

Cincinnati **R**ecreation **C**ommission

Work The
WATER!
BE A CRC LIFEGUARD!



CRC Pools update Presenters

Daniel E. Betts, Director

Tiffany Stewart, Division Manger City Wide Special Programs
Services

April Chappell, Service Area Coordinator City Wide Aquatics

Ethan Hibbard, Service Area Coordinator City Wide Aquatics

Council Questions:

- Why are we voting in May vs. January for this?
- Current status? How many lifeguards we have vs. how many we need?
- How many pools will be opened and closed because of current shortage?
- What is our current pay vs. competitors ?
- Share about what actions taken since the January presentation(ie. What worked and what didn't) ? What was the recruitment and marketing strategy and how is it evolving?
- What assumptions are you making as it relates to the bonus plan in terms of whether or not it will work ?
- How successful (or not) has your certification program been? What are some of the barriers towards getting young people certified as lifeguards?
- How does this affect all the youth programs that utilize the unopen pools and how is that information being communicated? What is the communication plan overall?

Aquatic Job Salary Study Timeline

- **January 2020** Submitted Aquatic Salary Increase proposal with salary benchmarks to CRC HR.
- **Late February 2020** Aquatics Division met with Central HR to discuss CRC Aquatic Pay Rate needs to keep up with competitors.
- **March 2020** COVID shutdown.
- **Fall 2020** Aquatics was directed to submit Salary Increase proposal for Summer 2022.
- **Fall/Winter 2021** CRC met with Central HR and Submitted Aquatics Salary Increase proposal with updated salary benchmarks to Central HR.
- **Feb 2022** CRC Director presented “The CRC Significant Budget Issues” to members of City Council
- **March/April 2022** CRC Director sent **(2)** FYI Memos to CRC Board and CMO
- **March/April 2022** CRC request 3 budget exceptions

STAFF LEVELS FOR OPERATING POOLS

Position	GOAL for outdoor pools	Total committed to working for CRC	Need to hire
Pool Manager	24	9	15
Head Lifeguard	44	18	24
Lifeguard	214	87	127
Gate Monitor	39	9	30
Pool Monitor	22	11	11
Slide Attendant	23	2	21
Spray Ground Attendant	10	0	10

Opening Pools Current Status

May 28 – Sept 5

McKie Pool

Spraygrounds at McKie, Oakley,
Pleasant Ridge

6 standalone Spraygrounds

May 28 – Aug 13

Dunham-Otto Armleder Pool

Oakley Pool

Jun 6 – Aug 13

Evanston Pool

Dempsey Pool

Hirsch-Otto Armleder Pool

Lincoln Pool

Legend :
Circle -1 mile radius.



**OPEN
Sprayground**

- Caldwell
- College Hill
- Dyer
- Oyler
- McKie
- Oakley
- Pleasant Ridge
- North Fairmount
- South Fairmount



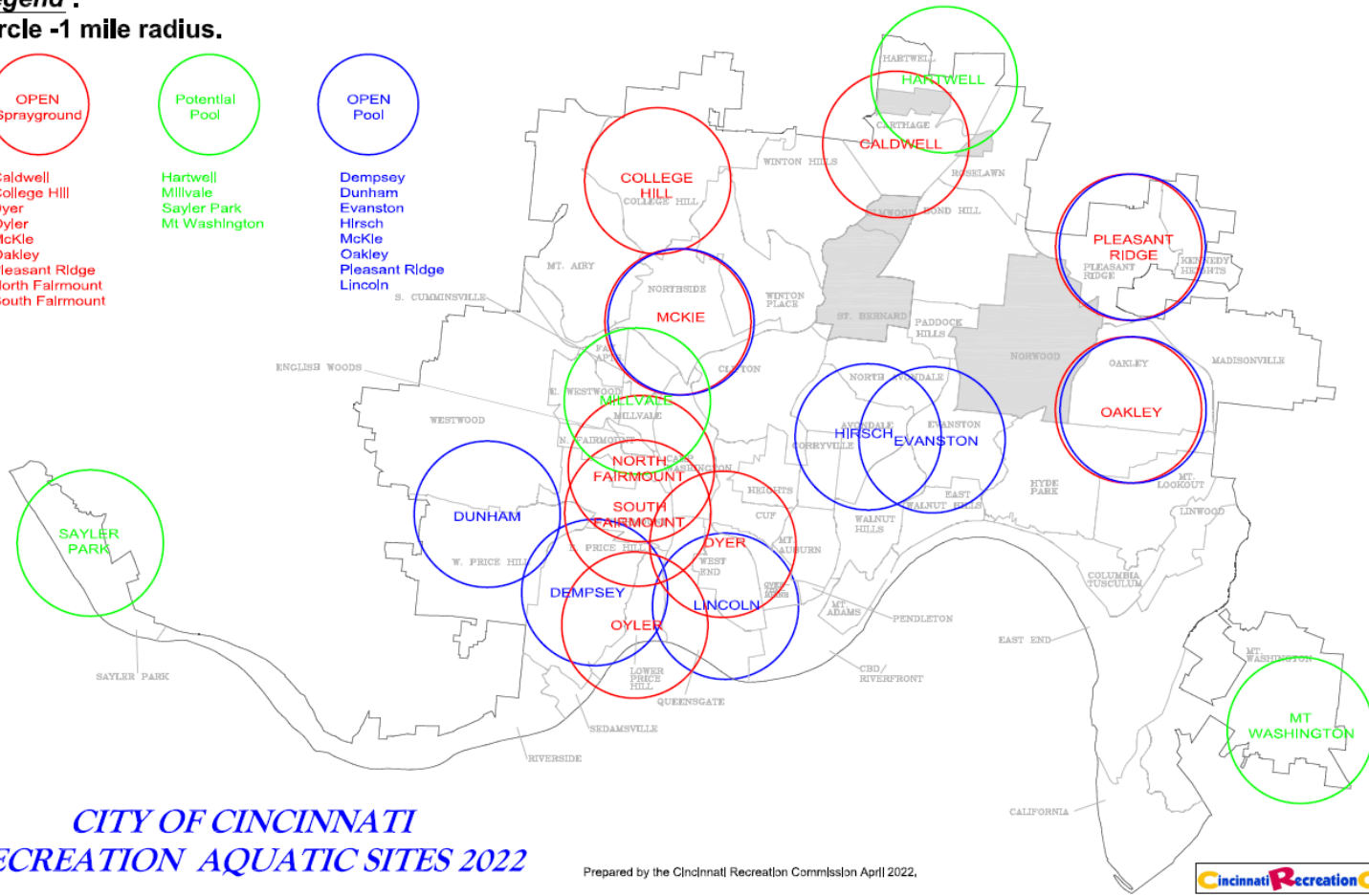
**Potential
Pool**

- Hartwell
- Millvale
- Saylor Park
- Mt Washington



**OPEN
Pool**

- Dempsey
- Dunham
- Evanston
- Hirsch
- McKie
- Oakley
- Pleasant Ridge
- Lincoln



CITY OF CINCINNATI
RECREATION AQUATIC SITES 2022

Prepared by the Cincinnati Recreation Commission April 2022.



05/06/22 - 02:04pm 1046 2022 STATUS AS ADJUSTED
SCHEDULED TO BE AMENDED TO ADD SAYLER PARK FALLS

Lifeguard Salary Study

Ohio Study	Classification Title	Salary Range	
Akron	Lifeguard	NA	\$12.06
Blue Ash	Lifeguard	\$8.80	\$13.20
Cleveland	Lifeguard	\$10.00	\$19.00
Columbus	Lifeguard	\$8.80	\$14.50
Toledo	Lifeguard	NA	\$12.62
Average		\$9.20	\$14.28

Local Study	Classification Title	Salary Range	
Bear Paddle Swim School	Lifeguard	\$11.00	\$17.00
Coney Island	Lifeguard	NA	\$14.00
Gold Fish Swim School	Lifeguard	\$10.50	\$14.00
Greater Cincinnati YMCA	Lifeguard	\$13.00	\$20.00
Kings Island	Lifeguard	NA	\$18.00
City of Cincinnati	Lifeguard	\$11.53	\$12.40
Average		\$11.51	\$15.90

Head Guard & Pool Manager Salary Study

Ohio Study	Classification Title	Salary Range	
Blue Ash	Aquatics Supervisor	NA	\$19.02
Cleveland	Lifeguard Capt.	\$10.00	\$23.00
Columbus	Aquatics Supervisor	\$9.00	\$16.50
Average		\$9.50	\$19.50
Local Study	Classification Title	Salary Range	
Bear Paddle Swim School	Aquatics Manager	\$17.00	\$20.00
City of Cincinnati	Pool Manager/Head Guard	\$11.53	\$14.50
Average		\$14.27	\$17.25

Recruiting

Date	Recruitment
October 2021	2022 Lifeguard classes posted on Red Cross Website
November 2021	Email blast to 26 Cincinnati High Schools w/LG info
November 2021	3 social media posts recruiting lifeguards
November 2021	Attended Dohn Community High School Career Day
November 2021	Attended Princeton High School college & Career Day
December 2021	2 social media posts recruiting lifeguards
December 2021	Fox 19 Interview covering upcoming Lifeguard Training
January 2022	1 social media posts recruiting lifeguards
January 2022	Meeting with SwimSafe to discuss staffing opportunities
January 2022	Anderson & Forest Hills HS lifeguard hiring ads posted
February 2022	Attended Roger Bacon lunch visit

Recruiting

Date	Recruitment
February 2022	Attended 6 swim meets with 37 local high schools
February 2022	2 social media posts recruiting lifeguards
February 2022	Attended Withrow HS lunch visit
February 2022	Ad in Walnut Hills Student & Alumni newsletter and Swim Team
February 2022	Attended Colerain High School Job Fair
February 2022	Attended Xavier University Spring Career Fair
February 2022	Attended Hughes High School lunch visit
March 2022	Email blast to CPS Athletes from CPS Athletic Director
March 2022	2 social media posts recruiting lifeguards
March 2022	Attended Mayors Career Expo
March 2022	Email blast to Walnut Hills HS families promoting LG Class at Walnut

Recruiting

Date	Recruitment
March 2022	Attended Junior Achievement Inspire to Hire Job Fair
April 2022	1 social media post recruiting lifeguards
April 2022	Attended TQL Career Fair (Hughes, Taft, and Virtual schools)
April 2022	Attended Xavier University Part Time/Seasonal Career Fair
April 2022	Purchased Peerro recruitment application for LG Recruitment
April 2022	Attended Aiken High School lunch visit
April 2022	Attended Western Hills High School lunch visit
April 2022	Attended Princeton High School Hiring Event
April 2022	Attended take your child to work day at Smale park
April 2022	Attended Health Expo at Washington Park
May 2022	Attended Oak Hills High School lunch visit
May 2022	Attended Dater High School lunch visit

Bonus Incentive

- HG, Lifeguards, Pool Supervisor will receive up to \$750 bonus that will be paid out in (3) \$250 installments upon completion of season.
- Gate Monitors and Pool Monitors will receive up to \$500 bonus that that will be paid out in (3) installments upon completion of season.
- The payouts will cover
May - June, July - August, August – September
- To earn the first 2 bonuses staff will need to work a minimum of hours:
Pool Monitors/Gate Monitors = 120 hours minimum
HG, Lifeguards, Supervisors, = 200 hours minimum
- Increase the number of lifeguards across the system
- Increase lifeguard retention

LIFEGUARD TRAINING

LIFEGUARD COURSE #	REGISTERED FOR SCREENING	Attended Screening	STUDENTS IN COURSE	LIFEGUARDS CERTIFIED	# WORKING FOR CRC
11/30/21	3	0	0	0	0
1/6/22	Cancelled				
1/27/22	7	5	3	3	2
2/17/22	17	11	9	9	6
3/3/22	10	7	5	5	3
3/28/22	12	6	4	3	2
3/31/22	8	5	5	5	3
4/21/22	15	10	9	8	5
5/5/22	23	17	12	In progress	3
5/31/22	12				
6/6/22	2				
6/13/22	2				
6/20/22	1				
6/27/22	1				



* Additional classes may be added

Next Steps

- Big Push to CPS High School site visits
- Citywide message from Mayor / CMO start with the City employees
- Yard Signs
- Continue to post on CRC social media and partners
- Radio Stations
- Add referral bonus for current lifeguards

Cincinnati Recreation Commission

WE'RE HIRING

LIFEGUARDS & OTHER POSITIONS

Start Your City Career With Us

SCAN HERE

[cincyrec.org](https://www.cincyrec.org) or 513-357-7665

Help US get more lifeguards ?

