



SWIMMING POOL POSITIONS

Portland Parks and Recreation operates programs at 6 indoor and 7 outdoor swimming facilities. We are looking for qualified staff to operate these pools. Employee duties include lifeguarding, teaching aquatic classes, instructing water fitness classes, cashiering, and maintenance tasks. All staff are expected to convey good public relations and follow established policies and procedures for safe, fun and efficient operation of the City pools.



Portland Parks & Recreation values a diverse workforce and seeks ways to promote equity and inclusion within the organization. PP&R encourages candidates with knowledge, ability and experience working with a broad range of individuals and diverse communities. Although not required, PP&R encourages candidates that can fluently speak another language to include that information in your application.

APPLICATION PROCESS

All applicants should submit their completed application to the Aquatic Program Director by the deadline specified in the job description. In order for your application to be considered, your certifications must be current. The Aquatic Program Director or District Aquatic Coordinator will schedule an interview with each new applicant. **Applicants will not be permitted to work unless copies of all required certifications are turned into the Aquatics Office.**

JOB ASSIGNMENTS

The placement and weekly hours of each employee will be determined by employee experience, mobility, program type, and facility need.

FLEXIBLE HOURS

The Aquatics Division offers a variety of work schedules at our facilities. Opportunities exist for school teachers, homemakers, students or for second job. Employees can work up to 40 hours per week, but we also have numerous employees who work 10 to 20 hours per week to fit their schedules. **Employees can not work more than 1200 hours in a calendar year.**

AQUATICS APPEARANCE CODE

The personal appearance of our aquatics staff conveys a strong impression of Portland Parks to our guests. Hair at all times must be clean, neat, groomed and trimmed. Radical hair styles are not permitted. Mustaches and beards must be neatly trimmed and groomed. No jewelry is allowed other than wedding bands. Eating food, candy, or chewing gum is not allowed in guest areas. If hired, detailed appearance and uniform guidelines will be provided.

UNIFORMS

All staff members are required to wear designated uniform while on duty. Uniforms must be neat and clean at all times – no alterations are permitted. If hired, additional information concerning uniforms will be provided.

For further information contact:

503-823-5130



JOB DESCRIPTION

LIFEGUARD

REQUIREMENTS

1. Current **StarGuard Certification**. For applicants with current **American Red Cross** or **YMCA Lifeguard Certification**, we offer a \$50.00 discount on the **StarGuard Certification Course**. Call 503-823-5130 for dates and times of courses.
2. Attend required staff training and in-services.
3. Wear required Portland Parks uniform.
4. 15 years of age and older.

WORKING CONDITIONS

1. Irregular work shifts — weekdays, evenings, weekends, holidays.
2. Required to do pool maintenance as needed.
3. Required to perform all duties of a cashier.



RESPONSIBILITIES

1. Prevent accidents through the enforcement of policies, rules, and regulations governing the conduct of guests using the pools.
2. Be friendly, helpful, and cheerful to all pool guests and fellow employees.
3. Maintain a “we can” atmosphere through good public relations.
4. Be punctual when reporting for duty.
5. Maintain an acceptable appearance of both uniform and personal hygiene at all times.
6. Set a good example of proper pool conduct for guests to follow.
7. Prepare Accident, Incident, and Rescue Reports as needed.
8. Swim each week of employment to maintain a good fitness level.
9. Have knowledge of entire program offerings at your facility and be able to convey that information to guests.
10. Work as a cashier as needed and fulfill all the responsibilities of cashier while in that position.
11. Do pool maintenance as needed, which includes but is not limited to: pool vacuuming, hosing and disinfection of decks, locker rooms, etc., cleaning and maintaining entire facility throughout the day.
12. Report safety concerns to supervisor as needed.
13. Complete Department Audits as required.
14. Complete tasks assigned by supervisor.

**For information on StarGuard
Course Dates and Review Dates,
call 503-823-2852.**



SWIM INSTRUCTOR

REQUIREMENTS

1. Current training in **Portland Parks Swim Instructor Training Program**. For applicants with current **American Red Cross, Swim America** or **YMCA Swim Instructor Certification**, we offer a \$50.00 discount on the **Portland Parks Swim Instructor Certification Course**. Current Swim Instructor Recertification (*required every 2 years*).
2. Attend required staff training and in-services.
3. Wear required Portland Parks uniform.
4. 15 years of age and older.



RESPONSIBILITIES

1. Teach swim lessons.
2. Teach Parent/Child classes (Angelfish & Starfish).
3. Convey a fun and positive experience for each participant in your class.
4. Strive for skill development and / or stroke improvement from each participant.
5. Be friendly, enthusiastic and caring towards participants in class.
6. Give feedback to parents regarding their child's progress in your class.
7. Provide a good mixture of demonstration, explanation, practice, and skill correction during each lesson.
8. Keep class active during each lesson by preparing for class (lesson plan).
9. Evaluate and issue proper certificates to participants.
10. Set a good example of proper pool conduct for participants to follow.
11. Keep accurate course records.
12. Work well with the Lead Instructor.

**For information on Portland Parks
Swim Instructor Training, call
503-823-5130.**



PART-TIME AQUATIC EMPLOYEE SALARIES

CATEGORY	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
LIFEGUARD (Base Rate)	\$10.00	\$10.25	\$10.50	\$11.25	\$12.00	\$13.00
SWIM INSTRUCTOR***	\$10.50	\$10.75	\$11.00	\$11.75	\$12.50	\$13.50

Progression of Steps if you are beginning your . . .

- STEP 1** 1st year in that category, plus satisfactory evaluations.
- STEP 2** 2nd year in that category, plus satisfactory evaluations.
- STEP 3** 3rd year in that category, plus satisfactory evaluations.
- STEP 4** 4th year in that category, plus satisfactory evaluations.
- STEP 5** 5th year in that category, plus satisfactory evaluations.
- STEP 6** 6th year in that category, plus satisfactory evaluations.



All new employees will start at Step 1, unless they have met the experience criteria in a higher step. New employees may **not** start higher than Step 3.

Step increases only occur in June.

NOTE:

All employees will be paid for duty assignments at the pay rate for each designated duty responsibility.

EXAMPLE: An employee who teaches 2 hours of swim lessons will be paid at the swim instructor rate of pay for those 2 hours. If that same employee then works 4 hours as a lifeguard, he / she will be paid 4 hours at the lifeguard rate of pay.

*****EXCEPTION:** Swimming lesson instructors will be paid their Base Rate (lifeguard wage) for co-teaching and for inservice.

**If you have any questions in regard to pay scales,
please call Sheryl Juber at 503-823-5130.**



WATER FITNESS INSTRUCTOR

REQUIREMENTS

Current training in **Portland Parks Water Fitness Instructor Training Program**.

1. Within one year of employment must obtain National Certification in Water Fitness Training.
2. Attend required quarterly Water Exercise Inservices, home pool Staff Inservices.
3. Wear professional fitness attire: swim suit, shorts or bike shorts, water/dock shoes.
4. Teach classes from pool deck (or in some cases be able to get in and out of water for deck demonstrations).
5. Be 15 years of age or older.
6. Experience in the water a must. It is best if you have experience participating in water fitness classes or teaching group fitness classes.



RESPONSIBILITIES

1. Teach water fitness classes. Have a lesson plan or workout outline for the class. Convey a fun, positive experience and motivation for participants.
2. Be friendly, enthusiastic and caring towards participants in your class.
3. Give feedback to participants on posture, form and progress.
4. Provide a good mixture of demonstration, explanation and skill correction during each class.
5. Keep class active and aerobic for at least 25-30 minutes of a 55 minute class.
6. Set a good example of proper pool conduct for participants to follow such as: Water Bottle, Courteous, Lead in Putting Equipment Away.
7. Work well, communicate with Pool Managers.
8. Coordinate with Pool Managers to take on classes/shifts.
9. Once assigned classes, take ownership: show up early to set up equipment – be on deck to welcome and interact with participants.
10. Find own substitutes for classes.
11. Network with other Instructors via provided phone and email lists.

For information on Portland Parks Water Fitness Instructor Training
Ph: Larissa Doty at 503-823-3166 Email: larissa.doty@portlandoregon.gov



PART-TIME WATER FITNESS (only) INSTRUCTOR SALARIES

	(Training Wage)					
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
BASE WAGE	\$11.00	\$11.50	\$14.00	\$15.00	\$16.00	\$20.00

Progression of Steps:

<p>STEP 1: TRAINING WAGE</p> <p>Wage during co-teaching phase, new to teaching, for 2 weeks to 2 months (Depending on frequency and success of teaching).</p> <p>STEP 2: BEGINNER WAGE-Instruction without a national certification.....</p> <p>Instructors have within one year from hire or one year from taking PP&R class to receive national certification.</p> <p>STEP 3: BEGINNER WAGE-Instruction with a national certification. Have taught 1-2 years</p> <p>STEP 4: Have taught 3-4 years</p> <p>STEP 5: Have taught 5-6 years (top pay rate without multiple certifications).....</p> <p>STEP 6: Multiple professional fitness instructor certifications (ie: AEA, ACE, Hydro-fit, IDEA)</p>	<p>\$11.00</p> <p>\$11.50</p> <p>\$14.00</p> <p>\$15.00</p> <p>\$16.00</p> <p>\$20.00</p>
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NOTE: All InService trainings, orientations and meeting will be paid at the lifeguard base wage.



NOTE:
All employees will be paid for duty assignments at the pay rate for each designated duty responsibility.

EXAMPLE: An employee who teaches 2 hours of fitness classes will be paid at the instructor rate of pay for those 2 hours. If that same employee then works 4 hours as a lifeguard, he/she will be paid 4 hours at the lifeguard rate of pay.
For each 55-60 minute class Instructors are paid for 1.25 hrs (15-minute paid to set up/put away, talk with patrons).

If you have any questions in regard to pay scales, please call the Aquatic Program Director at 503-823-5130.



TRAINING DATES TO REMEMBER!

All employees are required to attend orientation meetings prior to the start of summer employment and periodic meetings/in service training during the season. Please reserve the following dates for this summer season. Locations and times of each training have not been confirmed and will announced at a later date. Additional dates during summer will be provided at orientation.

Saturday, June 4	All Lifeguard Staff Skill Test
Sunday, June 5	Uniform Distribution Day
Thursday, June 9	New Staff Orientation (evening)
Saturday, June 11	Walk-In Swim Lesson Registration
Monday, June 13	All Staff Training
Tuesday, June 14	Pool Open – Programs Begin

All dates are subject to change.



Summer 2016 NEW STAFF AQUATICS APPLICATION

Return with copies of Certifications to:

Aquatic Program Director
Portland Parks and Recreation
2909 SW 2nd Ave
Portland, OR 97201



**APPLICATION DEADLINE:
ASAP. No later than 5/916**

OFFICE USE ONLY

PERSONAL INFORMATION

CHECK POSITION(S) APPLYING FOR:

- Lifeguard Only
- Water Exercise Instructor
- Lifeguard/Instructor
- Summer Swim League Coach
- Swim Instructor Only
- Summer Swim League Official
- Diving Instructor



Please USE INK PEN and WRITE CLEARLY!

Name _____ Email _____

Address _____ Cell Phone () _____

City _____ State _____ Zip _____ Home Phone () _____

Education: High School _____ Education: 9 10 11 12 13 14 15 16 17
Grade Point Avg. (circle last year completed)

College attended _____ Yr. Grad _____ Major _____

Neighborhood Pool _____
Grade Point Avg.

CERTIFICATIONS

CERTIFICATIONS:	ISSUING AGENCY	ISSUE DATE	EXPIRATION DATE
Lifeguard			
Certification: _____			
Swim Instructor			
Certification: _____			
Water Exercise			
Certification: _____			
Other			
Certification: _____			

Lifeguard

Certification: _____

Swim Instructor

Certification: _____

Water Exercise

Certification: _____

Other

Certification: _____

**Copies of all certifications must be attached to completed application.
Certification must be current through duration of employment.**

- I agree to have **CURRENT CERTIFICATION**, as it relates to my Aquatic position, valid through September 2016.
- I will attend all mandatory staff meetings, orientation and inservices throughout Summer 2016.

Signature: _____ Date: _____

JOB EXPERIENCE

List below experience related to the position for which you are applying. Begin with your most recent experience. You may include intern or volunteer work as well as full-time or part-time employment. Additional information may be attached.

USE THIS FORMULA FOR TOTAL HOURS WORKED: HOURS PER WEEK X WEEKS WORKED = TOTAL HOURS

Name, Address, Phone # of Employer or Volunteer Agency	Dates of Employment (Month & Year)			Your Position
	From	To	Total Hrs. Worked	Supervisor

Reason for leaving: _____

Name, Address, Phone # of Employer or Volunteer Agency	Dates of Employment (Month & Year)			Your Position
	From	To	Total Hrs. Worked	Supervisor

Reason for leaving: _____

List any additional experience or training which relates to the position for which you are applying: _____

NEW STAFF AQUATICS APPLICATION

IMPORTANT! Applications with incomplete dates available will not be considered. The following information is very important and has direct bearing on consideration for employment. Be specific!

Earliest date you can report to work: _____

Latest date you can work: _____ Why? _____

Between starting and ending dates, will there be any times you cannot work? No Yes

If yes, please state dates, how long and why: _____

Do you expect to be engaged in any other employment from June through September 13, 2016? No Yes

If yes, please explain: _____

Do you expect to take any school classes this Summer? No Yes If yes, please explain: _____

Have you worked for Portland Parks and Recreation previously? No Yes If yes, when and where: _____

REFERRAL INFORMATION: NEW applicant, how did you hear about this job?

Referred by current Portland Parks Aquatics employee: _____
Name of employee

School Newspaper Radio/TV Job Fair Other _____

I understand that if hired by the Aquatics Division of Portland Parks and Recreation, my employment is seasonal and will not extend past my assigned facility's last day of operation. To work on a part-time basis, year-round, I will be required to reapply for those positions in August. I further understand that I am not guaranteed a certain number of hours during the summer season. Hours and schedules are determined by program demand, facility need, weather, mobility, and employee experience.

SIGNATURE: _____ DATE: _____

EMERGENCY NOTIFICATION

TODAY'S DATE _____

EMPLOYEE NAME _____ HOME PHONE NUMBER _____

ADDRESS _____

CITY _____ STATE _____ ZIP CODE _____

CONSIDERATIONS STAFF NEEDS TO KNOW: _____

PERSON TO NOTIFY IN CASE OF EMERGENCY:

NAME _____ RELATIONSHIP _____

HOME PHONE _____

WORK PHONE _____

OFFICE USE ONLY

NEW RE-INTERVIEW REHIRE INTERVIEW DATE / TIME: _____

COMMENTS: _____

HIRE: Yes No POSITION(S): _____

Lifeguard Wage: _____ Instructor Wage: _____ Water Exercise Instructor Wage: _____

Pool Assignment: _____ Last IBIS Base Wage: _____

If you are requesting "Veteran's Preference", attach a copy of your DD214/DD215 and/or Veteran's Administration letter stating your disability to your profile. You must request Veteran's Preference AND include a copy of your documentation for each recruitment you apply for. "Veteran's Preference" documentation must be submitted with your application.

Portland, OR 97201
2909 SW 2nd Ave
AQUATICS

