



WASHOE COUNTY

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STAFF REPORT

BOARD MEETING DATE: May 24, 2022

DATE: May 4, 2022

TO: Board of County Commissioners

FROM: Colleen Wallace Barnum, Park Operations Superintendent,
 Community Services Dept., 775-328-2181, cwallace@washoecounty.gov

THROUGH: Eric Crump, Operations Division Director, Community Services Department
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SUBJECT: Recommendation to approve adjustments ranging from \$1.25 to \$3.00 additional per hour to the current pay structure for non-represented Seasonal job classifications Seasonal Pool Manager (class code 4013), Seasonal Lifeguard (class code 4015), and Seasonal Sr. Lifeguard (class code 4014) within the Community Services Department (CSD), retroactive to February 1 of FY 21/22 and ending in FY 24/25, as a result of wage increases by other local municipalities; and authorize Human Resources to make the necessary changes. [Salary increases will be absorbed within CSD Operations Division current fiscal year budget]. (All Commission Districts.)

SUMMARY

Locally, all municipalities have had a difficult time hiring lifeguards for both seasonal and year-round pools. In October of 2021, the City of Reno increased wages for lifeguards to encourage employment in the lifeguard series. As a result of this decision and to remain consistent with other local municipalities, it is proposed to match wage increases for seasonal lifeguards, seasonal senior lifeguard, and seasonal pool managers.

		Washoe County FY22/23		Sparks		Reno		State of NV		Carson City	
	Steps	Min Hourly	Max Hourly	Min Hourly	Max Hourly	Min Hourly	Max Hourly	Min Hourly	Max Hourly	Min Hourly	Max Hourly
WC Job Title	01	\$14.50	\$14.50			\$17.75	\$17.75				
SEASONAL POOL MANAGER	02	\$15.00	\$15.00			\$18.00	\$18.00				
	03	\$15.75	\$15.75			\$18.25	\$18.25				
	04	\$16.50	\$16.50			\$18.50	\$18.50				
	01	\$11.50	\$11.50	\$13.00	\$15.00	\$14.00	\$14.00	\$14.17	\$14.17	\$8.50	\$8.50
SEASONAL LIFEGUARD	02	\$12.25	\$12.25			\$14.25	\$14.25	\$14.77	\$14.77		
	03	\$12.80	\$12.80			\$14.50	\$14.50	\$15.34	\$15.34		
	04	\$13.50	\$13.50			\$14.75	\$14.75	\$15.95	\$15.95		
	01	\$12.50	\$12.50	\$14.00	\$17.00	\$15.00	\$15.00	\$15.34	\$15.34	\$10.50	\$12.00
SEASONAL SR. LIFEGUARD	02	\$13.25	\$13.25			\$15.25	\$15.25	\$15.95	\$15.95		
	03	\$14.00	\$14.00			\$15.50	\$15.50	\$16.61	\$16.61		
	04	\$14.50	\$14.50			\$15.75	\$15.75	\$17.30	\$17.30		

AGENDA ITEM # _____

The following table represents the current and proposed pay structure for the non-represented Seasonal job classifications of Seasonal Pool Manager (class code 4013), Seasonal Lifeguard (class code 4015), and Seasonal Sr. Lifeguard (class code 4014) through FY24/25:

		<i>Current</i>		<i>PROPOSED</i>					
		FY22/23 Eff. (2/1/22)		FY22/23 Eff. (2/1/22)		FY23/24 Eff. (2/1/23)		FY24/25 Eff. (2/1/24)	
Title	Steps	<i>Min</i>	<i>Max</i>	<i>Min</i>	<i>Max</i>	<i>Min</i>	<i>Max</i>	<i>Min</i>	<i>Max</i>
SEASONAL POOL MANAGER	01	\$14.50	\$14.50	\$17.75	\$17.75	\$18.00	\$18.00	\$18.25	\$18.25
	02	\$15.00	\$15.00	\$18.00	\$18.00	\$18.25	\$18.25	\$18.50	\$18.50
	03	\$15.75	\$15.75	\$18.25	\$18.25	\$18.50	\$18.50	\$18.75	\$18.75
	04	\$16.50	\$16.50	\$18.50	\$18.50	\$18.75	\$18.75	\$19.00	\$19.00
SEASONAL LIFEGUARD	01	\$11.50	\$11.50	\$14.00	\$14.00	\$14.25	\$14.25	\$14.50	\$14.50
	02	\$12.25	\$12.25	\$14.25	\$14.25	\$14.50	\$14.50	\$14.75	\$14.75
	03	\$12.80	\$12.80	\$14.50	\$14.50	\$14.75	\$14.75	\$15.00	\$15.00
	04	\$13.50	\$13.50	\$14.75	\$14.75	\$15.00	\$15.00	\$15.25	\$15.25
SEASONAL SR. LIFEGUARD	01	\$12.50	\$12.50	\$15.00	\$15.00	\$15.25	\$15.25	\$15.50	\$15.50
	02	\$13.25	\$13.25	\$15.25	\$15.25	\$15.50	\$15.50	\$15.75	\$15.75
	03	\$14.00	\$14.00	\$15.50	\$15.50	\$15.75	\$15.75	\$16.00	\$16.00
	04	\$14.50	\$14.50	\$15.75	\$15.75	\$16.00	\$16.00	\$16.25	\$16.25

Washoe County Strategic Objective supported by this item: Valued, engaged employee workforce

PREVIOUS ACTION

On March 9, 2021, the Board of County Commissioners (Board) approved adjustments to the seasonal salary schedules for seasonal park employees with the Operations Division of the Community Services Department.

On February 13, 2018, the Board approved adjustments to the seasonal salary schedules for seasonal park employees with the Operations Division of the Community Services Department.

On March 20, 2001, the Board approved increases to the seasonal park salary schedule for the Parks and Recreation Department.

On May 14, 1996, the Board approved adjustments to the seasonal salary schedule for the Regional Parks and Open Space Department.

BACKGROUND

On March 9, 2021, the Board approved adjustments to the seasonal salary schedules for seasonal park employees and salary schedules or interns due to state mandated minimum wage increases. In October of 2021, wages for all positions in the lifeguard job band hired by the City of Reno increased by \$3.00 an hour. This will have a detrimental

impact on lifeguard series positions within Washoe County that have historically been difficult to hire. To be consistent locally and encourage employment in the lifeguard series classification, we proposed matching the increase for seasonal lifeguards, seasonal senior lifeguards, and seasonal pool managers.

FISCAL IMPACT

If approved, the Operations Division of the Community Services Department will absorb the salary increases for the Seasonal Pool Manager, Seasonal Lifeguard, and Seasonal Sr. Lifeguard within the current fiscal year budget.

RECOMMENDATION

It is recommended the Board of County Commissioners approve adjustments ranging from \$1.25 to \$3.00 additional per hour to the current pay structure for non-represented Seasonal job classifications Seasonal Pool Manager (class code 4013), Seasonal Lifeguard (class code 4015), and Seasonal Sr. Lifeguard (class code 4014) within the Community Services Department (CSD), retroactive to February 1 of FY 21/22 and ending in FY 24/25, as a result of wage increases by other local municipalities; and authorize Human Resources to make the necessary changes. [Salary increases will be absorbed within CSD Operations Division current fiscal year budget].

POSSIBLE MOTION

Should the Board agree with staff's recommendation, a possible motion would be: "Move to approve adjustments ranging from \$1.25 to \$3.00 additional per hour to the current pay structure for non-represented Seasonal job classifications Seasonal Pool Manager (class code 4013), Seasonal Lifeguard (class code 4015), and Seasonal Sr. Lifeguard (class code 4014) within the Community Services Department (CSD), retroactive to February 1 of FY 21/22 and ending in FY 24/25, as a result of wage increases by other local municipalities; and authorize Human Resources to make the necessary changes. [Salary increases will be absorbed within CSD Operations Division current fiscal year budget]."