

Aquatics Division Operational Presentation 2/27/23





Department Mission

Inspire Austin to learn, play, protect and connect by creating diverse programs and experiences in sustainable natural spaces and public places.

Aquatics Vision Plan

A three-year Needs Assessment and Community Engagement process

Provides pool history and condition

Makes recommendations for improvements and expansion

Passed By Austin City Council in February of 2018

Available through the Austin Parks and Recreation website

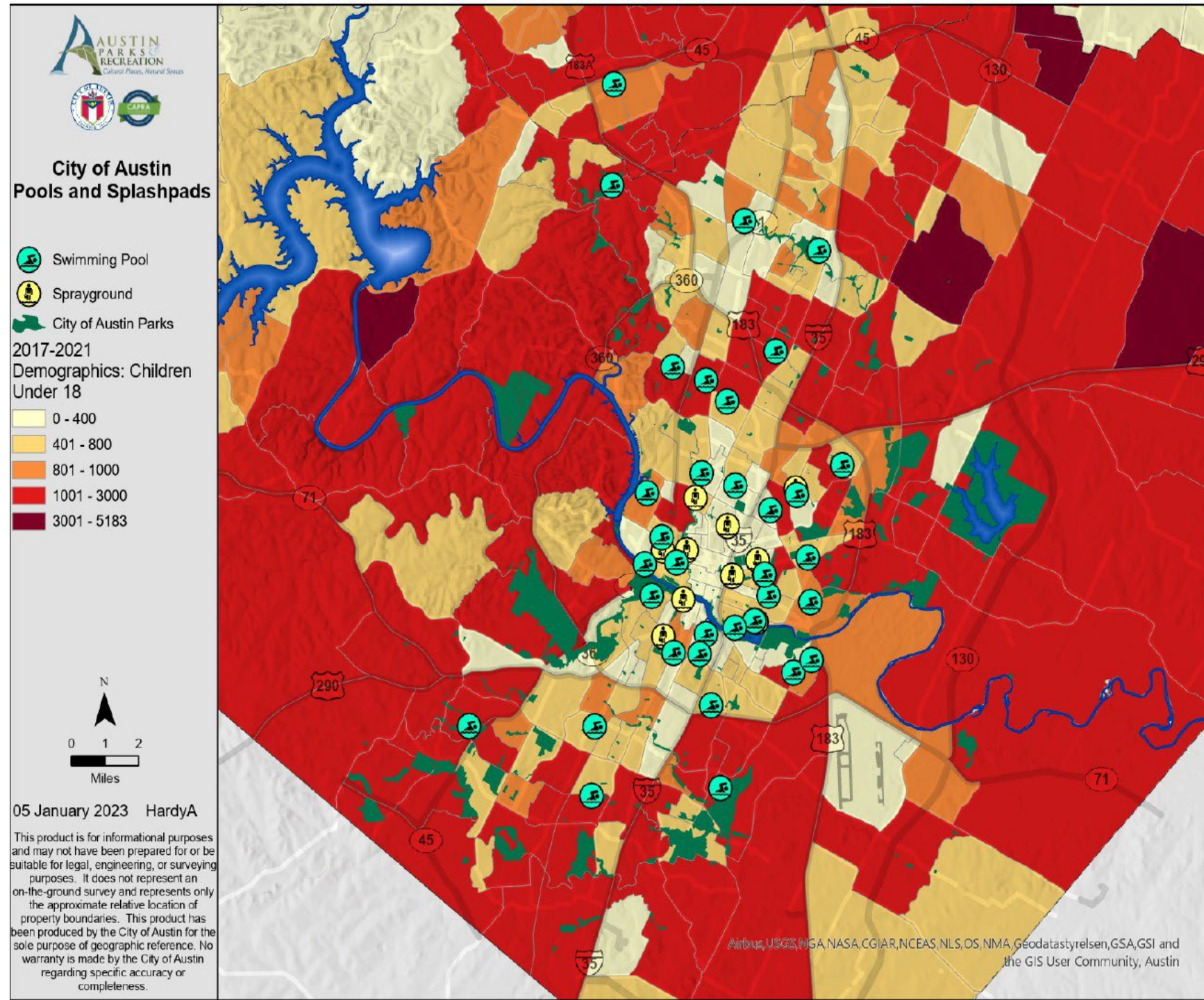
Vision Plan

The purpose of the Aquatics Vision Plan is to recognize facility management opportunities system-wide and to provide recommendations on the current, expanded or reduced aquatic facility system that would be both more equitable and more sustainable into the future.

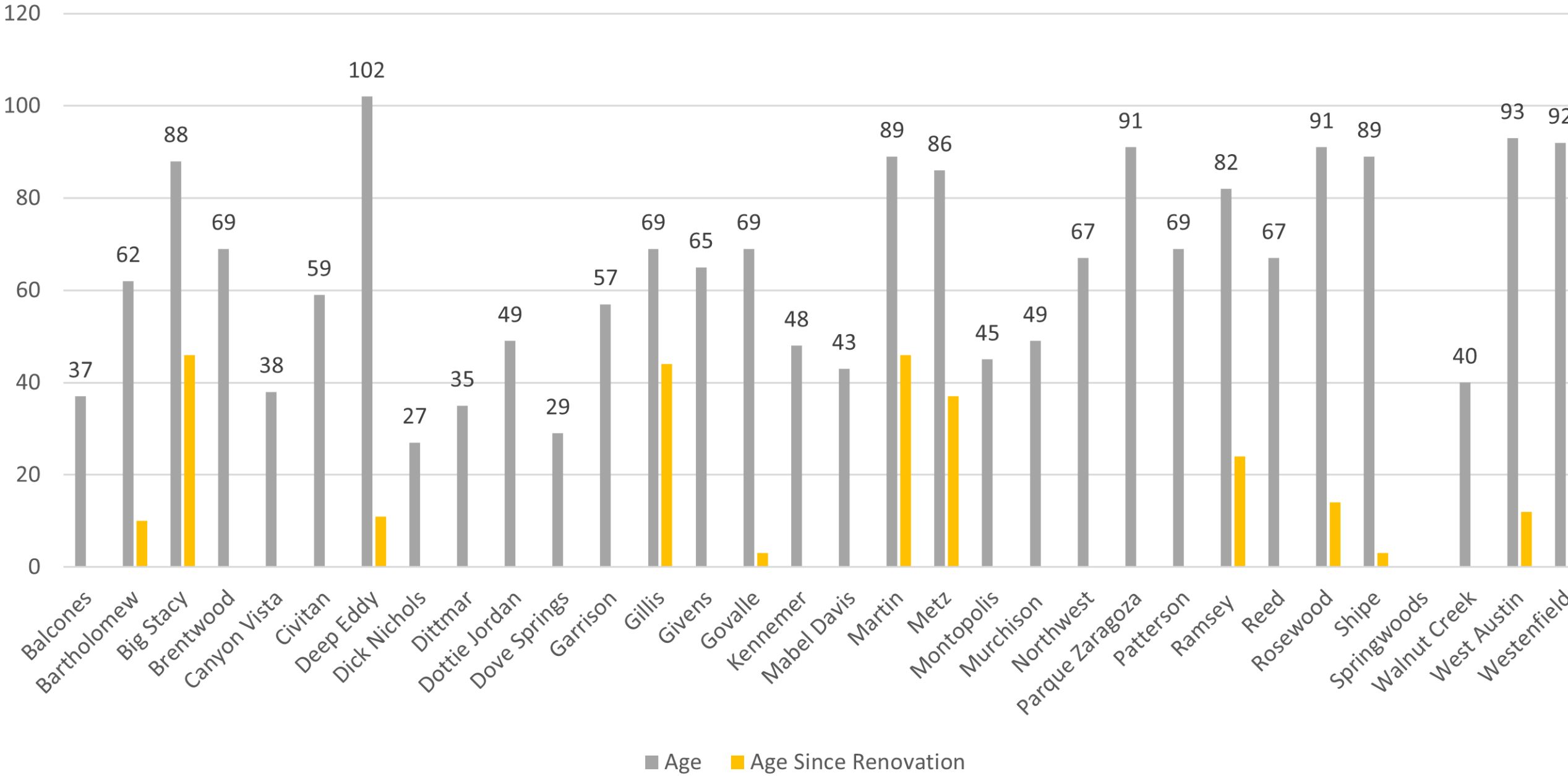


5 Year Update

- Age of Pools
- Renovations / Projects
- Staff needs 800+
- Aquatics Maintenance
- Programs



Pool Age

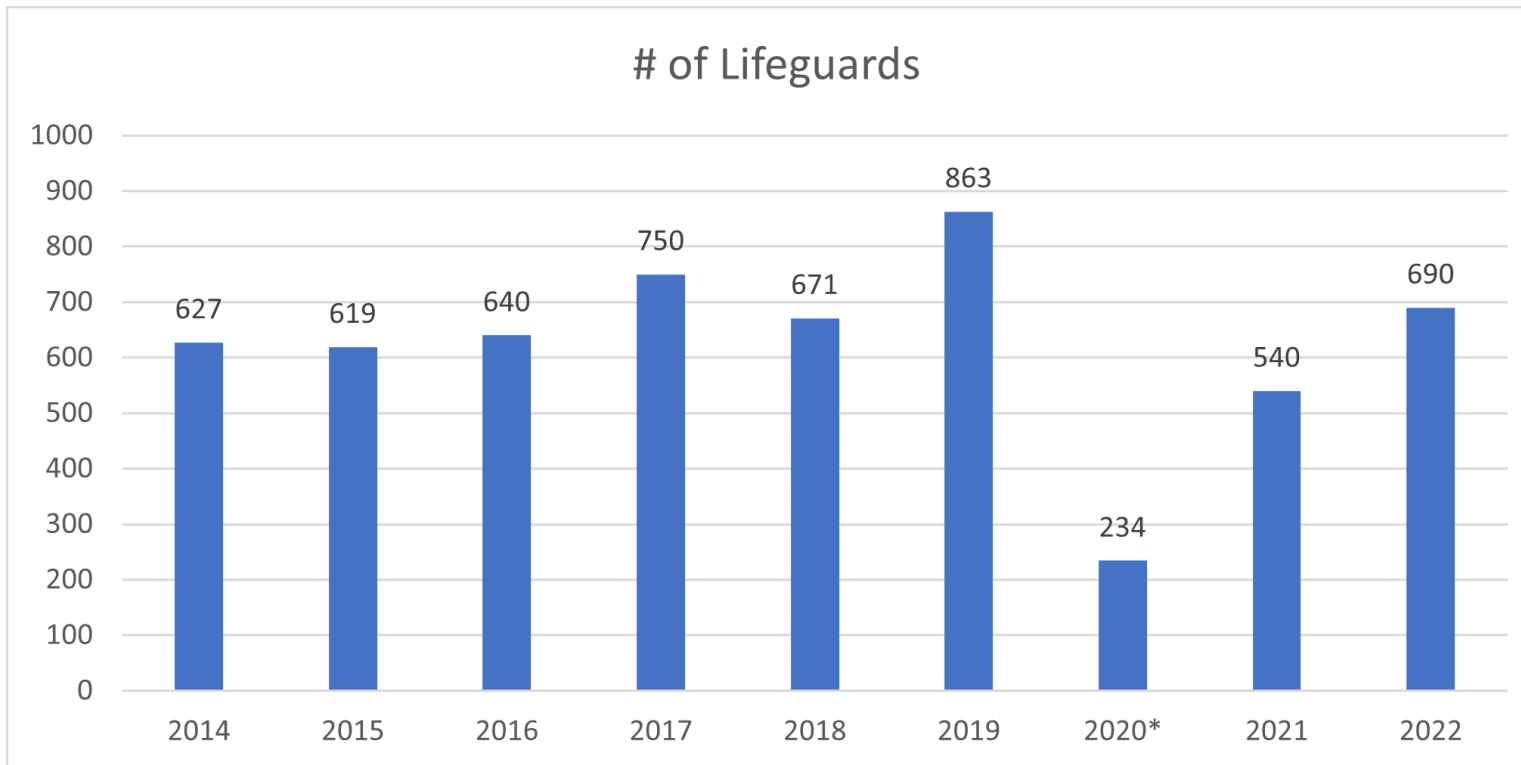


Renovations & Projects

- Colony Park Pool
- Givens Pool
- Shipe Pool
- Govalle Pool
- Montopolis Pool
- Northwest Pool
- Barton Springs Bathhouse
- Parque Zaragoza Bathhouse



Staff Needs – Lifeguards plus



AQUATIC REWARDS AND RECOGNITION FUNDING MADE POSSIBLE BY:

AUSTIN PARKS FOUNDATION




\$100 BONUS
to the 1st 400
City of Austin
Lifeguards
on Payroll by
May 23, 2016

GET HIRED! TRAINED! WORKING!






Please call 512-974-9330 for more details
Learn more at www.lifeguardaustin.com



City of Austin Pools and Splashpads

-  Swimming Pool
-  Sprayground
-  City of Austin Parks

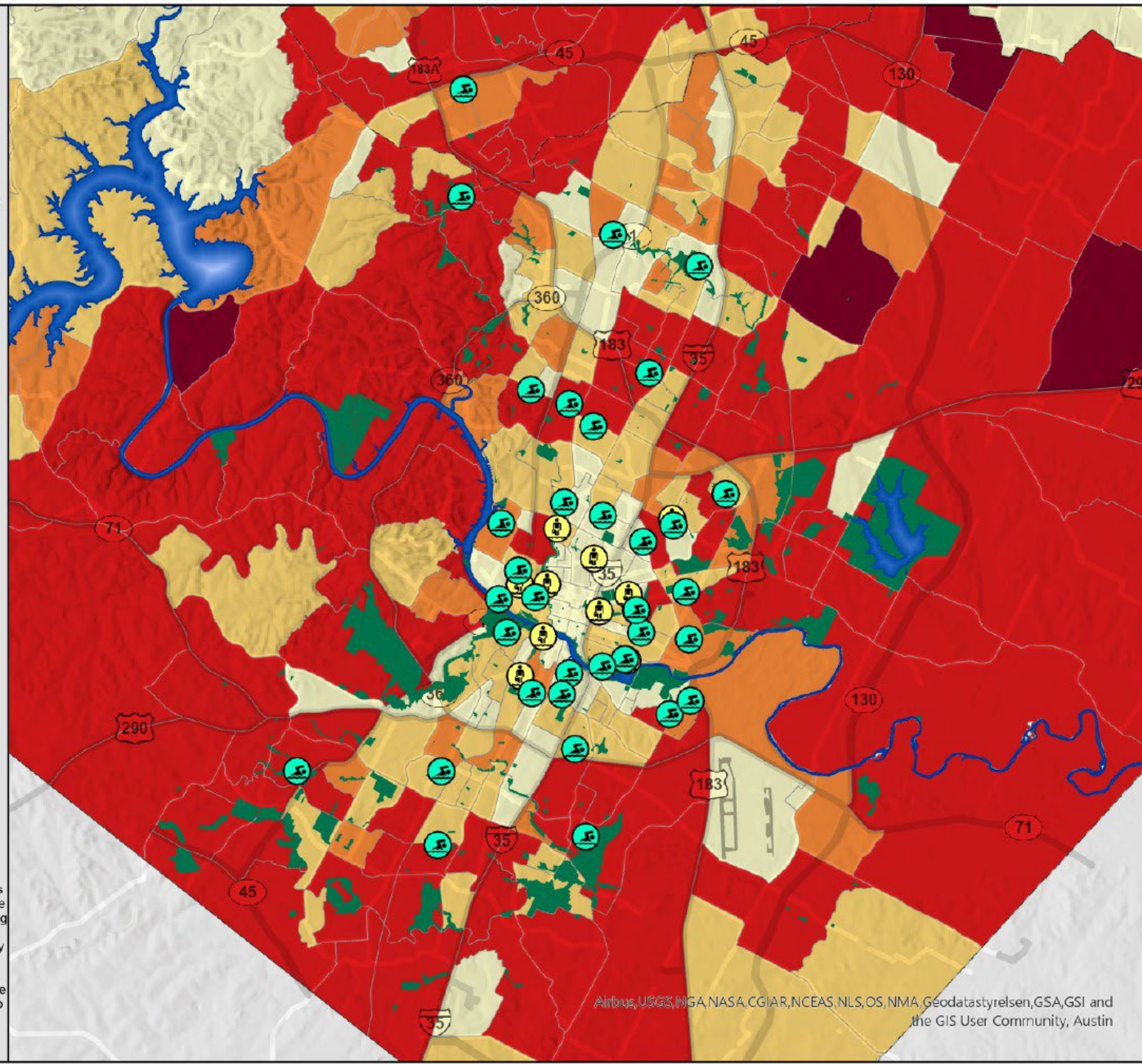
2017-2021
Demographics: Children
Under 18

-  0 - 400
-  401 - 800
-  801 - 1000
-  1001 - 3000
-  3001 - 5183



05 January 2023 HardyA

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Airbus, USGS, NGA, NASA, CGIAR, NCEAS, NLS, OS, NMA, Geodatastyrelsen, GSA, GSI and the GIS User Community, Austin

Aquatics Maintenance

- Enhanced Operational Support
- Procure additional staff
- Cross-Train Aquatics Professionals
- Standardize equipment and seek out new technologies



Aquatics Programs

- Provide progressive, responsive programming
- Swim Teams
- Swim Lessons
- Re-engagement for more programming data



Aquatics Goals FY23

- Increase Safe Access to Water
 - Open all Pools and splash pads
 - Staff of 800+ Lifeguards
 - Fully Staff Aquatics Maintenance
 - Increase Swim Lesson participation
 - Increase Swim Team Participation
- Seek out Operational Efficiencies
 - Work to realign some Division Functions
 - Seek out opportunities for new support positions
 - Streamline Hiring Process
- Continue Teambuilding





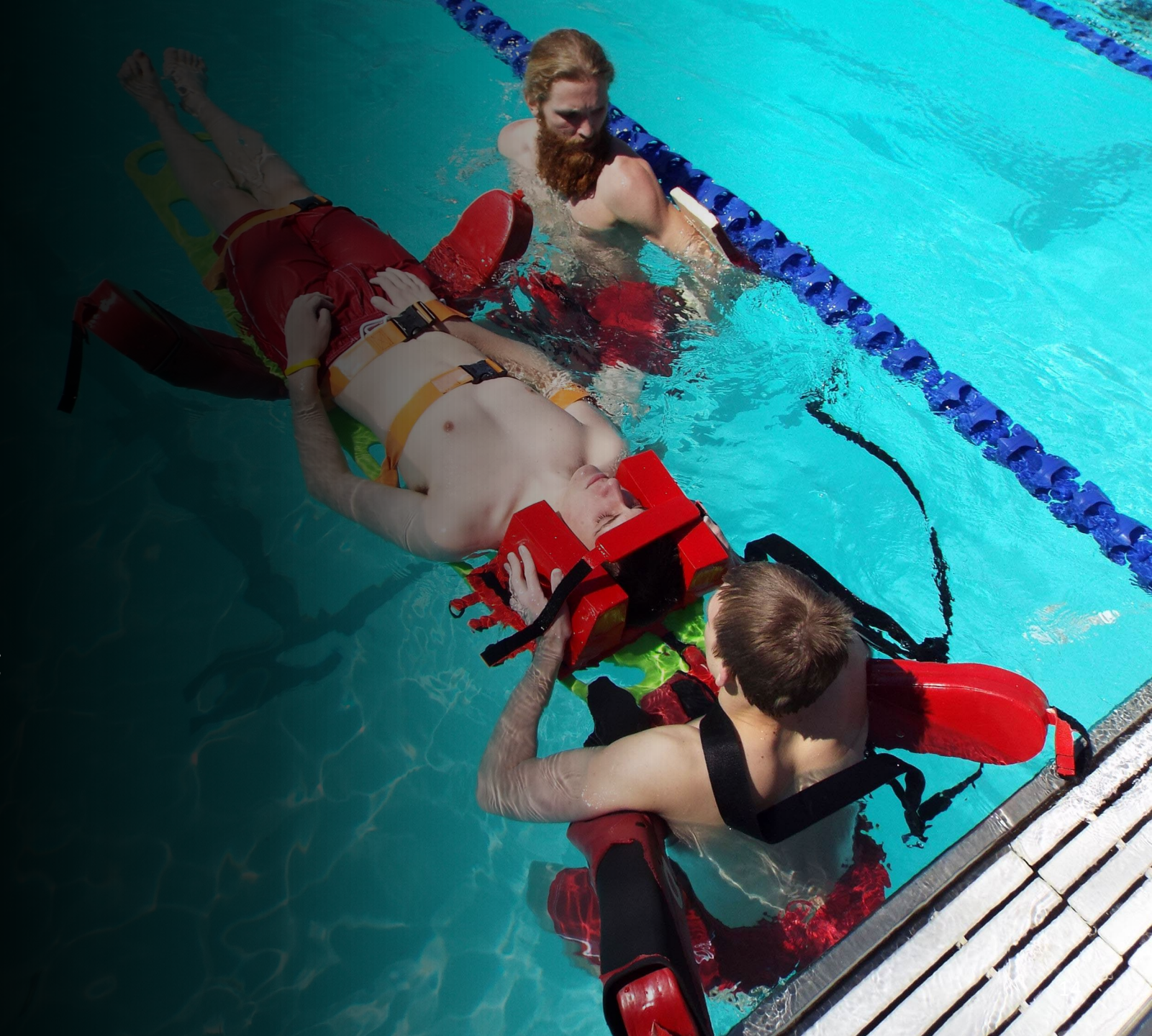
Increasing Safe Access to Water

- Why it is Mission Critical?
- How do we get there?
 - Recruitment & Training
 - Maintenance
 - Program Enrollment



Recruitment & Training What's New

- Lifeguards total – 800+ needed
- New Pay Rates
- Reduce barriers to entry
 - Free training
 - Work with HR to improve the hiring experience
 - Training completion bonus
 - Issued Uniforms
- Create a culture of retention



Outreach & Marketing

Messaging - English and Spanish

- Fun, flexible job that pays \$20/hour, has paid training, and perks
- Your career as a first responder starts here!

Outreach - Underway

- Focused Outreach at High Schools, Colleges, and Hiring Fairs
- Combine recruiting efforts with Community Recreation

Paid Marketing – February - April

- Use \$25k budget to amplify outreach messaging and raise awareness for \$20/hour
- Use tactics with track record of success: signage, over-street banners, radio, targeted digital ads

NOW HIRING LIFEGUARDS



**FIRST RESPONDERS
START HERE!**

Interested in a career
with EMS, Police, or
Fire? Being a lifeguard
is a great place to start!

Learn more about
City of Austin jobs and
how we can help get
you started!



**STARTING AT
\$20
HOUR**


We hire candidates from diverse origins, orientations, identities, and abilities.

LIFEGUARDAUSTIN.COM



Maintenance

- Unit Strategic Realignment
 - Maintenance Specific Supervision
 - Increase Number of Complete units
- Utilize Contractors to assist
- Reduce facility down time
- Extend Splashpad Operating season
- Cross training opportunities



Programming & the Pipeline

- Increase Swim Lesson Enrollment
- Increase Swim Team Enrollment
- Strengthen the Programming Pipeline
- Look for additional programming opportunities

Misc.

- Program Manager Hiring
- Other Org Changes
 - Full Time Lifeguard Positions
 - Span of Control Changes
- Uniform Focus Group
- Security Improvements
- Business Process Changes
 - Fee Changes and Standardizing
 - Support Staffing Additions





Questions?
