

DEPARTMENT: PWD, Parks & Recrea- BY: Richard Begley, Deputy Director PHONE: 966 2498
tion Unit

RECOMMENDED ACTION AND JUSTIFICATION:

It is recommended that the Board adopt new salary levels for Pool and Extra Help Employees. This action is recommended because of significant increases in Lifeguard Training requirements mandated by SB2763(Marks) and incorporated in Section 1797.183 of the Health & Safety Code. The proposed salary increase will assist the Parks & Recreation Unit in attracting qualified personnel to man the County's swimming pools.

BACKGROUND AND HISTORY OF BOARD ACTIONS:

Pool and Extra Help Salaries were last modified on 12th April 1988, Resolution No. 88-155.

LIST ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:

Prospective employees will be required to be trained in 27 hours of Red Cross Advanced Lifeguard Training, 8 Hours Standard First Aid, 8 Hours Infant & Child CPR, Title 22 Public Employees Safety 7 hours and be compensated under existing salary levels. Out-dated requirements totaled 20 hours maximum. BOS may elect to maintain current salary levels.

COSTS: () Not Applicable
A. Budgeted current FY \$ _____
B. Total anticipated costs \$ _____
C. Required Add'l funding \$ _____
D. Source: _____

SPECIAL INSTRUCTIONS:
List the attachments and number the pages consecutively:
1 page sample resolution attached

SOURCE: () 4/5ths Vote Required
A. Internal transfers \$ _____
B. Unanticipated revenues \$ _____
C. Reserve for contingency \$ _____
D. Description: _____

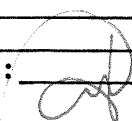
Balance in Reserve for Contingencies, if approved: \$ _____

CLERK'S USE ONLY:
Res. No.: 90-355
Ord. No.: _____
Vote - Ayes: 5 Noes: _____
Absent: _____ Abstained: _____
~~Min~~ Approved () Denied
(x) Minute Order Attached

ADMINISTRATIVE OFFICER'S RECOMMENDATION:
This item on agenda as:
 Recommended
 Not Recommended
 For Policy Determination
 Submitted with Comment
 Returned for Further Action

The foregoing instrument is a correct copy of the original on file in this office.

Date: _____
ATTEST: MARGIE WILLIAMS
Clerk of the Board of Supervisors
County of Mariposa, State of CA
By: _____
Deputy

Comment: _____
A.O. Initials: 

A RESOLUTION AMENDING RESOLUTION NO. 88-155, REGARDING HOURLY PAY SCALE FOR POOL AND EXTRA HELP RECREATION EMPLOYEES.

WHEREAS, Mariposa County Resolution No. 88-155 established a pay scale for hourly rate Pool and Extra Help Recreation Employees; and

WHEREAS, it is necessary to amend Mariposa County Resolution No. 88-155 in order to reflect a proper level of pay for job requirements in training;

WHEREAS, the County operates and maintains three swimming pools for the purpose of healthful recreation for the patrons of Mariposa County and visitors to Mariposa County; and

WHEREAS, the County desires employees to be trained to the highest degree as possible; and

WHEREAS, County Pool and Extra Help Recreation Employees are evaluated for their performance by the Parks and Recreation Deputy Director, PWD; and

NOW, THEREFORE, BE IT RESOLVED by the Mariposa County Board of Supervisors, a political subdivision of the State of California, that Mariposa County Resolution No. 88-155 is hereby amended in its entirety as follows:

WHEREAS, the Mariposa County Parks and Recreation Deputy Director, PWD, is authorized to review individual employees based upon the following divisions and requirements:

1. RECREATION CASHIER \$4.25 - \$7.00

- Step 1. \$4.25 - Entry Level. Ability to learn pool equipment, training position for daily swim tally, pool reports, operation reports, and pool operations.
- Step 2. \$4.75 - Full-time cashier, First Aid and CPR Certified, training in chlorine safety. Based on performance evaluation.
- Step 3. \$5.15 - Pool Equipment proficiency. 450 Hours paid/volunteer work at pool. Supervision on deck training. Based on performance evaluation. First Aid & CPR.
- Step 4. \$5.60 - Work experience. 750 hours paid/volunteer work at pool. Additional training and supervision. First Aid & CPR. Based on performance evaluation.
- Step 5. \$7.00 - Pool management training and work experience. First Aid & CPR. Supervision. Scheduling. Based on Work performance.

2. RECREATION LIFEGUARD \$4.25 - \$7.00

- Step 1. \$4.25 - Entry level Trainee. Certificate in Lifeguard Training. First Aid and CPR Training.
- Step 2. \$5.00 - Work Experience. Certified as Lifeguard, in First Aid & CPR. Training in Title 22 Public Employee Safety/First Aid. Training in use of pool equipment, chlorine operations and safety. Based on performance evaluation.
- Step 3. \$5.75 - Experience. Certified as Lifeguard, in First Aid and CPR. Trained in Title 22 Public Employee Safety/First Aid, handling of safety equipment. Pool equipment proficiency. Experience in on-the-deck supervision. 450 hours paid/volunteer work at pool. Help with Swim lessons. Based on performance evaluation.
- Step 4. \$6.25 - Experience. Certified as Lifeguard, in First Aid & CPR, Title 22 Public Employee Safety/First Aid. Use of all Pool maintenance equipment, pool operations, deck experience in supervision. 750 hours paid/volunteer work at pool, includes swimming lessons, handicap class, and special events. Based on performance evaluation.

2. Step 5. \$7.00 - Experience. Include all from Step 4, plus training and experience in pool management. 900 hours paid/volunteer work at pool. Additional outside training. Water Safety Instructor Training & certified. Job performance evaluation.

3. RECREATION LIFEGUARD/CASHIER \$4.25 - \$7.00

Step 1. \$4.50 - Certified Lifeguard, First Aid, CPR, Title 22 Public Employee Safety/First Aid. Trained in use of pool equipment and operations, chlorine safety and operations. Training in cashier responsibilities, receipts, daily tallies, pool testing and pool supervision.

Step 2. \$5.25 - Certified Lifeguard, First Aid, CPR, Title 22 Public Employee Safety/First Aid. Trained and experienced in the pool equipment operations and maintenance, chlorine safety and operations. Experience in cashier work, tally sheet and operations reports. 450 hours paid/volunteer work at pool, includes swim lessons, Special Ed classes, deck supervision. Work performance evaluation.

Step 3. \$6.00 - Certified Lifeguard, First Aid, CPR, Title 22 Public Employee Safety/First Aid. Trained and experienced in the pool equipment operations and maintenance, chlorine safety and operations. Experience in cashier work, tally sheet and operations reports. 750 hours paid/volunteer work at pool, includes swim lessons, Special Ed Classes, deck supervision, school PE Classes and parties. Management training. Work performance evaluation.

Step 4. \$6.50 - Certified Lifeguard, First Aid, CPR, Title 22 Public Employee Safety/First Aid. Experienced in pool equipment operations and maintenance, chlorine safety and operations, cashier work, tally sheets and operations reports. 900 hours paid/volunteer work at pool, includes swim lessons, Special Ed classes, deck supervision, school PE Classes and parties, pool management, work scheduling and employee supervision. Water Safety Instructor Certification. Work performance evaluation.

Step 5. \$7.00 - Certified Lifeguard, First Aid, CPR, Title 22 Public Employee Safety/First Aid. Trained and experienced in the pool equipment operations and maintenance, chlorine safety and operations. Main cashier, and operations and reports. Water Safety and Lifeguard Instructor, manage and coordinate swim lessons and supervise extra help employees. Pool Management. Based on job qualifications, experience and job performance.

MARIPOSA COUNTY BOARD OF SUPERVISORS
MINUTE ORDER

TO: EVELYN BILLINGS, AUDITOR
FROM: MARGIE WILLIAMS, CLERK OF THE BOARD *MW*
RE: EXTRA HELP RECREATION EMPLOYEES

THE BOARD OF SUPERVISORS OF MARIPOSA COUNTY, CALIFORNIA
ADOPTED THIS Order on July 24, 1990

ACTION AND VOTE:

E) Resolution Amending Resolution 88-155, Hourly Pay Rates for Pool and Extra Help Recreation Employees
BOARD ACTION: Bob Johnson, PWD/Deputy Director, provided input. (M)Punte, (S)Radanovich - approved, with financial impact to be reviewed in final budget process; and with amendment to Resolution - Ayes: Unanimous. Res. 90-355

cc File
Director Public Works
Deputy Director, Parks and Recreation Division