



MUNICIPAL BUILDING
655 Blacklick St.
Groveport, OH 43125
614.836.5301
www.groveport.org

City Administrator Report to Council
BJ King, City Administrator
March 27, 2023

Legislation

Ord. 2023-013 – Aquatics Center staff pay rates

Hiring lifeguards, and other aquatics staff, for our Recreation Center and Aquatics Center continues to be a challenge. Feedback that has been received is that our starting rate of pay for lifeguards is not competitive with industry standers. Our starting pay for the lifeguard position is \$11.00. Annie short has visited high schools in the area in an attempt to recruit. She has received the same feedback about the low starting wage from those she speaks to about our lifeguard positions.

In an effort to make our rates of pay competitive in the market for aquatics staff positions, it is recommended that three (3) positions be reclassified to higher paygrades. The proposed reclassifications are:

- Lifeguard: paygrade 3 (\$11.00 start) to paygrade 6 (\$14.91 start)
- Head Lifeguard: paygrade 4 (\$12.29 start) to paygrade 7 (\$\$16.21 start)
- Aquatics Supervisors: paygrade 6 (\$14.91 start) to paygrade 8 (\$17.50 start)

Attached to this report is a chart that shows lifeguard starting rates of pay for other communities. As you will see, Groveport is on the low end of this list.

Making these changes will result in a budget increase of \$54,383.

The Administration requests approval of this ordinance as an emergency so the new rates, if approved, can be used to recruit for the upcoming outdoor pool season. I look forward to the discussion on Monday.

Attended Meetings/Events:

3/14/2023 – Utilities transfer- Little Italy
3/15/2023 – Senior Center Arm Chair Travel
3/15/2023 – Senior Center Saint Patrick's Day lunch
3/16/2023- Bi-weekly meeting with Public Services Director
3/16/2023 – Aquatics Center staffing discussion

Town Hall 648 Main Street, Groveport, OH 43125
Groveport Recreation & Aquatic Center 7370 Groveport Road, Groveport, OH 43125
Public Works Facility 7400 Groveport Road, Groveport, OH 43125
Groveport Municipal Golf Course 1005 Richardson Road, Groveport, OH 43125
Police Department 5690 Clyde Moore Drive, Groveport, OH 43125



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3/21/2023 – Canal partners meeting
3/21/2023 – Compensation Study kickoff meeting
3/22/2023 – Meals on Wheels lunch packing
3/23/2023 – Street Program bid opening
3/24/2023 – Lunch at GMHS

Upcoming Meetings/Events:

3/27/2023- SRO discussion
3/27/2023 – City Council
3/31/2023 – MORPC State of the Region luncheon

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Lifeguard Certification Process:

Prerequisites Candidates (Prior to entering the class):

1. Be at least 15 years old on or before the final scheduled session of the course.
2. Swim 300 yards, continuously demonstrating breath control and rhythmic breathing. Candidates may swim using the front crawl, breaststroke or a combination of both, but swimming on the back or side is not allowed. Swim goggles may be used.
3. Tread water for 2 minutes, using only the legs. Candidates should place their hands under the armpits.
4. Complete a timed event within 1 minute, 40 seconds:
 - Starting in the water, swim 20 yards. Swim goggles are not allowed.
 - Surface dive, feet-first or headfirst, to a depth of 7 to 10 feet to retrieve a 10-pound object.
 - Return to the surface and swim 20 yards on the back to return to the starting point with both hands holding the object and keeping the face at or near the surface so they are able to get a breath.
 - Exit the water without using a ladder or steps.

To pass the lifeguard course:

1. Attend the entire course and participate in all class sessions.
2. Actively participate in all course activities, including assuming various roles during scenarios.
3. Demonstrate competency in all required skills.
4. Pass the final skills scenarios.
5. Successfully pass final written exams with a minimum grade of 80%.

Articles on Recreation Position Shortages:

<https://www.nrpa.org/parks-recreation-magazine/2022/january/parks-and-recreation-feels-impact-of-labor-shortage/>

<https://www.nrpa.org/parks-recreation-magazine/2022/february/recruiting-and-retaining-young-adults-to-the-park-and-recreation-workforce/>

<https://www.portland.gov/parks/news/2023/2/15/portland-parks-recreation-facing-staffing-issues-continues-recruit-full-time>

<https://www.dispatch.com/story/news/2022/05/27/lifeguard-shortage-causes-headaches-columbus-area-swimming-pools/9854406002/>

<https://www.theguardian.com/us-news/2022/jul/09/us-summer-pools-swimming-lifeguard-shortage>

<https://spectrumnews1.com/oh/columbus/news/2021/07/08/pickerington-community-pool-closes-citing-staffing-issues>

Ohio State Incentive:

Summer Pay Rate Increase (and our need for additional help)

As mentioned in previous emails, we have been advocating for increased wages. The December increase that brought regular wages up to \$2.00 per hour higher for most positions was great and we are grateful, but our wages are still not competitive for summer or break periods. While there are on-going larger and more long term discussions within Student Life and the university as it relates to student wages (including consideration of higher wages or incentives for break periods), we were able to get an immediate and temporary increase for those of you working here this summer.

Retroactive to the start of this pay period (Sunday, June 20) all student aquatic staff (and FT lifeguards) will receive a \$3.00 per hour increase to their base wage for the duration of summer.

- In order to receive this pay, you need to let me know that you are in town and able to work (or when you are returning to campus).
- It is important for you to let me know right away if you are able to work, as I have to put in raises individually by person.
- Those of you already on the attached schedule do not need to notify me.
- We hope that this increase will incentivize those of you that are local (or those that are able to return for a few days, longer term, or earlier than planned) to begin picking up shifts and be added to the schedule.

City/Company	Pay Rate Per Hour	Max Starting Rate
USA Management		\$20
Oberlin	\$18	
Lifetime - Columbus	\$18	
Zoombezi	\$17	
Solon	\$16.98	
Dublin	\$16.50	\$20.00
Hastings Water Works	\$16.00	
Columbus	\$15.00	
JCC- Columbus	\$15.00	\$20.00
Buckeye Lake	\$15.00	
Lorain County	\$15.00	
New Albany Country Club	\$15.00	
Camp Mary - Columbus	\$15.00	
Akron	\$15.00	
Orange Community Education	\$15.00	
Dayton	\$15.00	
Hathaway Brown School - Beachwood	\$15.00	
Gahanna	\$14.25	\$16.25
YMCA - Avon	\$14.00	\$15.00
Hilliard	\$14.00	
Beechmont Country Club - Orange	\$14.00	\$19.00
Westerville	\$14.00	\$16.01
Westlake	\$14.00	
Upper Arlington	\$14.00	
Columbus School for Girls	\$14.00	
GoldOller Real Estates Investments	\$14.00	\$16.00
Metropolitan Pool Service	\$13.25	\$15.00
Goldfish Swim School - Westerville	\$13.00	\$15.00
Goldfish Swim School - Warrensville	\$13.00	\$15.00
Pickerington	\$13.00	\$15.00
JCC - Beachwood	\$13.00	\$14.00
Delaware	\$12.48	\$14.56
Denison University - Granville	\$12.30	
Marion	\$12.28	
Blue Ash	\$12.22	
Springdale	\$12.06	
Bedford	\$12.00	\$15.00
North West Swim Club - Columbus	\$12.00	
Brecksville	\$12.00	\$14.00
YMCA Canal Winchester	\$12.00	
Athens	\$12.00	
Hydra Aquatics - Canal Winchester	\$12.00	
Twinsburg	\$12.00	
Macedonia	\$12.00	
Safe Splash Swim Labs - Columbus	\$12.00	\$14.00
Cincinnati	\$11.53	
Parma City Schools	\$11.00	
Lancaster	\$11.00	
Broadview Hts	\$11.00	
Groveport	\$11.00	\$14.33
Average Overall	\$13.65	

Columbus Area Only	Pay Rate Per Hour	Max Starting Rate
USA Management		\$20
Lifetime - Columbus	\$18	
Zoombezi	\$17	
Dublin	\$16.50	\$20.00
Columbus	\$15.00	
JCC- Columbus	\$15.00	\$20.00
Buckeye Lake	\$15.00	
New Albany Country Club	\$15.00	
Camp Mary - Columbus	\$15.00	
Gahanna	\$14.25	\$16.25
Hilliard	\$14.00	
Westerville	\$14.00	\$16.01
Upper Arlington	\$14.00	
Columbus School for Girls	\$14.00	
GoldOller Real Estates Investments - Columbus	\$14.00	\$16.00
Goldfish Swim School - Westerville	\$13.00	\$15.00
Pickerington	\$13.00	\$15.00
Delaware	\$12.48	\$14.56
Denison University - Granville	\$12.30	
North West Swim Club - Columbus	\$12.00	
YMCA Canal Winchester	\$12.00	
Hydra Aquatics - Canal Winchester	\$12.00	
Safe Splash Swim Labs - Columbus	\$12.00	\$14.00
Lancaster	\$11.00	
Groveport	\$11.00	
Average	\$13.81	