

CENTRAL COAST REGIONAL DISTRICT  
POLICIES

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**A-12(b) - Centennial Pool – Pay Scale**

**Policy:**

1. The pay per hour for each staff member will be determined by the attached chart.
2. Proof of current awards in the form of certificates or cards, etc. must be supplied by staff to qualify for a given pay level.
3. If status goes up during a pay period, the rate of pay changes on the first day of the next pay period.

**Clarification:**

1. Past experience will be determined by the Pool Commission. The number of hours worked or volunteered and the type of work experience will receive due consideration. Thus, records of volunteer hours worked must be made available as appropriate.
2. An employee may receive a wage that is lower than the suggested base rate if that employee has less than the minimum qualifications (i.e. 15 years of age with only bronze medallion) but in any case, no employee will receive a wage which is lower than the provincial minimum wage.
3. First Aid is defined as :  

LSS Aquatic Emergency Care, or  
Standard First Aid, or  
Emergency First Aid.
4. “Interim” award cards may be acceptable in the determination of hourly rate.

**Adopted:** September 13, 2000  
**Amended:** November 02, 2005  
**Amended:** October 12, 2006  
**Amended:** July 07, 2011  
**Amended:** November 10, 2011  
**Amended:** June 14, 2012  
**Amended:** May 9, 2013  
**Amended:** May 14, 2015

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<b>Position</b>	<b>Minimum Age</b>	<b>Minimum Qualifications</b>	<b>Base Rate</b>	<b>Preferred Qualifications</b>
Manager	19	<ul style="list-style-type: none"> <li>• Supervisory skills</li> <li>• Computer skills</li> <li>• Relevant Experience</li> </ul>	\$18.00	<ul style="list-style-type: none"> <li>• NLS-pool</li> <li>• CPR-C]</li> <li>• Standard first aid or equivalent</li> <li>• WSI or LS</li> <li>• Manager experience</li> <li>• Pool Operators Certificate or equivalent experience</li> </ul>
Head Guard	18	<ul style="list-style-type: none"> <li>• NLS-pool</li> <li>• CPR-C</li> <li>• Standard first aid or equivalent</li> <li>• Pool Operators Certificate or equivalent experience</li> <li>• Relevant Experience *</li> </ul>	\$16.00	
Guard	16	<ul style="list-style-type: none"> <li>• Bronze Cross</li> <li>• CPR-C</li> <li>• Standard first aid or equivalent</li> <li>• Relevant Experience *</li> </ul>	\$14.00	<ul style="list-style-type: none"> <li>• NLS-pool</li> </ul>
Head Instructor	18	<ul style="list-style-type: none"> <li>• Bronze Cross</li> <li>• CPR-C</li> <li>• Standard first aid or equivalent</li> <li>• WSI</li> <li>• LSI</li> <li>• Relevant Experience*</li> </ul>	\$16.00	
Instructor	16	<ul style="list-style-type: none"> <li>• Bronze Cross</li> <li>• CPR_C</li> <li>• Standard first aid or equivalent</li> <li>• WSI or LSI</li> <li>• Relevant Experience *</li> </ul>	\$14.00	
Aquatic Leader	15	<ul style="list-style-type: none"> <li>• Bronze Cross</li> <li>• AWSI</li> <li>• CPR-C</li> <li>• Standard first aid or equivalent</li> </ul>	\$11.25	
Jr. Aquatic Leader		<ul style="list-style-type: none"> <li>• Bronze Medallion</li> </ul>	\$10.25 (minimum wage)	
Volunteer		<ul style="list-style-type: none"> <li>• Bronze Medallion</li> </ul>	Honorarium	

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- Increments: Pool Related certification will be awarded \$0.25 per proof of certification to a maximum of \$2.00
- Increments: Experience \$0.25 will be awarded for each year of paid experience at a pool to a maximum of \$2.00
- \* Relevant Experience will be determined by the pool commission at time of hiring.
- OFA 2 and 3 will be increased by the industry standard.