

CENTRAL COAST REGIONAL DISTRICT
POLICIES

A-12(b) - Centennial Pool – Pay Scale

Policy:

1. The pay per hour for each staff member will be determined by the attached chart.
2. Proof of current awards in the form of certificates or cards, etc. must be supplied by staff to qualify for a given pay level.
3. If status goes up during a pay period, the rate of pay changes on the first day of the next pay period.
4. The Chief Administrative Officer may vary the rate of pay in circumstances they deem necessary and within the budgeted costs of the pool.

Clarification:

1. Past experience will be determined by the Pool Manager. The number of hours worked or volunteered and the type of work experience will receive due consideration. Thus, records of volunteer hours worked must be made available as appropriate.
2. An employee may receive a wage that is lower than the suggested base rate if that employee has less than the minimum qualifications (i.e. 15 years of age with only bronze medallion) but in any case, no employee will receive a wage which is lower than the provincial minimum wage.
3. First Aid is defined as :

LSS Aquatic Emergency Care, or
Standard First Aid, or
Emergency First Aid.
4. “Interim” award cards may be acceptable in the determination of hourly rate.
5. The Pool Manager, in conjunction with the Operations Manager, will hire the appropriate staff to effectively run the pool season. In the event that a wage issue arises, the Operations Manager may seek authorization from the Chief Administrative Officer to increase a wage beyond those outlined in the policy. This should only be done in extraordinary circumstances.

Adopted: September 13, 2000
Amended: November 02, 2005
Amended: October 12, 2006
Amended: July 07, 2011
Amended: November 10, 2011
Amended: June 14, 2012
Amended: May 9, 2013
Amended: May 14, 2015
Amended: April 13, 2017
Amended: March 29, 2018

CENTRAL COAST REGIONAL DISTRICT
POLICIES

Amended: March 14, 2019
Amendment: June 13, 2019
Amended: June 11, 2020
Amended: April 12, 2023

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Position	Minimum Qualifications	Rate
Pool Manager	<ul style="list-style-type: none"> • 19+ years old. Preferred Qualifications: <ul style="list-style-type: none"> • National Lifeguard, Standard First Aid and CPR-C, AMOA. • Swim for Life and/or Pool Operator Level 1 preferred but not mandatory. 	\$25.50-35.00 Wage to be negotiated with expectations and qualifications. Factors to be considered: Aquatic Leadership Experience, other leadership experience, and advanced certification.
Aquatic Leader	<ul style="list-style-type: none"> • 16+ years old. Preferred Qualifications: <ul style="list-style-type: none"> ○ National Lifeguard, Standard First Aid and CPR-C, AMOA. • Current Swim for Life Instructor preferred. • 1+ year lifeguarding experience. • 1+ year leadership experience. 	\$22.50-27.00 Wage to be negotiated with expectations and qualifications. Factors to be considered: Aquatic Leadership Experience, other leadership experience, and advanced certification. Pool manager may designate an Aquatic Leader to be Assistant Manager and increase their pay (\$2.00-4.00/hr)
Pool Operator / Lifeguard / Swim Instructor	<ul style="list-style-type: none"> • 16+ years old. Preferred Qualifications: <ul style="list-style-type: none"> ○ National Lifeguard, Standard First Aid and CPR-C, AMOA. • Current Pool Operators Level 1 Certificate or equivalent experience. • Swim for Life Instructor preferred. 	\$25.00-30.00 Factors to be considered: Pool Operator experience, additional trade tickets.

CENTRAL COAST REGIONAL DISTRICT
POLICIES

<p style="text-align: center;">Lifeguard/Swim for Life Instructor</p>	<ul style="list-style-type: none"> • 16+ years old. <p>Preferred Qualifications:</p> <ul style="list-style-type: none"> ○ National Lifeguard, Standard First Aid and CPR-C, AMOA, Swim for Life Instructor. 	<p style="text-align: center;">\$20.50-24.00</p> <p>Factors to be considered: Aquatic experience, other leadership experience, advanced certification</p>
<p style="text-align: center;">Assistant Lifeguard / Swim for Life Instructor</p>	<ul style="list-style-type: none"> • 14+ years old. <p>Preferred Qualifications:</p> <ul style="list-style-type: none"> ○ Bronze Cross or Swim for Life Instructor, Standard First Aid and CPR-C, AMOA. <ul style="list-style-type: none"> • Relevant Experience. 	<p style="text-align: center;">\$17.50-20.00</p> <p>Factors to be considered: Aquatic experience, other leadership experience, advanced certification.</p>
<p style="text-align: center;">Junior Lifeguard / Instructor</p>	<ul style="list-style-type: none"> • 14+ years old. <p>Preferred Qualifications:</p> <ul style="list-style-type: none"> • Bronze Cross. • Current Emergency First Aid and/or Standard First Aid with CPR-C preferred. 	<p style="text-align: center;">\$17.50-20.00</p>
<p style="text-align: center;">Specialty Instructors/Maintenance Assistant</p>	<p>Qualifications are dependent on position.</p>	<p style="text-align: center;">\$26.00-40.00</p>