



CITY OF CONCORD

REPORT TO MAYOR AND THE CITY COUNCIL

TO: Honorable Mayor and Members of the City Council
FROM: David Gill, Parks and Recreation Director
RE: Update on Hiring Lifeguards and Water Safety Instructors.
DATE: May 2, 2018

Background

Annually the department needs to hire and train thirty five lifeguards and Water Safety Instructors to open the city's seven outdoor pools. Traditionally this time of year we are looking for eight or nine additional guards. However, as of May 1, 2018 we still need to hire twenty employees for the pool operation. The city's outdoor pools are scheduled to open on Saturday, June 16.

Unless we hire twenty additional Lifeguards/WSI 's by June 5th we will be unable to open all the city pools.

Discussion

Starting this January all of the department's seasonal positions were posted on the city's web site, department's web site and social media sites. As of the end of April all staff have been selected for parks, cemetery and camp counselors, however we still need to hire additional lifeguards for the pool operation.

Working with the City Administration and the Human Services Department we have coordinated the following outreach to try to receive additional applicants:

- Paid Posts on Indeed and Facebook
- Numerous announcements at all local High Schools
- ConcordTV shows
- Staff has set up informational booths during lunch times at several High Schools.
- Shared information with local swim teams and High School Coaches.
- Reached out to previous employees and asked them to let their friends know our need for lifeguards.
- Recognizing the high cost of the certification costs (\$385 pp) we have started to advertise that we will pay the certification costs for applicants who need to become certified.
- Staff has also talked with several lifeguard classes that are being offered by SwimNH. SwimNH has indicated they will let future students know about our need for additional staff.

Interested individuals who 15 years old and over, and are able to work full this summer, pass the American Red Cross Lifeguard Certification Class are encouraged to apply. Please apply online from the cities web site. For information on upcoming lifeguard certification classes please visit www.swimnh.com