

OUTDOOR POOL – SUMMER HOURS

PRESENTED TO THE COMMUNITY SERVICES COMMITTEE – NOVEMBER 18, 2026

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BACKGROUND & PURPOSE

A City Councilmember requested that staff explore options for extending the Outdoor Pool season through Labor Day.

In response, staff conducted an analysis of operational requirements, staffing needs, and associated costs.

Today's presentation summarizes findings, challenges, and potential strategies for extending the Outdoor Pool schedule.

2026 POOL HOURS

FALL/WINTER/SPRING INDOOR POOL SCHEDULE

	TUES	WED	THU	FRI	SAT	SUN
LAP & FITNESS SWIM	8:30 a.m. - 8:30 p.m.	8:30 a.m. - 8:30 p.m.	8:30 a.m. - 8:30 p.m.	8:30 a.m. - 7:30 p.m.	1 - 7:30 p.m.	1 - 5:30 p.m.
PLAYSTRUCTURE OPEN	5 - 8 p.m.	5 - 8 p.m.	10 a.m. - Noon & 5 - 8 p.m.	5 - 7 p.m.	1 - 7:30 p.m.	1 - 5:30 p.m.
OPEN SWIM	5 - 8 p.m. (BIG SLIDE CLOSED)	5 - 8 p.m. (BIG SLIDE CLOSED)	5 - 8 p.m.	5 - 7 p.m.	1 - 7:30 p.m.	1 - 5:30 p.m.

THERE IS LIMITED LANE SPACE AVAILABLE FROM 3:30 - 7:30 p.m.

SUMMER INDOOR POOL SCHEDULE

	TUES	WED	THU	FRI	SAT	SUN
LAP & FITNESS SWIM	8:30 a.m. - 8:30 p.m.	8:30 a.m. - 8:30 p.m.	8:30 a.m. - 8:30 p.m.	8:30 a.m. - 7:30 p.m.	1 - 7:30 p.m.	1 - 5:30 p.m.
OPEN SWIM	1 - 8 p.m.	1 - 8 p.m.	1 - 8 p.m.	1 - 7 p.m.	1 - 7:30 p.m.	1 - 5:30 p.m.

SUMMER HOURS OF OPERATION: BEGINS MAY 26 AND BACK TO FALL/WINTER HOURS AUGUST 10.

SUMMER OUTDOOR POOL SCHEDULE

	TUES	WED	THU	FRI	SAT	SUN
OPEN SWIM	1 - 8 p.m.	1 - 8 p.m.	1 - 8 p.m.	1 - 7 p.m.	1 - 7:30 p.m.	1 - 5:30 p.m.

OPENS MAY 26, SWITCHES TO SATURDAYS & SUNDAYS ONLY AUGUST 1, CLOSED FOR THE SEASON AFTER AUGUST 10.

OPERATING AREA	LIFEGUARDS	CUSTOMER SERVICE ATTENDANTS	TOTAL STAFF	TOTAL STAFF HOURS/WEEK (SUMMER)	NUMBER OF STAFF AT 19 HRS/WEEK
MORNING LAP & FITNESS SWIM	3	0	3	72	4
INDOOR POOL – ALL FEATURES OPEN	11	2 (Top & bottom of large slide)	13	533	29
INDOOR POOL – LARGE SLIDE CLOSED	10	0	10	410	22
OUTDOOR POOL	6	1 (Check-in & day pass sales)	7	287	16
BOTH POOLS – ALL FEATURES OPEN	17	3	20	892	47
BOTH POOLS – LARGE SLIDE CLOSED	16	1	17	769	42
INDOOR POOL - FALL LAP & FITNESS SWIM	2	0	2	96	6
INDOOR POOL - FALL OPEN SWIM ALL FEATURES OPEN	11	2	13	234	13
INDOOR POOL - FALL OPEN SWIM LARGE SLIDE CLOSED	10	0	10	70	4
INDOOR POOL - FALL HOURS TOTAL				400	22

*Based on staffing requirements for each operating period, approximately 47 employees are needed during the summer and 22 during the fall under ideal conditions. Staff recommends maintaining 65–70 employees during the summer and 29–32 during the fall to account for limited availability, employees working fewer than 19 hours, time-off requests, call-ins and turnover.

STAFFING BREAKDOWN

OPERATING COST

INDOOR POOL - Weekend Estimate (All features open): $1,827

OUTDOOR POOL - Weekend Estimate: $999

TOTAL WEEKEND ESTIMATE: $2,826

Additional Expense (Outdoor Pool):

- Two weekends: $1,998
- Three weekends: $2,997
- Four weekends: $3,996

The main concern is whether the City can reliably schedule enough qualified staff to continue covering both pools.

PRIMARY CHALLENGE

Key Challenges:

- Seasonal staffing declines significantly when high school and college employees prepare to return to school.
- In previous years, staffing shortages have required the Outdoor Pool to close earlier than advertised.
- Staff already receive flexible schedules based on their individual availability.
- The central issue is not shift flexibility; it is having a large enough pool of qualified employees to operate both pools safely.



INCENTIVES & STAFFING STRATEGIES

Maintain a flexible closing date based on confirmed staffing - Recommended
Offer priority scheduling to employees who commit through Labor Day - Recommended
End of season completion incentive – Recommended
Providing a referral incentive
Adjust hours or available features if staffing is insufficient
Evaluate additional full-time or benefited aquatic positions



QUESTION & FEEDBACK