



July 29, 2022

MEMO TO : Park Board Commissioners

FROM : Donnie Rosa - General Manager, Parks and Recreation

SUBJECT : **Outdoor Aquatics Operations – Board Briefing Memo**

Dear Commissioners,

The shortage of available lifeguards within the outdoor aquatics system, combined with multiple special events and the opening of Kitsilano Pool, will result in service delivery impacts this weekend and for the remainder of the summer season. This memo is intended to provide an overview of the ongoing challenges and to outline the steps that staff are taking to mitigate operational impacts.

Background

Staff have implemented ongoing recruitment strategies to hire trained lifeguarding staff in an effort to address the lifeguard staffing shortages that were exacerbated by the pandemic. Over the past year, 51 new staff have been hired, trained, and orientated. In order to fully operate all outdoor pools and beaches, a minimum of 33 auxiliary staff are required for a daily shift. In 2022, there has been an average of 20 auxiliary staff available on a daily basis. Although overall staffing levels are increasing, staff availability is an ongoing issue.

In light of this trend, in order to support the ongoing safe operations of all outdoor pools and beaches, and to accommodate the re-opening of Kitsilano Pool this weekend, a number of actions need to be taken.

Actions

The following actions have been implemented starting this weekend and can be modified should the number of available lifeguards increase in the coming weeks:

- limiting the capacity at each scheduled swim to maintain a safe lifeguard to swimmer ratio; allows the reduction of the number of guards required during each shift;
- offering indoor lifeguards (CUPE 15) opportunities to work at the outdoor pools with the support of CUPE 1004;
- modifying or cancelling swim sessions when minimum staffing levels are not met.

Additional actions to be considered, should the shortage of lifeguards continue include:

- reducing pool operational hours to limit the total number of staff required daily;
- temporarily closing beach sites to redeploy staff should a Vancouver Coastal Health water advisory against swimming be issued; and
- as a last resort, once all other options are exhausted, temporarily closing lower use beach sites and redeploying staff.



Additional updates will be provided should there be any further developments. Our expectation is that these actions will assist staff with mitigating the operational impacts to outdoor aquatics services.

Regards,

A handwritten signature in black ink, consisting of several overlapping loops and a long horizontal stroke extending to the right.

Donnie Rosa (*they/she*)
General Manager - Parks and Recreation

/pf/sk/clc

Copy to: PB Leadership Team
Recreation Leadership Team
PB Communications