

## Hackettstown Community Pool Incentive Program

### • HOURS WORKED BONUS

\* Effective beginning June 20, 2015, any **lifeguard** (those scheduled for nights and weekends) who:

- accepts a summer-long weekly schedule of at least 24 hrs. or a schedule that averages 24 hours/week **and**

- *completes the season<sup>1</sup>* **and**

-completes 200 hours of guarding time in that one season, will receive a \$200 bonus and will also receive an additional \$1.00/ hour for every hour worked in excess of 200 hours.

\*Effective June 20, 2015, any **WSI** who:

- teaches all 9 weeks of lessons with perfect attendance **and**

-*completes the season<sup>1</sup>* **and**

-is always available for extra hours/ duties will be *eligible* for a monetary bonus per past-practice at HCP.

### • Training Reimbursement (all employees eligible upon approval)

Effective as of July 1, 2015, the dollar cost of any **pre-approved<sup>2</sup>** course taken by an employee will be reimbursed by the pool after **all** of the following have been met:

1. The employee must work 400 hours **after** receiving the course certification *and* complete **both full summers** during which s/he works toward the 400 required hours.
2. The employee must work in the position in which the new course certification applies. For example: if you get a WSI certification you must teach unless **we** decide we don't need you in that capacity. If you get the LGI certification, you must teach the LG course as required by the Recreation Commission. If you get the CPO certification, you must work as a CPO and/or other approved positions.
3. Your required weekly work hours in your new position will be based on the position you hold. **Do not accept this offer without discussing the demands of the job for which you plan to become certified. (work hours required, technical requirements etc.)**

**-Forfeiture of opportunity for reimbursement:** If you get terminated for cause prior to fulfilling the 400 hours you will not receive reimbursement.

<sup>1</sup> *completes the season* means that the guard/WSI worked through Labor Day or had prior approval from the Manager to miss days for verifiable, compelling reasons. Manager's judgment shall prevail.

<sup>2</sup> Prior approval by The Recreation Commission required

**NOTE: The exchange of services for money is a legal contract. Misrepresentation is theft.**