

2019-2020 BUDGET QUESTION
Response to Request for Information

DEPARTMENT(S): Human Resources, Parks and Recreation

REQUEST NO.: 47

REQUESTED BY: Flannigan

DATE REQUESTED: 8/26/19

DATE POSTED: 9/5/19

REQUEST: Please provide a breakdown of costs associated with wage increases for all lifeguards at the Barton Springs Pool in increase of \$0.25, \$0.50, \$0.75, and \$1.00 to a maximum of \$16/hour. Please also include the impact of making this change.

RESPONSE:

It is important to note that Barton Springs Lifeguards are paid \$15.50/hour and any raise above \$0.50 would bring them above \$16.00. In addition, it is important to note that anything above a \$0.25 raise would also bring the Head Lifeguards to a rate above \$16.00, as they are currently paid \$15.75/hour.

The personnel costs associated with a wage increase to \$16/hour for all lifeguards and Head Lifeguards at Barton Springs is illustrated below:

Position	Current Hourly Rate	Cost at Current Salary	Cost at \$0.25 Increase	Cost at \$0.50 Increase
Head Lifeguard	\$15.75	\$21,011	\$21,344	\$21,344
Lifeguard	\$15.50	\$611,374	\$621,235	\$631,096
In-service	\$15.50	\$42,625	\$43,313	\$44,000
Base Cost		\$675,010	\$685,892	\$696,440
FICA		\$51,638	\$52,471	\$53,278
Total		\$726,648	\$738,362	\$749,718
Total Cost Increase From Current Hourly Rate			\$11,714	\$23,070

Since existing lifeguards at Barton Springs Pool currently earn \$15.50/hour, increases beyond \$0.50/hour for lifeguards and \$0.25/hour for Head Lifeguards are not included in the response. All wage increases above remain at the \$16/hour maximum.

Barton Springs lifeguards differ from regular City of Austin lifeguards in that they require 6 hours of additional, paid training, are 17 years of age or older, and are required to have one season of experience.

Implementing this new wage increase for Barton Springs pool lifeguards would have numerous pay compression impacts for entry-level positions, including impacts on:

Recreation Programs Instructor (Big Stacy Head Lifeguard) starting at \$15.55; has the minimum qualifications of: Graduation from an accredited high school or equivalent plus one (1) year work experience related to the position. Experience may substitute for education up to four (4) years. Required certification for this position include: lifeguarding, CPR, AED, First Aid, Lifeguard Instructor Water Safety Instruction, and Certified Pool Operator

Recreation Programs Specialist (Barton Spring, Bartholomew and Deep Eddy Pool Managers) starting at \$16.40; has the minimum qualifications of: Associates Degree in Recreation or related field plus one (1) year of experience related to the development and implementation of the assigned programs. Experience may substitute for the education up to a maximum of two (2) years. Required certification for this position include: lifeguarding, CPR, AED, First Aid, Lifeguard Instructor Water Safety Instruction SCUBA, and Certified Pool Operator

Swimming Pool Mechanic I starting at \$16.11; has the minimum qualifications of: Graduation from an accredited high school or equivalent, plus one (1) year of maintenance experience in the operation and maintenance of swimming pools or related water treatment facilities. Certified Pool Operator or must be able to obtain within 90 days from the date hire