



LIFEGUARD HIRING POLICY

January 2013

Base Salary

Base salary, as discussed at time of hire, covers Lifeguards only for the hours that they actually work. For example: If it rains prior to a shift and the lifeguard does not come in, they do not get paid. Additionally, if a lifeguard is sent home due to weather or bacteria levels, they are not to be paid for the remainder of their shift, only for the hours worked with a minimum of one hour of pay.

Bonus #1

Spring Lake Beach season runs for 13 full weeks Monday-Friday. (Minimum hours per week required would be 20 hours per week for at least 10 weeks.)

Weeks Worked	Bonus at End of Season
13	\$ 130.00
12	\$ 96.00
11	\$ 66.00
10	\$ 40.00
9	No Bonus

Bonus #2

Lifeguard supervisor will conduct random competency audits to evaluate rescue/first aid skill sets reviewed at the previous week's in-service. Participating guards must receive a test score of 85% or above to receive \$25 bonus per audit, payable at the end of a successfully completed season. Each guard will participate in a maximum of 6 audits per season.

Responsibilities

Upon hiring, and prior to the ordering of uniforms, and the providing of training by the Village, the Lifeguard will be required to deposit \$50.00 toward these Village expenses. The deposit will be refunded at the end of the summer if the Lifeguard remains on the job for at least 10 weeks.


Brett Blomberg, Mayor