

2019-2020 BUDGET QUESTION
Response to Request for Information

DEPARTMENT(S): Parks and Recreation; Human Resources

REQUEST NO.: 53

REQUESTED BY: Kitchen

DATE REQUESTED: 8/28/19

DATE POSTED: 9/6/19

REQUEST: Regarding compensation for City of Austin lifeguards:

- What would the impact be on increasing wages for open water certified lifeguards by \$0.75/hour across all pools?
- What would the impact be of paying lifeguards City Holiday Pay if that holiday is worked?

RESPONSE:

Please note that open water certified lifeguards work only at the Barton Springs Pool location. If wages are increased for open water certified lifeguards by \$0.75/hour, the resulting cost increase is estimated at \$35,143:

Position	Current Hourly Rate	Cost at Current Salary	Cost at \$0.75 Increase
Head Lifeguard	\$ 15.75	\$21,011	\$22,011
Lifeguard	\$ 15.50	\$611,374	\$640,957
In-service	\$ 15.50	\$42,625	\$44,688
Base Cost		\$675,010	\$707,655
FICA/Medicare		\$51,638	\$54,136
Total		\$726,648	\$761,791
Total Cost Increase From Current Hrly Rate			\$35,143

According to City of Austin Personnel Policy (Page 27):

“Temporary employees will be paid their regular rates on a holiday only if required to work. No payment for holiday work shall be allowed any temporary employee unless specifically authorized by the City Manager.”

If the City Manager authorized Holiday Pay at time-and-a-half for all lifeguards, the total budget impact is estimated at \$30,388.

For All Lifeguards	Holiday Pay Cost at Current Salary	Holiday Pay Cost at 1.5x Hourly Rate
Base Cost	\$56,457	\$84,686
FICA/Medicare	\$4,319	\$6,478
Total	\$60,776	\$91,164
Total Cost Increase		\$30,388