

**Aquatic Professions**

There have been many models for Aquatic management that have all had varying degrees of sustained success. With the need for Total Aquatic Programming in the many multi-faceted facilities currently being planned, the overall structure needs to be examined. We have entered the era of professionalism and certification and it would be to all of our advantages to understand what a successful basic staffing plan looks like.

**Definitions:**

**APA =** Aquatic program aide <http://www.aquaticpartners.com>

**CPR =** Cardiopulmonary resuscitation<http://www.redcross.org/services/hss/>

**AED = Automated External Defibrillator** [www.redcross.org/services/hss/courses/**aed**.html](http://www.redcross.org/services/hss/courses/aed.html)

**CWPT = Certified Pool Water Technician** <http://www.aquaticpartners.com>

**CPO =** Certified Pool Operator <http://www.nspf.com/cpo.html>

**AQUA TECH –** Certified Pool Operator [www.aquaticeducationcenter.com](http://www.aquaticeducationcenter.com)

**RAST =** Risk Awareness Safety Training[www.atri.org/Courses06-Prof%20Days/840.htm](http://www.atri.org/Courses06-Prof%20Days/840.htm)

**ASCA =** American Swim Coaches Association <http://www.swimmingcoach.org/services/certification.htm>

**AEA =** Aquatic Exercise Assoc. <http://www.aeawave.com/PublicPages/CertEd/Certification/Intro/tabid/113/Default.aspx>

**ATRI** = Aquatic Therapy & rehab Institute <http://www.atri.org/CorrespondenceCourse.htm>

**Basic Descriptions:**

**Title:** Aquatic Program Aide or Tech (life-guards included)

**Qualifications & Certifications:** CPR, AED, First Aid, Water Safety within 1st 6 months, APA within 1st year, CPWT within 1st 18 months

**Salary Range:** $15.00 - $18.00 per hour Flex time

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**Title:** Aquatic Specialist (Instructor – Coach – Coordinator)

**Qualifications & Certifications:** CPR, AED, First Aid, Coaches Safety, Water Safety, CPWT within 1st 6 months – RAST within 1st year

Specialty certifications ASCA – AEA – ATRI –

**Salary Range:** $18.00 - $22.00 per hour Flex time + some benefits

**Title:** Aquatic Manager (Supervisor)

**Qualifications & Certifications:** CPR, AED, First Aid, Coaches Safety,

Water Safety, CPWT or CPO, RAST, CPM, Specialty Certifications within 1st 6 months – Specialty certifications ASCA – AEA – ATRI -

**Salary Range:** $30.00 - $40.00 Full time + Benefits

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**Title:** Aquatic Director

**Qualifications & Certifications:** CPR, AED, First Aid, Water Safety, CPWT, RAST, CPM, CAA – Specialty Certifications

**Salary Range:** $45.00 & up - Full time + benefits

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**Title:** Aquatic CEO

**Qualifications & Certifications:** CPR, AED, First Aid, Water Safety,

CPWT, RAST, CPM, CAA, Plus seminars – conferences – experience –

Industry leadership, Specialty Certifications

**Salary Range:** $ Salary& benefits commensurate with responsibility

and experience

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***Sample staffing flow chart***

There may be phases to the business plan that will require job sharing or a combination of positions until the business grows enough to warrant a separate department or coordinator.

***Schedules Advertising Staff training Personal training Membership quality control Equipment***

***Guard training and schedules Equipment upgrades and repair Water and Air quality Facility upkeep***

***Schedules Advertising Rehab liaison Corporate functions WOE***

***Schedules Advertising Team liaison Pool rental Corporate functions***

***Billing Accounts Payable Accounts Receivable Contracts Grants***

**Coordinator: Health Club Exercise areas Customer Service staff**

**Coordinator: *Adult prog. Personal Train Post Rehab Classes***

**Coordinator:*Maintenance Guards Equipment Safety***

**Coordinator:*Make a Splash Learn 2 Swim Swim team Water Rental***

**Coordinator:*Business Rental space***

**Facility Director**

**BOD or governance committee or owners**

**Sample staffing model for multi pool Total Aquatic Programming Facilities:**

**BOD**

**Facility**

**Director**

**Business**

**Aquatic**

**Programs**

**Operations**

**Aquatic**

**Wellness**

**Land**

**Wellness**

**First Splash**

**Learn2 Swim**

**Swim team**

**Water Rental**

**Maintenance**

**Guards**

**Equipment**

**Safety**

**Billing**

**Membership**

**Advertising**

**Adult Prog**

**Per Train**

**Post Rehab**

**Classes**

**Health club**

**Exercise areas**

**Cust Serv Staff**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Position** |  | **NumberEmp** | **Hourly Rate** | **Budget Hour** |
| Operational tech's | | 3 | $10 | $30 |
| Coordinator level | | 2 | $15 | $30 |
| Manager level | | 1 | $20 | $20 |
|  | **Approx total no benefits included** | | | $80 |
|  |  |  | **Annualized salaries=** | $166,400 |
|  |  |  | **Annualized Budget =** | $334,400 |
| Does not include Taxes - Depreciation - Employee benefits - Dept reduction | | | | |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| ***Salaries f***or 15,000 sq ft multi use facility open ~60 hours a week | | | | | | |
| **Position** |  | | | **NumberEmp** | **Hourly Rate** | **Budget Hour** |
| Operational tech's | | | | 6 | $15 | $90 |
| Coordinator level | | | | 2 | $20 | $40 |
| Manager level | | | | 1 | $30 | $30 |
|  | | **Approx total no benefits included** | | | | $160 |
|  | |  |  | | **Annualized salaries=** | $415,000 |
|  | |  |  | | **Annualized Budget =** | $615,000 |
| Does not include Taxes - Depreciation - Employee benefits - Dept reduction | | | | | | |

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| --- | --- | --- | --- | --- | --- |
| ***Salaries f***or 21,000 sq ft multi use facility open ~60 hours a week | | | | | |
| **Position** |  | | **NumberEmp** | **Hourly Rate** | **Budget Hour** |
| Operational tech's | | | 8 | $15 | $120 |
| Coordinator level | | | 2 | $20 | $40 |
| Manager level | | | 1 | $35 | $35 |
|  | **Approx total no benefits included** | | | | $195 |
|  |  |  | | **Annualized salaries=** | $507,000 |
|  |  |  | | **Annualized Budget =** | $800,000 |
| Does not include Taxes - Depreciation - Employee benefits - Dept reduction | | | | | |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ***Salaries f***or 50,000 sq ft multi use facility open ~60 hours a week | | | | |
| **Position** |  | **NumberEmp** | **Hourly Rate** | **Budget Hour** |
| Operational tech's | | 14 | $15 | $210 |
| Coordinator level | | 3 | $20 | $60 |
| Manager level | | 1 | $40 | $40 |
|  | **Approx total no benefits included** | | | $310 |
|  |  |  | **Annualized salaries=** | $800,000 |
|  |  |  | **Annualized Budget =** | $1.400,000 |
| Does not include Taxes - Depreciation - Employee benefits - Dept reduction | | | | |

More detailed information plus sample job descriptions are available from TAP