

Houston Parks and Recreation Department

AQUATICS OPERATIONS SUMMER 2024

Presented to Quality-of-Life Committee Meeting

Kenneth Allen, Director

Raymond Derouen Jr., Senior Superintendent Aquatic Services



May 6, 2024



HPARD
HOUSTON PARKS
AND RECREATION DEPARTMENT
A CAPRA Accredited Agency

Aquatics Operations Overview

- Pool Season from May 25 – Sept 1
- Offer open swim at Aquatic Pool Centers across the city – at no charge
- Offer Aquatic Fitness & Programs - at no charge
 - Water Fitness
 - Swimming Programs
 - Learn To Swim Program with Float2Fly
- Goal is to open all 37 Aquatic Centers; one is closed due to renovations
- Recruiting and training lifeguards



Aquatics Operations Recruiting Lifeguards

HOUSTON PARKS AND RECREATION DEPARTMENT

2024 LIFEGUARDING SUMMER JOBS

If you or someone you know, have swimming skills and desire to work for Houston Parks and Recreation Department Aquatic Team, contact the Aquatics Office to schedule a swim evaluation at 832-395-7129

Requirements:

- Must be 16 years of age on or before May 31, 2024
- Must pass standard Lifeguard Swim Evaluation
- Must apply online at: <http://www.houstontx.gov/jobs>
- Must pass American Red Cross Lifeguard Training offered/approved by HPARD Aquatic Administration
- Must pass physical examination, drug test and criminal background check
- Must have reliable transportation

Incentive Details:

- \$250 on first two-weeks of work after being hired, no later than June 30, 2024
- \$250 after completing last two-weeks of work through the end of season
- See Division Policy 1620.1 for more details

The following positions are available:

- LIFEGUARD - \$16.00/hr. - PN# 33096
- HEADGUARD - \$18.00/hr. - PN# 33095
- AQUATIC CENTER SUPERVISOR - \$20.00/hr. - PN# 33094

**\$500
INCENTIVE
TO WORK
THROUGHOUT
THE SUMMER
APPLY TODAY!**



G1-014.24



Mayor John Whitmire



Aquatics Operations Requirements

- Must be 16 years of age on or before May 31, 2024
- Must pass standard Lifeguard Swim Evaluation
- Must apply online at: <http://www.houstontx.gov/jobs>
- Must pass American Red Cross Lifeguard Training offered/approved by HPARD Aquatic Administration
- Must pass physical examination, drug test and criminal background check
- Must have reliable transportation

HOUSTON PARKS AND RECREATION DEPARTMENT

2024 LIFEGUARDING SUMMER JOBS

If you or someone you know, have swimming skills and desire to work for Houston Parks and Recreation Department Aquatic Team, contact the Aquatics Office to schedule a swim evaluation at 832-395-7129

Requirements:

- Must be 16 years of age on or before May 31, 2024
- Must pass standard Lifeguard Swim Evaluation
- Must apply online at: <http://www.houstontx.gov/jobs>
- Must pass American Red Cross Lifeguard Training offered/approved by HPARD Aquatic Administration
- Must pass physical examination, drug test and criminal background check
- Must have reliable transportation

Incentive Details:

- \$250 on first two-weeks of work after being hired, no later than June 30, 2024
- \$250 after completing last two-weeks of work through the end of season
- See Division Policy 1620.1 for more details


The following positions are available:

- LIFEGUARD - \$16.00/hr. - PN# 33096
- HEADGUARD - \$18.00/hr. - PN# 33095
- AQUATIC CENTER SUPERVISOR - \$20.00/hr. - PN# 33094


\$500 INCENTIVE TO WORK THROUGHOUT THE SUMMER APPLY TODAY!



G1-014.24



Mayor John Whitmire



HPARD
HOUSTON PARKS
AND RECREATION DEPARTMENT
A CAPRA Accredited Agency

Aquatics Operations

Salary & Incentive Details

- Lifeguards - \$16.00 an hour
- Head Lifeguards - \$18.00 an hour
- Aquatic Center Supervisors - \$20.00 an hour

Incentive Details:

- \$250 on first two-weeks of work after being hired, no later than June 30, 2024
- \$250 after completing last two-weeks of work through the end of season
- See Division Policy 1620.1 for more details

HOUSTON PARKS AND RECREATION DEPARTMENT

2024 LIFEGUARDING SUMMER JOBS

If you or someone you know, have swimming skills and desire to work for Houston Parks and Recreation Department Aquatic Team, contact the Aquatics Office to schedule a swim evaluation at 832-395-7129

Requirements:

- Must be 16 years of age on or before May 31, 2024
- Must pass standard Lifeguard Swim Evaluation
- Must apply online at: <http://www.houston.tx.gov/jobs>
- Must pass American Red Cross Lifeguard Training offered/approved by HPARD Aquatic Administration
- Must pass physical examination, drug test and criminal background check
- Must have reliable transportation


Incentive Details:

- \$250 on first two-weeks of work after being hired, no later than June 30, 2024
- \$250 after completing last two-weeks of work through the end of season
- See Division Policy 1620.1 for more details


The following positions are available:

- LIFEGUARD - \$16.00/hr. - PN# 33096
- HEADGUARD - \$18.00/hr. - PN# 33095
- AQUATIC CENTER SUPERVISOR - \$20.00/hr. - PN# 33094


\$500 INCENTIVE TO WORK THROUGHOUT THE SUMMER APPLY TODAY!



G1-014.24



Mayor John Whitmire



HPARD
HOUSTON PARKS
AND RECREATION DEPARTMENT
A CITY OF HOUSTON AUTHORIZED AGENCY

Aquatics Operations Hiring Process

Step 1 – Pre-Qualify

- Meet requirements
- Swimming Skills Evaluation

Step 2 – Apply

Step 3 – Lifeguard Certification

Step 4 – Pre-Processing

Step 5 – Conditional Offer





Aquatics Operations Recruitment Efforts

- Job fairs
- Outreach to past seasonal employees
- Participate at local schools, universities and churches
- TV and radio
- Website job posting
- Social media channels
- Council Member weekly bulletin & community events
- Community groups
- Word of mouth

Aquatics Operations

Recruitment Efforts

10/12/23	Youth Career Expo
10/26/23	Tuffly CM Tarsha Jackson Community Meeting
10/28/23	Tidwell Ground-Breaking Ceremony
11/2/23	Westside High School
11/9/23	Waltrip High School
11/15/23	Liberty High School
11/17/23	Milby High School
12/7/23	Dobie High School
1/18/24	Lamar High School
1/18/24	ActiveNet Lifeguard Program
1/19/24	Chavez High School
1/23/24	Elkins High School
1/25/24	North Forest High School
1/30/24	Kempner High School
2/6/24	Alief Taylor High School

2/6/24	Houston Community College Northeast
2/7/24	Furr High School
2/7/24	Washington, BT High School
2/12/24	Ridge Point
2/15/24	Austin High School
2/15/24	Strake Jesuit
2/15/24	Westbury Christian
2/20/24	DeBakey High School for Health Professions
2/20/24	Wheatley High School
2/20/24	Houston Community College Northeast
2/21/24	Madison High School
2/21/24	Yates High School
2/21/24	Yates High School
2/29/24	Northbrook High School
3/2/24	Celebrating You Event

Aquatics Operations

Recruitment Efforts

3/6/24	North Shore High School
3/8/24	Activenet Lifeguard Program
3/13/24	Workforce Solutions
3/18/24	HPARD Distribution
3/19/24	Harmony School of Ingenuity
3/19/24	Kashmere High School
3/20/24	Carver High School
3/23/24	ActiveNet Lifeguard Program
3/26/24	Kashmere High School
3/27/24	HPARD Employee Email Distribution
3/27/24	Council Members Email Distribution
3/28/24	Conservancies Email distribution
4/3/24	Northshore High School
4/3/24	Chavez High School
4/4/24	Workforce Solutions/ HISD Event

4/5/24	Activenet Distribution
4/6/24	E.M.E.R.G.E Teen Symposium
4/11/24	Worthing High School
4/12/24	Seniors to Success 2.0 HISD Event
4/13/24	Family Fun Day at the Park
4/16/24	Aldine High School
4/17/24	All Majors & Industries Fair
4/18/24	Eisenhower High School
4/18/24	World Harvest Church Job Fair
4/19/24	ActiveNet Distribution
4/20/24	Summer Job Hiring Fair at Moody CC
4/23/24	Worthing High School
4/24/24	Workforce Solutions Acres Homes "Home Sweet Home"
4/27/24	Hattie Mae White HISD "When I Grow Up"
4/27/24	UH Main Campus - Black Men's Wellness Day
4/29/24	Barbara Jordan High School

Aquatics Operations

Lifeguard Shortage Statistics

- 9 out of 10 park and recreation agencies experience challenges in hiring and/or retaining summer seasonal staff
- Top challenge to hiring summer seasonal staff include individuals unable to work for the entire season
- Based on past hiring trends, **May** is our heavy recruiting month since there are more potential candidates that apply due to the end of their school year.

SUMMER SEASONAL HIRING REPORT: KEY FINDINGS



9 in 10 park and recreation agencies experienced challenges in hiring and/or retaining summer seasonal staff

Top challenges to hiring summer seasonal staff included:

- Individuals unable to work for the entire season
- Agencies unable to match/exceed wages paid by other employers



Most park and recreation agencies aim to begin recruiting/hiring summer **seasonal staff** by February



Source: National Recreation and Park Association

Aquatics Operations

Pool Opening Phases

- Opening day for pools is Saturday, May 25, 2024
- Phase I – Weekends only
May 25 - June 11, 2024
- Phase II – June 11, Tuesday through Sunday
- Closed on Mondays
- Last day for pools to be open for the season is Sunday, September 1, 2024
- We will provide an update in mid-May with the pools opening schedule



Aquatics Operations

Criteria for Opening Pools

- Historical attendance totals
 - Open the highest - attended pools
- Geographical distribution
 - Ensure the pools we open are spread out evenly across the city
 - With at least one pool in each city council district



Aquatics Operations

Locations

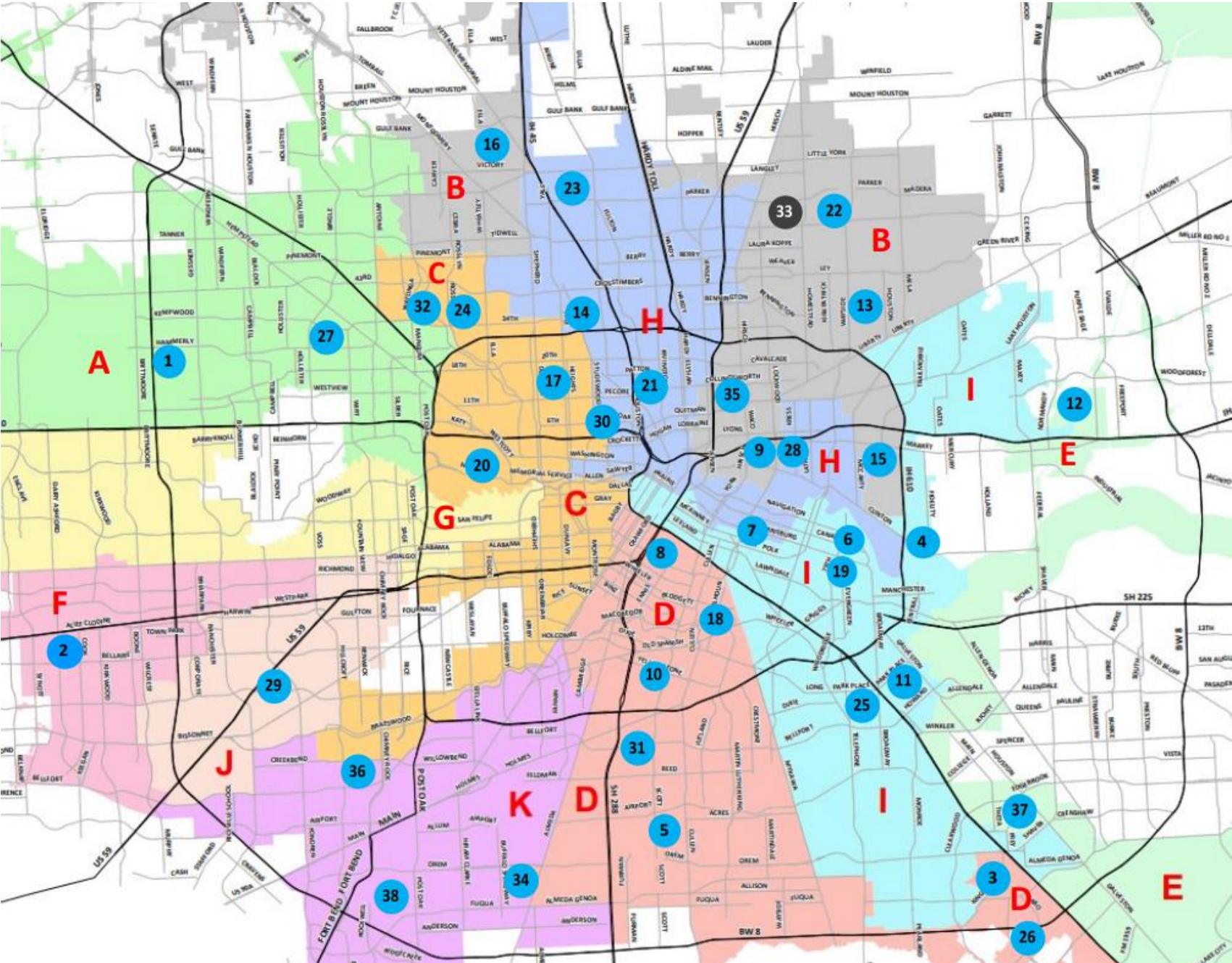
Aquatic Center Name	Council District
Agnes Moffitt	A
Alief	F
Beverly Hills	D
Clinton	I
Cloverland	D
DeZavala	I
Eastwood	H
Emancipation	D
Finnigan	B
George Nelson (Yellowstone)	D
Glenbrook	I
Greenwood	E

Aquatic Center Name	Council District
Hobart Taylor	B
Independence Heights	H
Judson Robinson, Sr.	B
Lincoln City	B
Love	C
MacGregor	D
Mason	I
Memorial (Temporarily closed until the 3rd week of June)	C, G
Moody	H
North Wayside	B
Northline	H
Oak Forest	C
Reveille	I
Sagemont	D

Aquatic Center Name	Council District
Schwartz	A
Selena Quintanilla (Denver Harbor)	H
Sharpstown	J
Stude	H
Sunnyside	D
T.C. Jester	C
Tidwell (Closed due to renovations)	B
Townwood	K
Tuffly	B
Westbury	K
Wilson Memorial	E
Windsor Village	K

Aquatics Operations Map

- 1. Agnes Moffitt
- 2. Alief
- 3. Beverly Hills
- 4. Clinton
- 5. Cloverland
- 6. DeZavala
- 7. Eastwood
- 8. Emancipation
- 9. Finnigan
- 10. George T. Nelson
- 11. Glenbrook
- 12. Greenwood
- 13. Hobart Taylor
- 14. Ind. Heights
- 15. Judson Robinson, Sr.
- 16. Lincoln City
- 17. Love
- 18. MacGregor
- 19. Mason
- 20. Memorial
- 21. Moody
- 22. North Wayside
- 23. Northline
- 24. Oak Forest
- 25. Reveille
- 26. Sagemont
- 27. Schwartz
- 28. Selena Quintanilla
- 29. Sharpstown
- 30. Stude
- 31. Sunnyside
- 32. T.C. Jester
- 33. Tidwell*
- 34. Townwood
- 35. Tuffly
- 36. Westbury
- 37. Wilson Memorial
- 38. Windsor Village



*Closed due to renovations

Aquatics Operations

Pool Openings since 2020

2020 - **All closed**

2021 - **10** Aquatic Centers Opened

2022 - **14** Aquatic Centers Opened

2023 - **24** Aquatic Centers Opened



Aquatics Operations

Summer 2023 Attendance

- Over 65,000 for open swim
- Over 2,900 for swimming lessons, water fitness, and lap swimming



How can you help?

Help us recruit!

Schedule a swimming evaluation
by calling 832-395-7129

Visit www.houstonparks.org





THANK YOU



HPARD
HOUSTON PARKS
AND RECREATION DEPARTMENT
A CAPRA Accredited Agency