

MINUTES OF THE REGULAR MEETING
OF THE POOL ADVISORY COMMITTEE
OF THE CITY OF SUNSET HILLS, MISSOURI
HELD ON MONDAY, June 27, 2022

BE IT REMEMBERED that the Pool Advisory Committee of the City of Sunset Hills, Missouri met at City Hall, 3939 S. Lindbergh Blvd. The meeting convened at 6:30pm.

Present:

Jan Hoffmann	-Pool Advisory Chairman
Pat Duke	-Pool Advisory Member
Mayor Pat Fribis	-Pool Advisory Member
Lisa Soto	-Pool Advisory Member
Aimie Monda	-Pool Advisory Member
Gerald Brown	-Director of Parks and Recreation

Absent:

APPROVAL OF THE MINUTES

Copies of the Minutes of the May, 2022 Pool Advisory meeting were distributed to the members for their review. Ms. Monda made a motion to accept the minutes as submitted. Ms. Soto seconded the motion, and it was unanimously approved.

Old Business

New Business

A. Discuss shortage of Personnel

Mr. Brown explained that we had to let go our full-time personnel (aquatic coordinator), Mr. Watts will be returning to the position for the remaining of the year until we have positioned filled. Mr. Brown gave a brief description; having over 70 individuals apply for the position of lifeguard. However, we currently only have 43 that are certified (compared to 80 in past years). Some guards quit based on hourly wage, others sought out different opportunities or were unsuccessful with lifeguard testing. The aquatic facility typically operates from 6am – 9pm Monday – Friday and 10am – 7:30pm Saturday and Sunday. Not all of these hours are open to the general public; outside of our normal 12p-7p, as noted above, we also open for Swim and Dive, private pool parties, water aerobics, swim lessons, and river walk. We must cover 1,345 hours/week for all shifts to be covered, here is a quick breakdown:

-Head Lifeguard (87.75 hours/week)

- Lifeguards (973 hours/week)
- Swim Lessons (96.5 hours/week)
- Pool Parties (112.5 hours a week)
- Inservice training (45 hours/week)
- Private lessons (30 hours/week)

We have proposed the following plan to combat the shortage of guards for this year, the plan is to work from the top down until we have problem addressed for the summer:

1. Enacted lifeguard incentive program.
To be eligible for this incentive, you cannot have 7 or more disciplinary points accrued throughout the summer. You also must earn a 3.0 or higher (on a 5-point scale) on your performance evaluation at the end of the summer.
 - Work 275 Hours, get additional \$175
 - Work 350 Hours, get additional \$300
 - Work 425 Hours, get additional \$500
2. Enacted holiday incentive program again this year:
 - (1) Shift on holiday weekend - \$20 incentive
 - (2) Shifts - \$40 incentive
 - (3) Shifts - \$75 incentive
 - (4) Shifts - \$100 incentive
 - *Memorial Day, 4th of July and Labor Day
3. Currently have (6) weekends of pool parties scheduled, do not offer any additional weekends for pool parties. (savings of 448 hours/season)
4. Would like to offer overtime opportunities for those lifeguards willing to take them (no more than 48 hours per lifeguard a week).
5. Cut one hour off of Saturday and Sundays, instead of opening from 12 -7p, we would be open 12 -6p (savings of 26.5 hours/weekend).
6. Cut one hour off of Tuesday and Thursdays, instead of 12 -7p, we would be open 12 -6 (savings of 26.5 hours/ week).
7. Cut one hour off each day (Monday – Friday), (savings of 90 hours/week).

Looking forward to next year, we believe we need to look into the following ideas/suggestions to combat personnel shortages:

- Raise hourly wage
- Look into a senior lifeguard program
- Offer a signing bonus

B. Discuss Maintenance Items

Mr. Brown discussed some of the maintenance items; that are currently on hold until we see how numbers are with personnel:

- Shed
- Block Windows

Pump room – we have ordered the pump, and hope to start mid July on replacing pump for lazy river.

Other Matters deemed Necessary

NEXT MEETING DATE

The Pool Advisory Committee will meet July 25, 2022 at 6:30pm at Aquatic Facility.

ADJOURNMENT

Mayor Fribis made a motion to adjourn the meeting at 6:57 pm. Ms. Duke seconded the motion, and it was unanimously approved.

As submitted by,

Gerald Brown, Director of Parks & Recreation