



# REQUEST FOR DECISION

Meeting: January 27, 2025

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## Aquatic Centre - Assistant Lifeguard Position

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### **DESCRIPTION/BACKGROUND:**

In 2019 the Royal Lifesaving Society of North America changed their policy to allow youth aged 15 years to take the National Lifeguard (NL) course. Before 2019, only children 16 years and up were able to register for the NL Course. The policy change allows those holding the NL Award at 15 years of age to become an Assistant Lifeguard. The Town currently has Junior and Senior Lifeguard positions, but does not have an Assistant Lifeguard. Creating and filling this position would help the Town fill some scheduling challenges that we have and help us provide a better service to the community.

The Assistant Lifeguard cannot be the primary lifeguard on the pool deck at anytime and would require the direct supervision/support of a certified National Lifeguard. Assistant guards would be in a supportive role, ensuring that the Lifeguards remained on deck for the safety of the patrons. They could substitute in for a Junior Lifeguard for weekend or weekday public swims, Fitness/Lane Swims, special events or private rentals. The expectation is that those in the Assistant Lifeguard Position would become lifeguards at CAC when they are 16 and stay working in the facility longer.

Administration has had inquiries regarding the Town of Claresholm policy to hire only those 16 years and older. Facilities such as Vulcan and Fort Macleod hire youth of 15 years of age holding the NL Award in the capacity of Assistant Lifeguard. The Town traditionally has not

There will be no increase to the budget with the addition of an Assistant Lifeguard Position, the wage is less, they would be replacing a Junior Lifeguard on deck and providing additional support during busy swim times, which would be staffed by either Junior or Senior Lifeguards.

We propose that the Assistant Lifeguard Position wage match that of the Cashier position wage (\$17.57/hr) as per the collective agreement \$17.57/ hour, is in the Unions Collective Agreement under the Cashier Position wage. There has not been a Cashier at the Aquatic Centre since before 2011. This would be non-union to start but can be added to the collective agreement via a letter of understanding or added during the next round of collective bargaining.

### **PROPOSED RESOLUTIONS:**

MOVED by Councillor \_\_\_\_\_ to approve the position of Assistant Lifeguard job description for the Town of Claresholm.

### **COSTS/ SOURCE OF FUNDING (if applicable):**

Operating Budget

### **RECOMMENDED ACTION:**

To approve the Assistant Lifeguard position with a base wage of \$17.57 to help ensure the Claresholm Aquatic Centre has the necessary staff available to meet lifeguard to patron ratios set by the Lifesaving society.

ATTACHMENTS:

- 1.) Assistant Lifeguard Job Description

APPLICABLE LEGISLATION:

- 1.) Page 5, Public Pool Safety Standards

<https://www.lifesaving.org/public/download/documents/54128>

PREPARED BY: Denise Spencer, Recreation Manager

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APPROVED BY: Abe Tinney, CAO

DATE: January 22, 2025

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