




## Department of Human Resources and Management Maryland-National Capital Park and Planning Commission

HUMAN RESOURCES DIVISION  
6611 Kenilworth Avenue, Suite 404  
Riverdale, Maryland 20737  
Office: (301) 454-1700  
Fax: (301) 454-1714  
www.mncppc.org

TO: The Commission

FROM: William Spencer, Acting Executive Director 

SUBJECT: Resolution 24-07 Aquatics Seasonal/Intermittent Pay Schedule Adjustment

The Executive Director is asking for the Commission's approval of an increase to the Aquatics Seasonal/Intermittent Pay Schedule effective the first pay period on or after April 1, 2024.

### **Background:**

The Aquatics Seasonal/Intermittent Pay Schedule consists of three rates for each grade. The first rate is awarded to first year employees in the grade, the second rate to second year employees and the final rate to employees returning for a third year and any subsequent year thereafter.

Rates for aquatics employees have not been changed since the Commission adopted a \$15.00 per hour minimum wage rate in 2022. The Commission is constantly competing with other organizations for the same aquatics workers. The largest competitors include Six Flags Amusement Park, Montgomery County Department of Recreation, the District of Columbia's Department of Recreation, and to a lesser extent, private pool companies. In the summer of 2024, Montgomery County Government will be offering lifeguards \$17.70 per hour and District of Columbia's rate is \$20.00.

### **Wages and Cost:**

A \$1 increase to our first year rates and a similar percentage increase to second, third, and fourth year rates will increase our first year lifeguard rate to \$18.50 per hour in order to create a more competitive posture. The fiscal impact in the FY25 will be solely to the Department of Parks and Recreation and based upon their estimates, will be approximately \$140,000 in FY24 and \$340,000 in FY25.

Staff recommends approval and will be available to answer questions and provide additional information as needed. Thank you for your consideration of this matter.

Attachment: Resolution #24-07 Adjustment to Aquatics Seasonal/Intermittent Pay Schedule



THE MARYLAND-NATIONAL CAPITAL PARK AND PLANNING COMMISSION  
6611 Kenilworth Avenue • Riverdale, Maryland 20737

**M-NCPPC RESOLUTION NO. 24-07**

**ADJUSTMENT TO THE AQUATICS SEASONAL/INTERMITTENT PAY  
SCHEDULE**

**WHEREAS**, the Maryland-National Capital Park and Planning Commission (the “Commission”) management seeks to implement an increase to the Aquatics Seasonal/ Intermittent Pay Schedule; and

**WHEREAS**, the hiring process for aquatics seasonal/intermittent employees begins in April in order to meet the staffing needs of the Commission’s aquatics programs and services; and

**WHEREAS**, the last rate adjustment to the Aquatics Seasonal/Intermittent Pay Schedule was in 2022, when the Commission adopted a \$15.00 per hour minimum wage adjustment; and

**WHEREAS**, the Commission must remain competitive in order to open, operate, and maintain its pools, splash parks, and other aquatics facilities to provide programs and services to its patrons.

**NOW, THEREFORE, BE IT RESOLVED**, that the Commission adopts an Aquatics Seasonal/ Intermittent Pay Schedule increase of \$1.00 per hour for the first year rates and an increase for the second, third, and fourth year rates based on the percentage increase that the \$1.00 per hour increase to the first year rate represents, effective the first pay full pay period on or after May 1, 2024; and

**BE IT FURTHER RESOLVED**, that the Commission hereby approves the attached Aquatics Seasonal/Intermittent Pay Schedule; and


**BE IT FURTHER RESOLVED**, that all previous versions of pay schedules for Aquatics Seasonal/ Intermittent employees are hereby rescinded.

**CERTIFICATION**

This is to certify that the foregoing is a true and correct copy of M-NCPPC Resolution No. 24-07 adopted by the Maryland-National Capital Park and Planning Commission on motion of Commissioner Geraldo, seconded by Vice Chair Harris, with Commissioners Bailey, Geraldo, Harris, Linden, Pedoeem and Shapiro voting in favor of the motion, with Commissioners Bartley, Doerner, Hedrick and Washington absent at its regular meeting held on March 20, 2024 via in-person/video-conference at the Wheaton Headquarters Building in Wheaton, MD, and broadcast by the Montgomery Planning Department.

**APPROVED FOR LEGAL SUFFICIENCY:**

/s/ Michael W. Aniton  
Deputy General Counsel  
Office of the General Counsel  
March 19, 2024

  
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William Spencer, Deputy Executive Director for  
Executive Director Asuntha Chiang-Smith

**The Maryland-National Capital Park and Planning Commission**  
**Aquatics Seasonal/Intermittent Pay Schedule**  
**Proposal to be effective on or before 5/5/24 (B2) and 5/12/24 (B1)**  
**Increase beginning rates by \$1.00 per hour and then change remaining rates based upon percentage change**

	<u>Grade</u>	<u>First Year</u>	<u>Second Year</u>	<u>Third Year</u>	<u>Fourth Year</u>
900 - Ramp Guard/Slide Attendant	AQ2	\$16.00	\$16.80	\$17.64	\$18.52
906 - Shallow Water Lifeguard	AQ3	\$17.20	\$18.06	\$18.96	\$19.91
901 - Lifeguard	AQ4	\$18.50	\$19.43	\$20.40	\$21.42
902 - Instructor Aide/Swim Lessons	AQ5	\$19.50	\$20.48	\$21.50	\$22.57
903 - Assistant Pool Manager	AQ6	\$21.00	\$22.05	\$23.15	\$24.31
905 - Water Safety Instructor or 904 - Pool Manager	AQ7	\$23.00	\$24.15	\$25.36	\$26.63
907 - Senior Pool Manager	AQ8	\$26.00	\$27.30	\$28.67	\$30.10

**Approved by the Commission**