

**Cincinnati Recreation Commission**

# SUMMER 2022

**AQUATICS**

**Daniel Betts, Director CRC  
Ethan Hibbard, Aquatics Director**



## Pool opening dates

### May 28

- Dunham
- McKie
- Oakley
- All 9 Spraygrounds

### June 6

- Dempsey
- Evanston
- Hirsch
- Lincoln
- Pleasant Ridge

### July 5

- Dickman

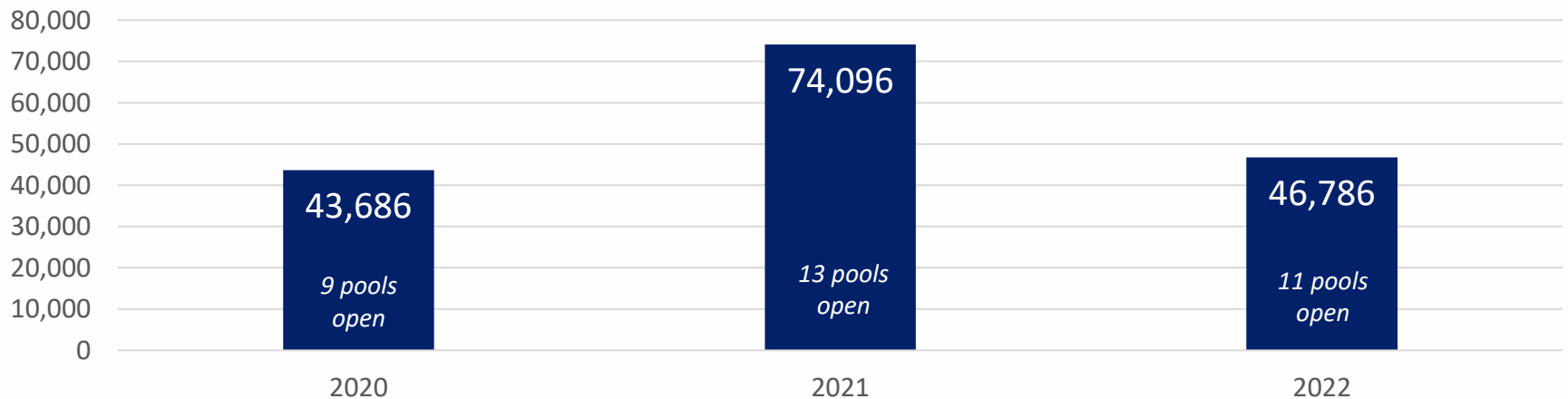
### July 12

- Mt. Washington

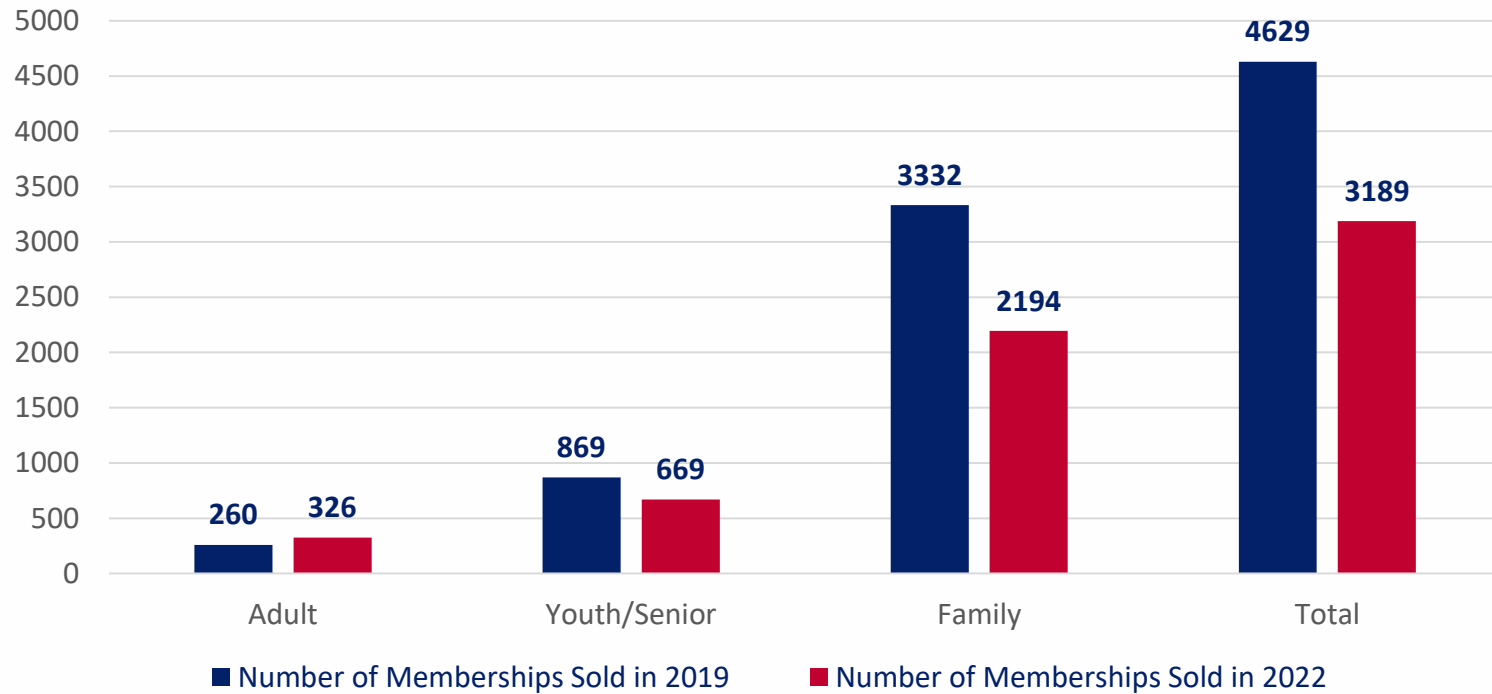
### July 19

- Spring Grove Village

## Total Pool Attendance



## Memberships Sold



\*Memberships are sold online, aquatics office and onsite at each pool.

## 2022 Staff Bonus Plan

Position	Bonus #1		Bonus #2		Bonus #3	
	# hit bonus	# did not hit	# hit bonus	# did not hit	# hit bonus	# did not hit
Manager/Headguard	30	1	29	4	16	0
Lifeguard	49	52	56	63	18	2
Gate/Pool Monitor	16	10	16	11	10	0

## Aquatics Hiring 2023

	Lifeguard/Head Guard/Pool Manager	Gate Monitor	Pool Monitor	Slide Attendant	Sprayground Attendant
<b><i>Needed</i></b>	<b>281</b>	<b>41</b>	<b>27</b>	<b>24</b>	<b>10</b>
Returning	90	11	10	2	0
Applications	304	28	6	38	6
Offered Interview	304	28	6	38	6
Interviewed	209	14	5	21	4
Offered Job	74	14	5	21	3
Cleared and began working	73	5	1	11	0

## Aquatics Y2WK

	2021	2022
Y2WK Aquatic Interns Hired	8	17
Worked Entire Season	8	14
Currently in Future Lifeguard Academy	NA	7

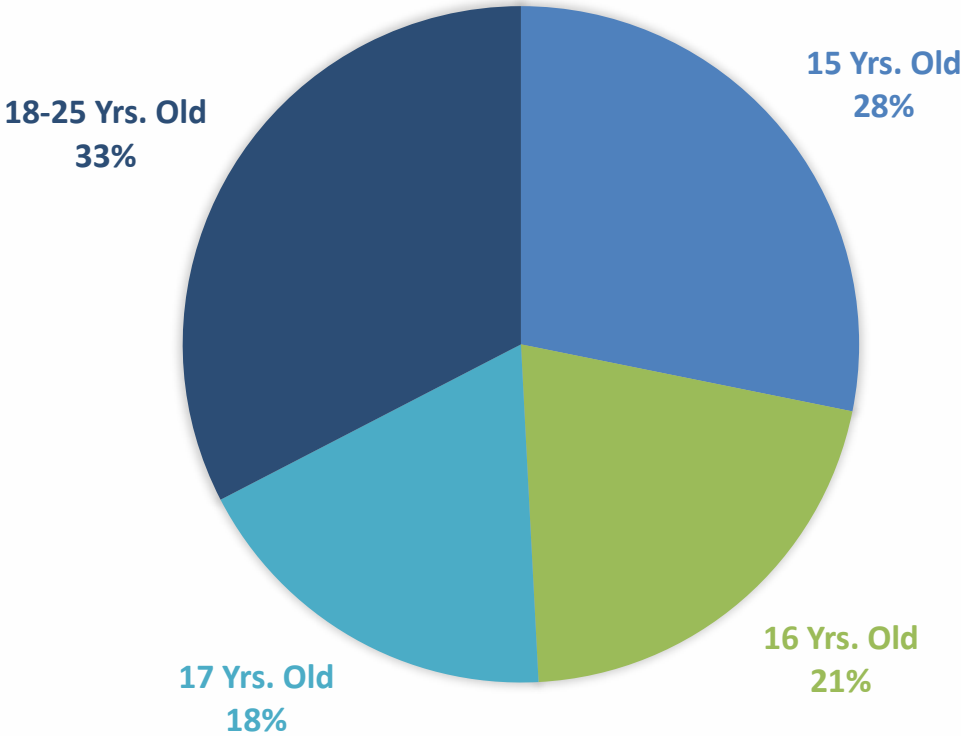
## Lifeguard Training

- 14 Lifeguard Courses- December 2021- through June 2022

2022 Bonus Impact	Pre-Registered for Screening	# Screened	Passed Lifeguard Class	Worked for CRC
Registered BEFORE Bonus announced	98	54	33	25
After Bonus announced 5/09/22	206	155	87	48
TOTAL	304	209	120	73

2019 vs 2022 Comparison	2019	2022
Pre-Registered for Screening	145	304
# Screened	141	209
Passed LG Class	97	120
Worked for CRC	83	73

## 2022 - AGE OF CERTIFIED LIFEGUARDS



## 2022 Staff Feedback

Top reasons listed working for CRC in the end of season survey results:

1. Have fun at work  
(being outside, working with friends, swimming)
2. Bonus opportunity making pay more competitive
3. Need a seasonal job during the Summer

Staff feedback regarding the bonus:

- Raise payrates instead of a bonus
- Make hourly requirement more attainable
- Confusion: Sign-on, hiring, returning/new staff
- Bonus should be consistent for all positions
- Don't take out taxes

When asked:

“If there is anything that would encourage you returning to CRC in 2023”

- 49/61 responses said a combination of a better bonus structure or higher wages would make them more likely to return for Summer 2023.



## Summer 2023: Recruitment Strategy

- Increase Wages and implement Bonus Plan schedule across Aquatics Unit
- Lifeguard Academy and pilot with the Talbert House “Earn & Learn Program”
- Increase Course Offerings to 6 Days/Week
- Minimize barriers to use for lifeguard application
- 3 Weekend Course Format
- Increase Community Engagement Recruitment



## Summer 2023: Bonus Plan Proposal

- Offer Bonus payment up to \$500
  - Paid in two installments \$250 at beginning of season and \$250 contingent upon employee finishing the aquatics season with CRC
- Positions that will qualify for bonus
  - Lifeguard positions, Supervisor positions, Aquatics Specialist positions



# Summer 2023: Bonus Plan Proposal

- Lifeguard wage increase

Section	Classification	Minimum Hourly Rate	Maximum Hourly Rate
911	Lifeguard	<del>\$11.53</del> <u>\$16.00</u>	<del>\$12.40</del> <u>\$18.00</u>

Lifeguard 911 Division 4	Maximum Hourly Rate
Step 1 (Hourly)	16.00
Step 2 (Hourly)	17.00
Step 3 (Hourly)	18.00

- CRC will continue to work with Central HR to increase wages across the Aquatics unit

