

WRPA AQUATICS COVID PLANNING SURVEY APRIL 2020

Enumclaw

- **Do you have any staff working right now?**

No staff are working besides myself and Kristin.

- **Are you still planning on running May/June programming (if allowed)?**

Yes.

- **Will you try to restart as much as possible or have a more “phased in” approach to restarting operations?**

Depending on when we open, we are hoping to have a week to soft start then jump back into normal schedule including lessons.

- **How are your summer hiring plans affected?**

I'm not sure. We usually reach out to returning staff in May.

Spokane County

- **Are you still planning on running programming this summer?**

Yes, we hope to open 1 of our 2 facilities.

Construction: We have had enhancement projects taking place during the off-season at both our aquatic facilities (Northside & Southside). We are at the point where delay in health department permits are slowing the final construction phases at both sites, but our health dept. contacts have had to shift their time and attention to the pandemic rather than permitting/approvals. This is another wild card for us in the puzzle of whether or not/when we will be able to open this summer.

The Southside project is the simpler of the two and is near completion, so we remain hopeful that we'll be able to open.

The Northside project is quite comprehensive, so we have no predictable opening at date for that facility at this time.

Timeline: At this point we are looking at potentially pushing back our start date at Southside to July 1, rather than June 8, to allow for social distancing guidelines to (HOPEFULLY) have relaxed enough to host all necessary group trainings/orientations in the month of June. We also hope that social distancing guidelines will be relaxed enough by July to accommodate groups of people coming to our pool. As things change every day, we are trying to prepare ourselves for a host of different scenarios. For example, our max. capacity is usually 500 – will that be drastically lower? We host hundreds of students for Learn to Swim classes – will those be possible with the degree of social distancing measures in place at that time? If we don't have swim lessons, but open swim is still possible, can our facility switch to hosting multiple, shorter open swim sessions each day with a lower max. capacity and cleaning in between?

- **How is your summer hiring and training plans affected?**

Hiring: I am grateful that our leadership has allowed us to continue to interview candidates and assemble our team. We are going through the hiring process up to the point of the candidate accepting a job offer. We are then waiting to begin the paperwork process of on-boarding them, which we hope to complete in May if plans to open are still on track. Our county is currently under a hiring freeze, but if the pools are able to open, it's my understanding that our aquatics staff will be an exception to that freeze.

Training: We are considering the formalization of a plan to delay opening of Southside to July 1, in which case our trainings would be postponed from the original start date of May 27 to later in the month of June.

Bellingham

Year-round Facilities:

- **Do you have any staff working right now?** 7 regular staff and 15 regular non-benefitted (RNB) staff, 41 RNB staff placed on Inactive status due to not being available for Standby call to deployment status.
 - **What are they doing?** Standby status, Telecommuting, Called out to the EOC, Salvation Army Food Bank, etc.
- **Are you still planning on running May/June programming (if allowed)?** All May programs cancelled, June currently planned, but to be re-evaluated later this month
- **Will you try to restart as much as possible or have a more “phased in” approach to restarting operations?** If and when we reopen it will most likely be a phased in approach
- **How are your summer hiring plans affected?** City has put a hold on all non-essential hiring, which with facilities closed Recreation/Aquatics staff are considered non-essential

Seasonal facilities/open water areas

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SACPA

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Kirkland

- **Are you still planning on running programming this summer?**
 - Yes, planned to open on June 1, have delayed and plan for two scenarios, June 8 opening or June 22 opening pending next orders from Governor. Unsure what capacity and swim lesson program will look like, but prepared to offer modified program if needed.
- **How is your summer hiring and training plans affected?**
 - We are retaining a good amount staff from previous seasons but it's relatively quiet otherwise. We will follow Red Cross direction and are hopeful that we can get guards certified in a timely manner before season begins.

Si View MPD

- **Do you have any staff working right now?** Just the full time staff are working right now. We are revising training, programming, contacting customers regarding the future of programming.
- **Are you still planning on running May/June programming (if allowed)** We are planning on starting on May 5 if the stay at home order is lifted. The swim lesson session will be 6 lessons instead of 10.
- **Will you try to restart as much as possible or have a more "phased in" approach to restarting operations?** We likely will have a phased approach. Due to fear of COVID, swim lesson registration is down, so likely will cut off registration soon. We worry about the amount of people in the locker room.
- **How are your summer hiring plans affected?** Nothing affected for hiring. We have staff that are eager to work. I have been in contact with staff every 7-10 days.

Tukwila MPD

Year-round Facilities

- **Do you have any staff working right now?** I have furloughed my PT team and 2 of 3 Assistant Pool Managers. The staff currently working on-site or from home are my Bookkeeper, District Administrator, 1 Assistant Pool Manager and dir. of Aquatics Operations.
 - a. **What are they doing?** My team is currently catching up on all / any outstanding administrative tasks and monitoring the facilities systems. The team is also available to any contractor / vendor who needs access to complete approved / scheduled maintenance.
- **Are you still planning on running May/June Programming (if allowed)?** We will use the month of May to focus on LG / Swim Instructor in-service trainings. We will also use this time to actively recruit and train to fill any potential vacant positions and host LG class (open to staff and public)

We will continue planning for a typical summer within our organization and contingency plans / discussions will be ongoing. I would foresee offering programs again in June (all hypothetical)

- **Will you try to restart as much as possible or have a more “phased in” approach to restarting operations?** I’m encouraging my team to phase-in programs and evaluate as we go. I’m considering smaller class sizes for water Aerobics and Swim Lesson in anticipation that families may have concerns or lack of comfort when deciding to return to programs.

We are waiting to hear back from Summer Camps and Swim Teams about how they plan on managing their program when returning to the pool and or what support they may need from the Tukwila Pool.

Dir. of Aquatics will communicate to all long-term rental groups who regularly utilizes facility.

- **How are your summer hiring plans affected?** Not sure yet, we have a high retention rate within our year-around team and a high return rate amongst our college students. We’ll know more as we approach the end of April and the first week of May.

City of Spokane

The City of Spokane operates seasonally 6 outdoor aquatics facilities, and as of today, we are still planning on running programs this summer. We are currently coming up with contingency plans for different scenarios (continued social distancing practices, opening some but not all pools, etc.). I have had to lay off all of my temp seasonal staff so I am currently the only aquatics employee. I have been conducting interviews over the phone and other conference calling platforms 3 days a week, and designating the other 2 days to work on the facilities in preparation of summer. I am not seeing the number of applicants that I normally would at this time of year and I think it’s more likely that I can’t open all six facilities this year not due to facilities being unready but more because of lack of lifeguard ready staff.

Port Townsend

- **Do you have any staff working right now?** No.
 - o **What are they doing?** On paid administrative leave staying home per the Stay at Home/Stay Safe order from the Governor.
- **Are you still planning on running May/June programming (if allowed)?** If allowed to reopen, yes, we would offer what we can. Though, it would likely be only partial programming as we have furloughed all part-time employees and anticipate some staff losses upon reopening.
- **Will you try to restart as much as possible or have a more “phased in” approach to restarting operations?** Not sure, depends on staffing levels.
- **How are your summer hiring plans affected?** Summer seasonal hiring has all been put on hold, anticipating budget shortfalls.

Cheney

- **Do you have any staff working right now?** We do 9 staff working right now. 7 of them are doing childcare for first responders and medical personnel and 2 are in the office working on virtual recreation videos that we post on our social media pages. We have three full-time staff including me working on program planning, staff scheduling, video oversight, repainting the inside of our building, financial work, etc.
- **Are you still planning on running May/June programming (if allowed)?** Yes, we still plan on running May/June programming if possible.
- **Will you try to restart as much as possible or have a more “phased in” approach to restarting operations?** Our plan is to restart as much as possible. There is a possibility that we will phase into our outdoor pool and have an abbreviated summer camp with shortened hours, less children and different locations to accommodate the 10 person gathering rule if still implemented.
- **How are your summer hiring plans affected?** Summer hiring is done all over the phone. We are still receiving applications, but not many.

Eastern WA University

Do you have any staff working right now? At EWU Aquatic Center, I am the only person left. All of my student employees were laid off. We don't expect to be open again until June, if then. We'll just have to wait and see. I have been going in to work in the morning, doing maintenance work; primarily touch up painting - doors, casings, bench legs, etc. I am keeping the water circulating and the chemistry balanced, so it doesn't get gross. I drained the pool in August, so it would be a waste of 300,000 gallons of water to drain it now. Because no one else is there, I don't have to worry about social distancing. I come home at noon and work from home in the afternoon on protocol and employee manual up-dates.

Issaquah

- **Do you have any staff working right now?** In Issaquah, full-time staff are still currently active.
 - o **What are they doing?** We have had a series of projects and emergency management trainings to complete. This closure time has been an ideal time to complete these. No part-time staff are working.
- **Are you still planning on running May/June programming (if allowed)?** If allowed, we would try to begin programming as soon as possible.
- **Will you try to restart as much as possible or have a more “phased in” approach to restarting operations?** As the city evaluates its current financial situation, we may have to phase things in. No decision has been made yet. We anticipate summer programming to be a fairly slow start.
- **How are your summer hiring plans affected?** We believe that we would be able to handle it with current staffing if we are ready to begin programming by then.

McMenamins Anderson School

- **Do you have any staff working right now?** NOPE - our company laid off 3000 of us. (Oregon and WA)
- **Are you still planning on running May/June programming (if allowed)?** I had planned to move April lessons to May and May to June but now my boss has decided to be conservative and move all lessons to July/Aug (since that will be easier than planning April to June and May to July then the governor extending....)
- **Will you try to restart as much as possible or have a more “phased in” approach to restarting operations?** Absolutely, planning on limiting our sessions to less swimmers than usual until the social distancing limits are relaxed. Example: Instead of 75-97 (Max capacity) we'll likely keep it to max 50
- **How are your summer hiring plans affected?** No - all hired up

Snohomish County

Are you still planning on running programming this summer? Snohomish County Parks will most likely be deciding by May 8th if running the McCollum Pool summer 2020 "makes sense". IF, the State lifts shelter in place by May 4th INCLUDING the o.k. for groups up to 10 to gather, (increasing in size at a good pace), then I believe McCollum could begin partial operations (e.g. Swim Team June 22nd) and full operations July 6th.

How is your summer hiring and training plans affected? I am taking applications for summer employment.... But historically, in order to hire enough staff, I typically need to run two LGT courses and one WSI course May/June. So, until Groups of ten –fifteen are permitted.... I can't even advertise these courses.... I might start an interest list.

Shoreline

- **Do you have any staff working right now?** Paid - Not Reporting to Work
 - o **What are they doing?** Stay at Home - Available for Work
- **Are you still planning on running May/June programming (if allowed)?** Depends: on State/City instruction and Staffing availability.
- **Will you try to restart as much as possible or have a more “phased in” approach to restarting operations?** Drop In Programs ASAP. Lessons and Registered Programs wait and see.
- **How are your summer hiring plans affected?** Postponed until better idea of service
- **Are you still planning on running programming this summer?** YES, but may be scaled down due to staffing.
- **How is your summer hiring and training plans affected?** Spring LG class Canceled, no water time until reopened.

Puyallup HS Pool

- **Do you have any staff working right now?** Currently only manager and assist manager
- **What are they doing?**
 - preparing for summer, pool and chemical maintenance/upkeep, returning phone calls, updating manuals and other paperwork, taking online certification classes and online conferences (working from home as much as possible)
- **Are you still planning on running May/June programming (if allowed)?** Last part of June summer programs yes, before that no
- **Will you try to restart as much as possible or have a more “phased in” approach to restarting operations?** if allowed, more phased in approach. Unsure of patron and staff response to return
- **How are your summer hiring plans affected?** Will see if hired enough staff for summer before closure. Unsure when will be able to train/hold lifeguard course.

Des Moines Pool MPD

- **Do you have any staff working right now?**

All of our full-time staff (four of us) are working regular hours. Employees (mostly head guards) that are able to work on special projects from home have limited hours.

 - **What are they doing?**

-Comprehensive Maintenance Plan, Writing/ revising SOP’s for mechanical, chemical systems, cashier binder, virtually attending National Water -Safety Conference, MRSC Webinars, Payroll, Coordinating and communicating with Staff, Lesson refunds/credits, pass extensions, Setting up Subitup
- **Are you still planning on running May/June programming (if allowed)?**

Yes, if allowed.
- **Will you try to restart as much as possible or have a more “phased in” approach to restarting operations?**

It will be phased in as we restart.
- **How are your summer hiring plans affected?**

We have had to cancel all upcoming trainings which may put a bit of strain on staffing although I think most of our staff should return when we are allowed to resume operations.

Pullman

- **Do you have any staff working right now?**
 - **What are they doing?**

I have no working staff right now. Our facility is shut and I am the only full time employee working from home.
- **Are you still planning on running May/June programming (if allowed)?**

There is hope that PAFC would run some programming in June, but I am not sure what will happen now with the extension of the Stay at Home order, cancelling of schools across state and budget cuts. I have swim lessons in May that I haven’t cancelled yet, but I am not sure how appropriate that would be since recent changes with the virus.

- **Will you try to restart as much as possible or have a more “phased in” approach to restarting operations?**
Resulting from budget limitations and a shortage of staff (we are a university town so I assume many employees won’t be coming back) probably a more phased in approach.
- **How are your summer hiring plans affected?**
Usually I hire as many as I can before summer so I am able to staff my outdoor pool as well as PAFC. There has already been some discussion of limited hours at the outdoor pool this summer so I don’t imagine I’ll be hiring as many lifeguards as I normally do.

Bainbridge Island

- **Do you have any staff working right now?** Yes, we have full time exempt, full time non-exempt and regular part-time staff working right now. For Aquatics that is a total of 9 staff members. We are working remotely or in the Emergency Operations Camp.
 - **What are they doing?** Programming, working on reopening plans, online content, handbooks, revamping our programs, training and such.
- **Are you still planning on running May/June programming (if allowed)?** I think May is a stretch. I think June is going to be limited at best.
- **Will you try to restart as much as possible or have a more “phased in” approach to restarting operations?** I think it will be a phased in approach.
- **How are your summer hiring plans affected?** Right now we are not able to hire or train any new staff. Our classes are on hold as all of you are.

Lake Stevens HS Pool

- **Do you have any staff working right now?** We have 1 person working right now - she goes in daily to check and maintain chemicals. Erik and I are working from home.
- **Are you still planning on running May/June programming (if allowed)?** As soon as we can get back in the building we will do staff training (we were only open for 3 weeks before the current closure).
- **Will you try to restart as much as possible or have a more “phased in” approach to restarting operations?** We will probably run a partial schedule until we start a "summer" schedule.
- **How are your summer hiring plans affected?** Our hiring for summer will depend greatly on who is coming back. We will probably hire a small group of 4-6 when we reopen.

Federal Way

- **Do you have any staff working right now?** Currently my two full time staff are working, splitting time between pool maintenance (acid washing the deck, cleaning pool tiles, and pressure washing) and office work (programming, etc.)
- **Are you still planning on running May/June programming (if allowed)?** If allowed we will attempt to offer swim lessons based on staffing and social distancing guidelines, if any, beginning May 4th.
- **Will you try to restart as much as possible or have a more “phased in” approach to restarting operations?** We are discussing phasing in programming and lowering our maximum numbers for open swim.

- **How are your summer hiring plans affected?** What hiring? J We are advertising, will conduct phone interviews, but the reality is that we are not getting any applicants and we are unable to recruit at the schools.

Mountlake Terrace

- **Do you have any staff working right now?** Full time benefitted staff only.
 - **What are they doing?** Working on various maintenance projects and admin projects
- **Are you still planning on running May/June programming (if allowed)?** If allowed, we will attempt to run one short session of swim lessons before summer.
- **Will you try to restart as much as possible or have a more “phased in” approach to restarting operations?** We are discussing starting lap and recreation swim and then adding in lessons a couple weeks after opening once staffing levels can be verified
- **How are your summer hiring plans affected?** A hard stop. Technically still hiring and could do video interviews but nobody is applying