

SB - FYI



Cape Elizabeth Community Services

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TO: Meredith Nadeau & Pauline Aportria

FROM: Janet Hoskin *JH*

Date: June 1, 2012

SUBJECT: Proposal for Lifeguard Pay Rate Adjustment

So as to bring our pay rate for FTE lifeguard positions closer to those of other area pools, I recommend increasing their hourly rate of pay from \$11.44 to \$12.01.

Portland: \$14.15-\$16.33

South Portland: \$13.00-\$14.48

In addition, I recommend the lifeguard who supervises other guards during weekend hours to receive a \$1 per hour adjustment during those hours with these additional responsibilities. Both of these adjustments may be accomplished by taking \$2100 from the 655-1001 Swim Lesson Director Stipend line (originally budgeted as \$3000).

The Swim Lesson Director Stipend would then be reduced to \$900.

Since this is just the first attempt at pay rate adjustments, I would also recommend revisiting the pay rates prior to the FY'14 Budget.

Thank you for considering this proposal.