \$12.19

Lead Guard / Assistant Manager

Average            \$14.40

Manager

Average            \$17.87



Lifeguard Instructor  
Average        \$19.63

Swim Instructor  
Average        \$12.92

Aquatic Fitness / Group Exercise  
Average        \$18.06

Pool Technician / Operator / Maintenance  
Average        \$17.56

Others:

Concession attendant    \$10.00 – 12.00  
Cashiers                    \$11.00 – 12.00  
Patrol                        \$11.00  
Deck attendant            \$10.25

**Question #6 – Extra incentives offered to employees**

Hiring incentive / sign-on bonus –

- 3 different bonus packages with different qualifiers for \$200 each
- \$150 gift card
- Swim team participation at no cost
- Free membership
- \$25 sign-on bonus

Loyalty / retention incentive for returning staff –

- \$.25 - \$1.00 / hour wage increase each returning season
- \$50 bonus each season

Referral bonus for staff that recommend successful new hires –

- \$25 - 100 bonus received for each employee hired

Lifeguard certification fee paid – with or without stipulations

- Certification course cost reduction if they sign on to lifeguard for the season



- Reimbursement for certification course upon successful season completion
  - o Some facilities pay ALL training up front, some pay 50% and reimburse at the end of the season
  - o Some facilities reimburse the full amount in the first year, some reimburse fully after 2 seasons (half year 1; half year 2)
  - o Some facilities cover cost for both lifeguard and ServSafe certifications
  - o Some facilities cover cost for only lifeguarding course while staff is responsible for 1<sup>st</sup> Aid and CPR
  - o Some facilities do not cover anything

Provided swim suits (or discounts)

- 25.53% of respondents provide staff with some type of uniform (suit, cover shorts, and / or T-shirt each season)
- Most of those agencies provide at least one suit, or provide a discount / limited reimbursement towards suits

Provided guarding gear (or discount)

- 61.70% of respondents provide staff with a variety of guarding gear (whistles, hip-packs, CPR masks, 1<sup>st</sup> Aid kits, lanyards, hats, etc)

Others incentive ideas:

- Staff receives park pass granting free access to other amenities like boat rentals, tennis / fitness center, and pools while not at work
- \$50 gift card drawing each week for anyone that works 25+ hours that week
- Flexible work schedules with planned time off
- Monthly staff parties with games, prizes, and bonuses
- \$2 /hr incentive for working weekends / holidays
- End of season bonus \$.50 for every hour worked during the season
- Refund for all background checks

**Question #7 – Aquatic Facility Details:**

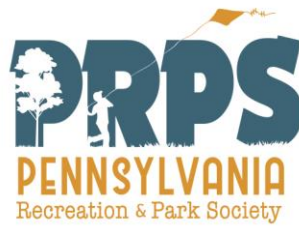
38.30% Year-round Operations

61.70% Seasonal Operations

61.70% Outdoor Facilities Only

21.27% Indoor Facilities Only

17.03% Both Indoor and Outdoor Facilities



Fewest number of swimming areas 1  
Most number of swimming areas 9

Fewest number of seasonal / part-time staff 2  
Most number of seasonal / part-time staff 161

Fewest number of full-time staff 0  
Most number of full-time staff 10

19.05% have a splashpad or spray feature  
45.54% have some type of concessions available  
71.43% have at least one slide  
57.14% have some type of designated diving area  
33.33% have a wading pool or some type of family-fun features  
30.95% have a climbing wall, obstacle course, or play structure  
7.14% have a whirlpool or spa

**Question #8 –**

Biggest challenges facing facilities:

Staffing	48.36%
Aging equipment and infrastructure	13.93%
Budget concerns due to increasing operation costs	18.03%
Public engagement and stakeholder management	18.03%
Vendor / supplier relationships	1.64%