

2023 Staffing & Wages Survey

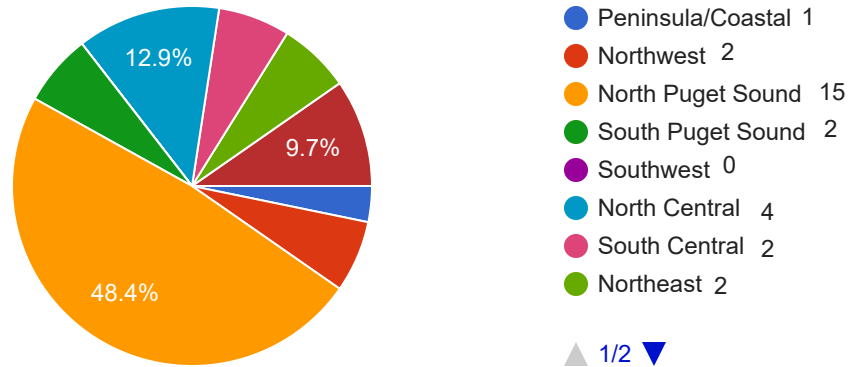
31 responses

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In what region of the state is your operation located?

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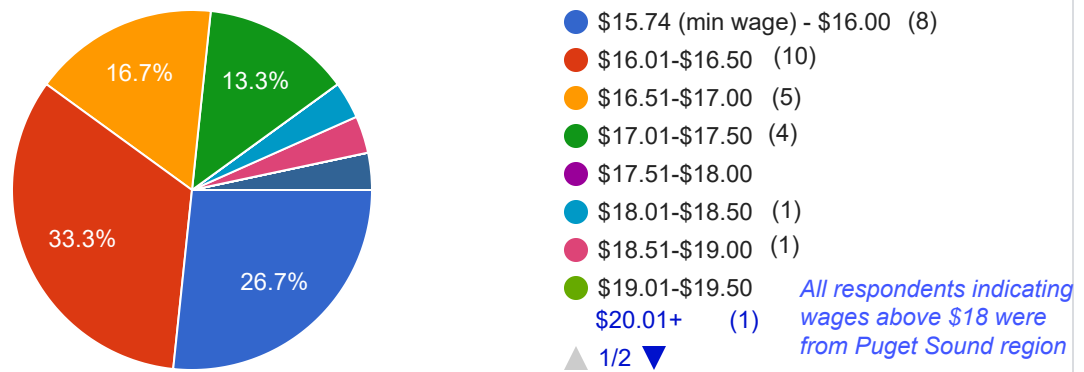
31 responses



What are you planning/requesting for your base, starting hourly wage for your LIFEGUARDS in 2023?

 Copy

30 responses



What is the highest pay available for a LIFEGUARD?

29 responses

Range: \$15.74 - \$30.00

Average: \$19.43

\$18

19.99

23/hr for regular lifeguard

19.94

22.80

18.00

18.25

24.25

18.17

16.73 Lifeguard/Swim instructor 20.91 Head LG Swim Instructor

16.50

\$20.50

21.53

16.21

20.00

\$19.50

\$21.50

\$19.88

\$16.00

20.30

\$19.00/hr

\$17.88

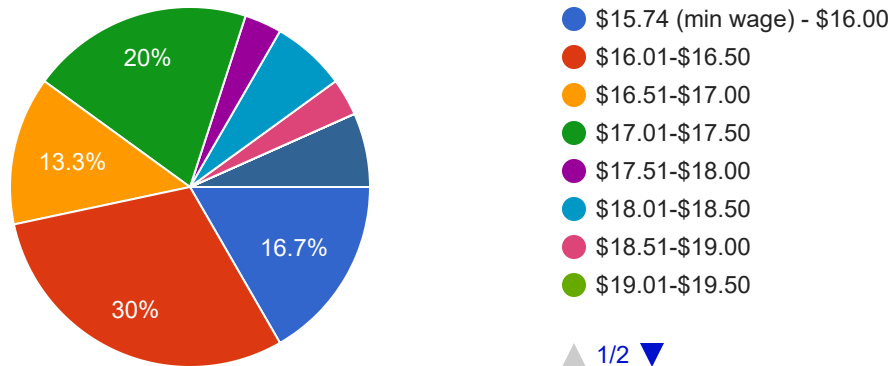


19.44
 16.33
 \$30.00
 18.82
 17.74
 17.39
 \$15.74

What are you planning/requesting for your base, starting hourly wage for your SWIM INSTRUCTORS in 2023?



30 responses



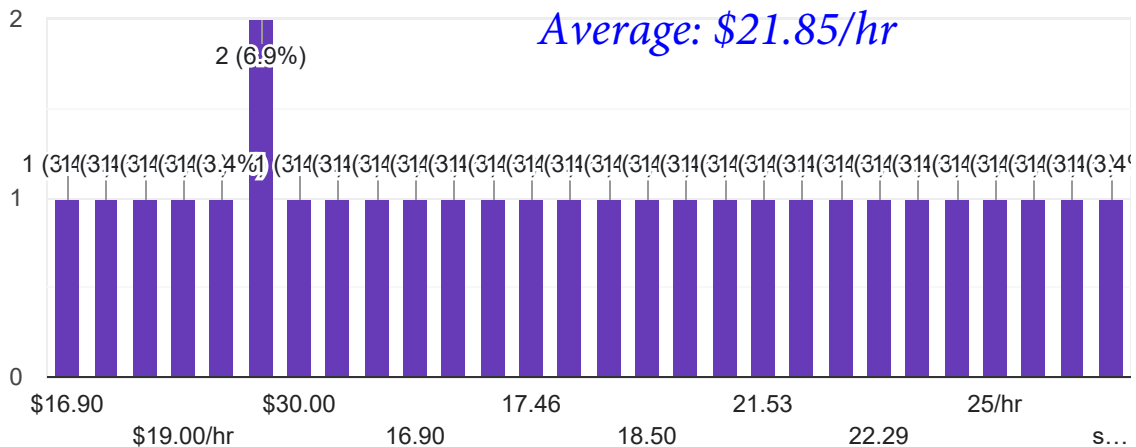
What is the highest pay available for a SWIM INSTRUCTOR?



29 responses

Range: \$15.90 - \$30.00

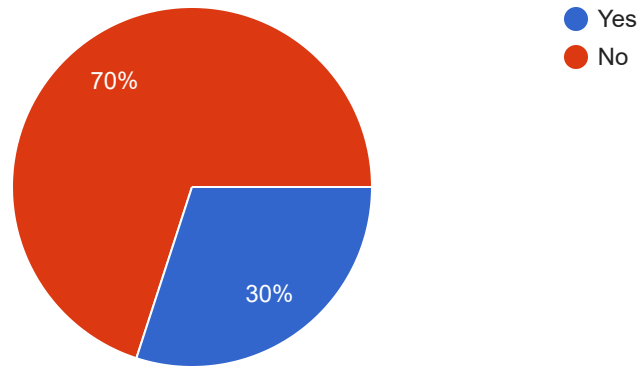
Average: \$21.85/hr



Do your swim instructors get a different hourly wage for teaching group vs. private lessons?

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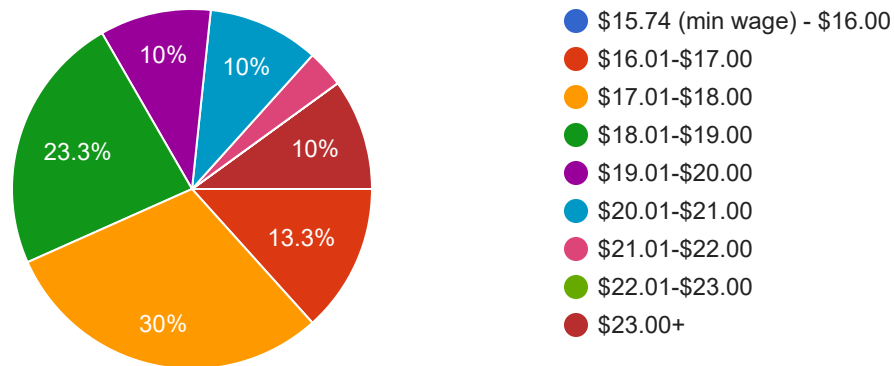
30 responses



What are you planning/requesting for your base hourly wage for your HEAD/LEAD GUARDS in 2023?

 Copy

30 responses



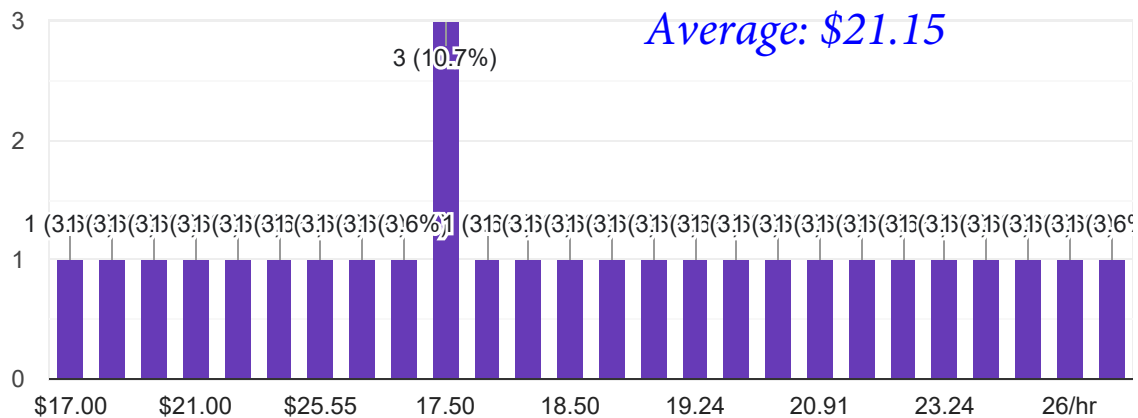
What is the highest pay available for a HEAD/LEAD GUARD?

 Copy

28 responses

Range: \$17.24 - \$30.49

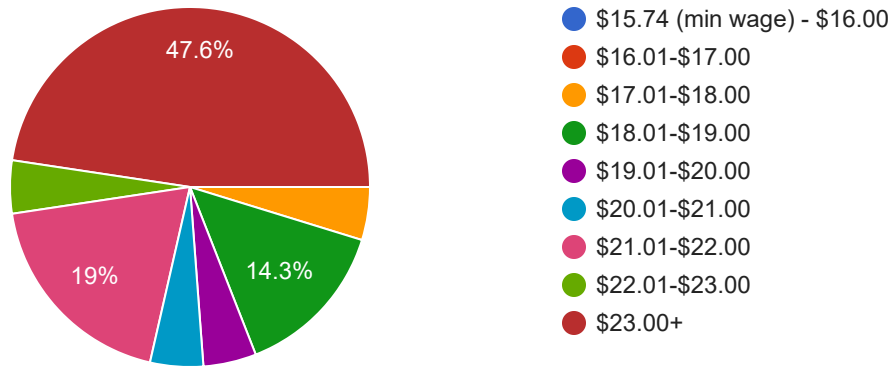
Average: \$21.15



What are you planning/requesting for your base hourly wage for your POOL MANAGER (if non-FTE) in 2023?



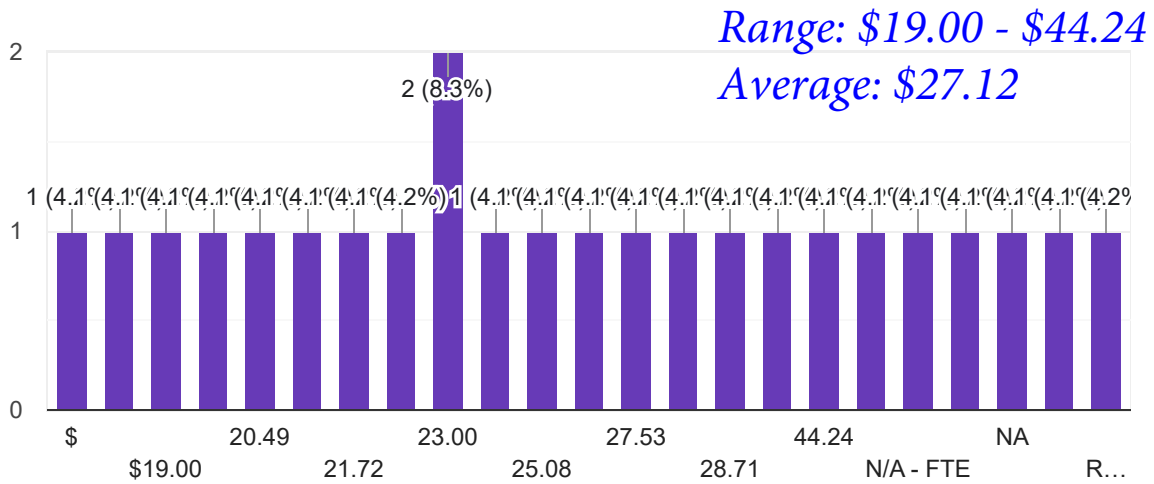
21 responses



What is the highest pay available for a POOL MANAGER (if non-FTE)?



24 responses



What amount will an employee's wage increase for each year of service worked, if any?

27 responses

.15

5%

About 75 cents per year

2% - 2.5%

.25-.50

Not set

3%

Cost of living

.50

We have a range of 1-4% based on performance annually

None, we don't do merit based increases unfortunately

\$0.50

Cost of living + annual increase; about 5% each year

50 cents per 6 months

merit increases start at \$0.20/hour based on performance

Whatever is the COLA

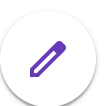
3.25% step increase after 2080 hours

n.a.

about 50 cents - 1 dollar

annual reviews can offer up to a 4% increase

2.5%



1.5%

\$ 0.25

\$1.00

4%

.10

none



What amount will an employee's wage increase for additional certifications, such as WSI, LGI, etc, if any?

23 responses

.50

1/hr

\$1.00 per hour

.40

na

Varies based on private lesson vs public, etc

0

approx. \$1/hr

It would be part of their annual review and they would get credit and a higher percentage increase

None

\$0.50 WSI \$4.00 LGI

They get a step increase. Usually .50. If they have both WSI & LGI - they are bumped to a Lifeguard 2.

N/A

WSI = \$2.00 above guard rate when teaching

zero

Same as Head/Lead Guards

n.a.

one step increase (about 50 cents - 1 dollar)

Depends on certification

& 0.87



\$5.00 an hour more

1.00

none



Please describe any incentive/bonus programs your organization has developed and how you were able to get them approved through HR.

18 responses

The city authorized a \$250 signing bonus for new staff during the summer and a \$150 referral bonus. HR approved these bonuses due to continued shortages in our beach lifeguard staff leading to swim beaches potentially not being guarded.

500 hiring bonus after 120 hours worked, 250 referral bonus after new employee works 120 hrs. Had HR look into hiring costs from time hiring managers spend on interviews, paperwork etc to how much posting jobs on sites like indeed cost.

N/A

\$300.00 signing bonus, and free training

0

Ours was approved by City council: Quarterly bonuses between \$800-\$3000 depending on whether they are part time, three quarter time or full time. This will end in June 2023, don't know if it is continuing or what will happen with our pay scale.

In the summer we offered \$300 bonus if you stayed for 90 days

We don't have one currently

Sadly none. We are now hiring prior to training and paying them for their training time.

Referral bonus - if a friend is hired and works for 3 month with us you get a \$50 gift card.

\$100 recruitment when new hire worked 320 hours up to \$300. Included with the greater Parks department recruitment

Lifeguard Class is free, if they choose to work for us (Seattle P & R)
We are trying to get our early morning program lap swim paid at a higher rate... we'll see...

n.a.

none

Going above minimum wage was hard, thus I am relatively happy. No bonus right now

We have a summer Incentive program for the staff that work "X" amount of hours in each job code (Cashier, Lifeguard, WSI). Our HR department worked with our attorney and as long as the criteria was set before the period began, we were able to put together an incentive program for our staff.



No incentives at this time

WSI certification reimbursement

Do you anticipate operational changes within your organization due to the 2023 minimum wage increase? (i.e. program cancellation/reduction, staffing level changes, etc.) If yes, please describe.

22 responses

No

hopefully not

Just program cost increases to account for wage increases

None at this time

yes - we will have to increase pricing. worried about pushback from customers/members; higher pricing usually means higher expectations.

Not at this time

no

cancellation/reduction due to not having staff

We are already in limited programming, we are hoping to increase rather than decrease.

Not at this time, but we are already limited due to staffing challenges

NO

Yes. We raised our registration fees to compensate.

we keep raising the starting rate to stay ahead of that, so we may increase - we have not received the 2023-24 budget

Caerfully review budget on a regular basis

N/A

Program fee increases mid to late-2023

No changes

Not this Year



If possible, please list your FTE aquatic positions with title and salary range.

22 responses

Recreation Coordinator/Aquatic Ctr Mgr in Summer - approx \$24 per hr

Community Services Supervisor 82-113k

Recreation Supervisor 74-103k

Aquatics coordinator 65-75k, aquatics director 80-90k

1. Director of Aquatics Operations (DoAO) \$87,000 - \$108,000

Rec Coordinator A \$4,434; Rec Coordinator B \$5,677; Aquatics Director \$7,634

\$8k-10k/summer season

Aquatics Director, \$43,464-56,503, Swim Team Head Coach, \$41,290-54,330.

Recreation Supervisor Exempt position \$6213 - \$7782/mo

All these are hourly and non exempt:

FT Recreation Coordinator 3 positions: \$21.05-\$26.30

Put into switch one Coordinator to FT Recreation Programmer: \$28.25-\$35.78

Recreation Leader 2 (Head Lifeguard/Swim Instructor 1 FT; 2- 3/4 time) \$17.25-\$20.91

Aquatics Director: 23.00-28.00, Aquatics Coordinator: 19.00-20.00, Aquatics Program Lead: 17.00-18.00

Assistant Aquatics Program Coordinator \$23.75 Aquatics Program Coordinator \$28.75

Rec Supervisor - \$65,000-85,000 & Rec Coordinator - 60-70,000

Aquatics Director \$65K plus, Swim School Director \$50K, Pool Manager \$45-50K (3 on staff, goal of 5)

Aquatics Coordinator ~\$65,000 - \$84,000

Lead Lifeguard ~ \$41,000 - \$48,000

Lifeguard \$21.50

Senior Lifeguard \$25.50

Assistant Coordinator \$37.98

Aquatic Coordinator \$41.83

Recreation Instructors \$37,877-\$45,136; Aquatic Center Main Cashiers \$40,144-\$48,006;
Recreation Coordinator \$57,304-\$68,453

We don't have any FTE aquatic positions outside of Recreation Supervisor



Program Coordinator - \$6,545.07 - \$7,701.20 Monthly

none

Assistant Aquatics Manager \$26.62-29.34/hr; Aquatics Manager @ \$78865-87445

(Recreation Supervisor - \$109,000 Number 1 position at the pool) (Recreation Coordinator \$95,132 Number 2 position at the pool) (Recreation Leaders - \$78,622 Number 3 position at the pool) (Senior Lifeguard - \$53,700 Number 4 position at the pool) (Swim Instructor/Lifeguard from \$17.00 up to \$30.00 an hour)

Seasonal Full time Beach Manager

Recreation Coordinator/Aquatic Coordinator in Summer - approx \$35 per hr

Any other information regarding wages/staffing you'd like to share with the group?

8 responses

The City of Bellevue will offer potential staff a free LGT course.

Tukwila Wage Initiative passed - increased local minimum wage beginning 7/1/2023

Don't know what the Cost Of Living Increase will be which will change our Salary Ordinance. They usually wait to see what the Unions get and then try to match it as close as they can for the unrepresented staff.

We do need to pay our employees more - since they have people's lives in their hands.

Salary Survey has been requested for Aquatic positions

waiting on 2023-24 budget to have adjusted numbers - these were 2022 numbers

Difficult times with budget constraints, worker shortage and more

Our 2023 Cola increase for full time staff is 6%. With additional retention increase of 4% only for 2023 as of now

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