



LIFEGUARD HIRING POLICY
March 2012

Base Salary

Base salary, as discussed at time of hire, covers number of hours Lifeguard is scheduled to work. For example: Lifeguard is scheduled to work 25 hours, and weather or bacteria levels in the lake do not permit it. The Lifeguard will be paid for the 25 hours he/she could have worked. If a Lifeguard does not work for reasons other than weather or bacteria counts, such as illness, he/she will not be paid for those hours not worked.

Bonus #1

Spring Lake Beach season runs for 15 week. (Minimum hours per week required would be 20 hours per week for at least 12 weeks.)

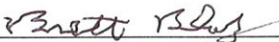
Weeks Worked	Hourly Bonus at End of Season
15	\$.50
14	\$.40
13	\$.30
12	\$.20
11	No Bonus

Bonus #2

Lifeguard supervisor will conduct weekly competency audits to evaluate rescue/first aid skill sets reviewed at the previous weeks in-service. Participating guards must receive a test score of 85% or above to receive \$25 bonus per audit, payable at the end of a successfully completed season. Each guard will participate in a maximum of 10 audits per season.

Responsibilities

Upon hiring, and prior to the ordering of uniforms, and the providing of training by the Village, the Lifeguard will be required to deposit \$50.00 toward these Village expenses. The deposit will be refunded at the end of the summer if the Lifeguard remains on the job for at least 10 weeks.


Brett Blomberg, Mayor