

Pool Staff Training Project 2024

OPRA Foundation Grant Summary

Date authorized: 3/28/2024

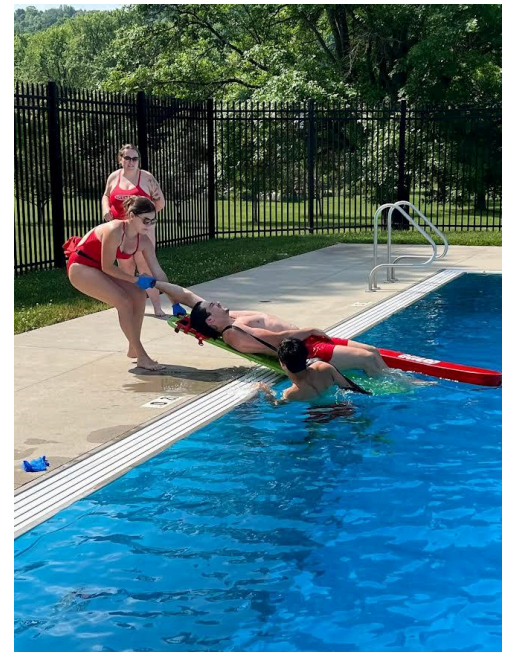
Amount authorized: \$1,500

Summary of Project Objectives:

The City of Athens Arts, Parks, and Recreation department used the OPRA foundation grant to help fund necessary training for our 2024 seasonal pool staff. Below are the objectives for this project that were listed in the grant proposal.

- To secure funding for Lifeguard training, Water Safety Instructor training, CPR/First Aid training, Lifeguard Management training, and the Aquatics Facility Operator course for the 2024 pool season.
- To have a fully staffed 2024 City of Athens Pool from Memorial Day weekend through August by securing funding for necessary training.
- To reduce barriers for well qualified staff to secure seasonal pool positions by covering training costs.
- To allow for the City of Athens pool to operate more consistently and efficiently to better meet the needs of community members.

The funds received from this grant were instrumental in ensuring we were fully staffed and properly trained for the 2024 pool season. Grant funds were utilized for covering the cost of American Red Cross lifeguard certifications, as well as the Aquatics Facility Operator course, the American Red Cross Lifeguard management course, and ServSafe training. This ensured that staff did not have to endure these training costs. This grant money contributed to certification or recertification of 28 lifeguards this season. In addition, this season we also had 5 ServSafe certified employees, and our pool manager was able to receive valuable training prior to the start of the pool season. Being able to pay for these trainings was not only helpful with acquiring new staff, but also for retaining staff from previous seasons that needed to be recertified. The Athens City Pool was able to operate from Memorial Day weekend through Labor Day weekend, with reducing hours/days open during the final 2 weeks of August due to students returning to school. Having an adequate number of staff also helped to reduce staff burnout particularly at the end of the season. The Athens City Pool was able to provide and host countless swim lessons, swim practices, fitness classes, birthday parties, special events, and more. Overall, these funds played a key role in allowing our team and facility to better serve our community this pool season.



Description of Project Timeline:

- **February:** Began securing training dates for pool staff for the 2024 pool season.
 - **February 20-21st:** Pool manager takes Aquatics Facility Operator Course.
- **March:** Grant approved and \$1,500 authorized for Pool Staff Training Project.
- **April:** Pool manager completes American Red Cross Lifeguard Management Course
- **May:** Three lifeguard certification classes took place in May at our pool facility with those dates being 5/10, 5/23, and 5/26. One lifeguard training course is done at our local university aquatics center, and ServSafe training is completed in May as well. The Athens City Pool had a soft opening date of Friday, May 24th. On this day we opened to the public to sell memberships, and begin swim tests. The Athens City Pool was then fully open to the public beginning Saturday, May 25th.
- **September:** The Athens City Pool remained open until Labor Day (Monday, September 2nd).

The American Red Cross Lifeguard trainings that were taught at our aquatics facility on 5/10, 5/23, and 5/26 were instructed by some of our part-time staff who were certified lifeguard instructors. In the expense breakdown chart below, the instructor cost was calculated and represents the cost endured by our department to pay out our staff who were teaching. One lifeguard training took place at our local university indoor pool facility as well. All of the initial lifeguard training was complete by June of 2024, with additional inservice training happening throughout the 2024 pool season. These inservice training included a visit from our local police department, review of roles and responsibilities, practicing rescue technique and emergency protocol, and more.



Evaluation of Outcomes and Impact:

The Athens City pool had a total of 78 staff for the 2024 pool season, and operated from Memorial Day weekend to Labor Day weekend. Having an adequate amount of staff that were properly trained helped to create smoother pool operations overall. A few specific examples are: ensuring we had an adequate number of swim instructors for our swim lessons, allowing us to operate both a morning and evening lap swim time, and allowing us to offer after hour party rentals 5 nights a week. All of these opportunities, and more, contributed to our success and ability to serve the community.





Subsequent Plans:

The City of Athens hopes to continue to find funds to cover costs of staff training for future pool seasons to come. Because of lack of time and resources, we were unable to secure Water Safety Instructor training for one of our lead lifeguards, as well as CPR/First Aid for some of our lead pool attendants (who work at the front desk and concessions). In the future, we hope to be able to add these trainings to costs that are covered by our department.

Summary of Expenses Incurred:

Training:	Number of staff trained 2024:	Cost for trainings:	Instructor cost:	Total cost:
American Red Cross Lifeguard Training (trained internally*):	18 staff	\$690.00	\$2,836.08	\$3,526.08
American Red Cross Lifeguard Training (trained externally*):	10 staff	\$1,900	N/A (included in course cost)	\$1,900
American Red Cross Lifeguard Management Course:	1 (pool manager)	\$120.00	N/A (included in course cost)	\$120.00
Aquatics Facility Operator Course:	1 (pool manager)	\$299.00	N/A (included in course cost)	\$299.00
ServSafe Training:	5 staff	\$110.00	N/A (included in course cost)	\$110.00
Total Cost:				\$5,955.08

*NOTE: We had several staff that were trained at our local university aquatics facility. The cost of these trainings that were paid for by our department are included in the “American Red Cross Lifeguard Training (trained externally)” category. The cost of these lifeguard courses was \$190 per staff, and this included the instructor cost. The staff that were trained at our facility, and by some of our part-time staff are included in the “American Red Cross Lifeguard Training (trained internally)” category. We took the hourly pay for our part-time staff that were instructors and multiplied it by the number of hours they worked when facilitating the course to get the instructor cost listed. Each lifeguard training course required 2 instructors, and included at least 27 hours of in-class time.