

Agency	Which type(s) of facility does your agency operate? Check all that apply.	Do you have lifeguards at your beach?	Which type(s) of lifeguard certification does your agency require?	Lifeguard starting wage	Lifeguard maximum wage	Swim Instructor Starting Wage	Swim Instructor Maximum Wage	Did you consistently have enough lifeguards to keep your facility operating at full capacity this summer?	If No, how did you adjust your schedule?	What incentives does your facility offer to attract and retain lifeguards?	Are you a single or multiple guard facility?
Berrien County Parks & Recreation	Beach	Y	American Red Cross	\$ 10.00	\$ 12.00			Y		Flex schedule, training opportunities	Single
Bloomfield Township Senior Services	Indoor Pool	Y	American Red Cross	\$ 10.00	\$ 11.00	n/a	n/a	Y	We have had to reduce open swim/pool hours when no guard is available. We also confirm guards before planning aquatic classes. Maybe [mParks] could encourage the Red Cross to have a jobs board. Seems to make sense given their customers pay for certification and adding job opportunities would be great for all parties.	Over the past 5 years we have developed two new FT positions that require LG certification. This allows us to secure steady and quality coverage. We regularly try to recruit area students to work evenings and weekends year round and some during the summer.	Single
Canton Leisure Services	Indoor Pool	N	Ellis	\$ 11.00	\$ 13.00	\$ 13.00	\$ 15.00	Y		Offer after 6 months of continuous work we refund the cost of the lifeguard class if they took it through us.	Multiple
Chelsea Community Education	Indoor Pool	N	American Red Cross	\$ 8.50	\$ 10.00	\$ 8.50	\$ 10.00	N	We were constantly prodding and begging staff to pick up open shifts.	We do not offer any. We only offer two wage rates for non-student graduate and student.	Single
City of Grosse Pointe Farms Parks & Recreation	BeachIndoor Pool	N	American Red Cross	\$ 8.50	\$ 9.25	\$ 9.50	\$ 10.25	N	By closing certain chairs as needed throughout the day and hiring mid-season.	ARC lifeguards receive a \$.25 increase yearly. ARC Swim Instructors receive \$1.00/hour they work, not just when teaching swim lessons.	Multiple
Ingham County Parks Department	Beach	Y	American Red Cross	\$ 9.31	\$ 10.45	Lifeguard Supervisor - \$11.43	Lifeguard Supervisor - \$12.49	N	Had beach closures when staffing levels were to low	None	Multiple

Lansing Parks & Recreation Department	Indoor PoolOutdoor Pool	Y	American Red Cross	\$ 9.25	\$ 10.50	\$ 10.25	\$ 12.50	N	Limited capacity, had to close a pool for days we did not have enough staff	We were certifying them at no cost	Multiple
Macomb Twp Pks & Recreation	Indoor Pool	N	American Red Cross	\$ 9.00	\$ 9.00	\$ 10.00	\$ 10.00	Y		none	Multiple
Novi Parks, Recreation & Cultural Services	Beach	Y	Ellis American Red Cross	\$ 9.50	\$ 10.50			N	We shorten our beach hours, we have an issue the last two weeks of summer.	\$2.00 additional pay an hour the last two weeks of summer	Multiple
Saginaw County Parks & Recreation	Beach	Y	American Red Cross	\$9.00	\$10.50			Y	We post for 12 positions and typically end up with around 10, our guards love the overtime but ideally we would have 12 guards.	\$.50 raise each year returning. Good atmosphere, 2 hour minimum pay on rain days, overtime is an option for staff as well.	Multiple
Saline Parks & Recreation	Indoor Pool	N	American Red Cross	\$ 8.50	\$ 9.00	\$ 8.50	\$ 10.00	N	Schedule for patrons wasn't adjusted. I just had to constantly ask guards if they could pick up extra shifts.	Just started to offer a training class reimbursement program for this fall.	Multiple
South Lyon Area Recreation Authority	Indoor Pool	Y	American Red Cross	\$ 8.50	\$ 9.00	\$ 8.50	\$ 12.00	Y		None. We do have set schedules so lifeguards know what there schedule is for an extended period of time.	Multiple
Troy Recreation Department	Indoor Pool Outdoor Pool	Y	American Red Cross	\$ 8.50	\$ 11.50	\$ 8.50	\$ 16.00	N	We had to close features.	Employee Perks, additional training, Community Center discounts, etc.	Multiple
West Bloomfield Parks & Recreation Commission	Indoor Pool Outdoor Pool	Y	American Red Cross	\$ 9.25	\$ 10.25	\$ 9.25	\$ 11.75	N	Shorten hours, utilized lead guards and managers to jump in rotation	Staff pool parties, staff appreciation outings, mini gifts or rewards, pizza parties when possible, reimburse certification costs	Multiple