

NEW JERSEY OCEAN BEACHES LIFEGUARD WAGE/SALARY SURVEY



August, 2001

*Compiled by Michael "Spike" Fowler
Lifeguard Supervisor, Monmouth County Park System*

Agencies listed geographically north to south

Notes: I have compiled information for 1995, 1997, 1998, 1999, 2000, and 2001. Data was provided by a top ranking lifeguard officer or beach manager of each agency. Every effort was made to insure accuracy, but I do not accept responsibility for errors. If you wish your agency to be included in future surveys, but have been omitted, please contact me at (732) 774-2253.

For 2001, I again asked one census type question - "Did you have difficulty staffing your lifeguard crew this season?" I have been searching for a correlation between wages and staffing difficulties. Although there are relationships among wages and staffing, the integrity/difficulty of the tryout test, and the job environment in general, apparently the number of applicants is more directly related to recruiting efforts on behalf of the lifeguard agency. Most agencies report that wages do attract prospective lifeguard employees and wage incentives have increased the number of applicants.

I thank the lifeguard leaders who participated in this process. It took well over 100 phone calls and several personal visits to compile the data and I apologize somewhat for my persistence in attempts to get through. In some cases I had to make over 10 calls before connecting with the supervisor authorized to release the information.

This survey is conducted for the sole purpose of providing information to ocean lifeguard agencies in New Jersey. Thank you. *Spike Fowler*

MONMOUTH COUNTY

Gateway National Recreation Area (Sandy Hook Unit) Lifeguards

Level 1	\$11.17
Level 2	11.88
Sergeants (12)	13.65
Lieutenants (5)	14.39
Assistant Chief	16.00
Chief	17.71

Notes: rates include 1.25 times hourly rate on Sundays; 2 times hourly rate on holidays (3); Seasonally accruable 4 hrs. vacation leave every two weeks; Permanently accruable 4 hrs. sick leave every two weeks

Crew size = 73

Chief Lifeguard: Thomas McLoughlin, Assistant Chief:

David Pearson; Lifeguard headquarters - (732) 872-5894

Question: Did have difficulty staffing lifeguard crew; positions were filled with some part-time lifeguards.

Surfrider Beach Club

Start	\$6.50
2nd	7.00
3rd	7.50
4th	8.00
Assistant Head Lifeguard	9.00
Head Lifeguard	10.00

Crew size = 14

Manager: James LoBiondo; (732) 842-2358

Question: No difficulty staffing.

Sea Bright Beach Club Lifeguards

Start	\$7.00
2nd	7.50
3rd	7.75
4th	8.00
Head guard (range)	\$10.00 to 15.00

Notes: Wages depend on qualifications and performance; wages include lunch daily plus a Christmas bonus from 0% to 12% based on performance.

Guards rotate pool and beach

Crew size = 15

General Manager: Clay Wilbanks; (732) 842-0245

Question: Minor difficulty staffing

Borough of Sea Bright Lifeguards

Trainee (age 15; 3 to 4 days/week).....	\$5.50
Start.....	7.00
2nd	7.50
3rd	8.00
4th	8.50
5th - Senior Guard	9.00
6th - Lieutenant (2)	9.00
Captain.....	10.00
Chief of Water Safety & Beach Operations: Annual Salary \$18,750	
Crew size = 22	
Chief: Bill Mack; Assistant Beach Manager: Dave Farley; (732) 842-0215	
<i>Question:</i> No problems staffing; excess of applicants	

Tradewinds Beach Club, Sea Bright

Declined to participate for 2001	
Start.....	\$0.00
Annual increment.....	+.00/hr.
Merit increment	+.00/hr.
Head Guards (2) 2000 average	0.00
Crew size = 15; rotate beach and pool	
Head Guard Karen Manista; (732) 842-4466	
<i>Question:</i>	

Driftwood Beach Club

Start.....	\$6.75
2nd	7.50
3rd	8.00
4th	8.50
5th and up	9.00 and up
Head Guard.....	11.50
Crew size = 29; rotate beach and 3 pools	
Manager: Kevin Markland; Head Guard: Joy Edmunds; (732) 842-2273	
<i>Question:</i> No difficulty staffing; 4 guards returned, over 50 tried out	

Monmouth Beach Bath and Tennis Club Lifeguards

Steps 1 and 2.....\$9.00
Steps 3 and 4.....11.00
Steps 5 and 6.....14.00
Lifeguard Captain.....17.00
Season bonus \$100 to \$250 pending performance evaluation
Crew size = 14; rotate beach and pool
General Manager: Jim McConville; Lifeguard Captain John Kelsey (732) 222-0100
Question: No difficulty staffing

Monmouth Beach Bathing Pavilion Lifeguards

Start.....\$6.50
2nd7.00
3rd.....7.50
4th8.00
5th and over9.00
Head Guards (2) range from.....10.00 to 14.00
Assistant Beach Manager season salary ...\$9,600
Crew size = 26; rotate beach and pool
Assistant Beach Manager: Mary George; (732) 229-5926
Question: No difficulty staffing

**Monmouth County Park System Lifeguards
(Seven Presidents Oceanfront Park, Long Branch)**

Start.....\$8.00
Annual increment.....+.50/hr.
Rank increment.....+.25/hr.
Lieutenants (4) 2001 average.....9.30
Beach Captains (2) 2001 average10.23
Crew Captain typical11.35
Lifeguard Supervisor14.50
Crew size = 21
Lifeguard Supervisor: Spike Fowler; (732) 229-0924; voice mail (732) 842-4000 ext. 4470
Question: Had minor difficulty staffing

Promenade Beach Club, Long Branch

Declined to participate for 2000 and 2001
Head Guard J.T. Chimento; (732) 483-0500

City of Long Branch Lifeguards

Start.....	\$7.50
2nd and beyond; flex range to maximum	8.75
Beach Captains (6).....	9.00
Head Lifeguard	11.00
Beachfront Manager	11.05

Notes: Wages go up annually. There is flexibility in wage steps based on experience and performance. Guards must work a minimum of 50 days to earn their increment for the following season.

Crew size = 35

Beachfront Manager: Wally Smith; Head Lifeguard: Rick Stimpson; (732) 571-6528

Question: Had difficulty staffing

**Borough of Deal Lifeguards
(Deal Casino & W. Stanley Conover Pavilion)**

Start.....	\$7.25
2nd	8.00
3rd.....	8.25
4th	8.50
5th	8.75
Crew Chief.....	10.00
Assistant Captain	10.50
Captain.....	11.00
Superintendent of Beaches	12 month annual salary

Crew size = 22 including part-time

Superintendent: Brendan Kelly; (732) 531-1519; Captain: Richard Steadman; Deal Casino(732) 531-8800

Question: Had some difficulty staffing

Village of Loch Arbour Lifeguards

Start.....	\$7.00
Annual increment +.75/hr. to maximum....	10.00
Lifeguard Supervisor (range).....	10.00 to 12.00

Crew Size = 5 full time; includes 1 split position

Beach Supervisor/Manager: Rick Lister

Borough Clerk: Lorraine Carafa: (732) 531-4740

Question: Minor difficulty staffing

Ocean Grove Lifeguards

Start.....	\$6.75
2nd	7.75
3rd	8.50
EMT B	8.75
EMT A	9.50
EMT (12) general	+1.00/hr.
Lieutenants (2).....	9.25
Captain.....	10.50

Require defibrillator certification plus First Responder or EMT certifications
Crew Size = 33 including part-time
Beachfront Supervisors: Dave Shotwell, Jr. and Michelle Davidson; (732) 988-5533
Question: No difficulty staffing

Borough of Bradley Beach Lifeguards

1st.....	\$6.80
2nd	7.50
3rd	8.00
4th	8.50
5th	8.75
Captain (7).....	9.40
Assistant Chief.....	11.00

Beach Manager/Lifeguard Supervisor: ..\$13,000
Crew Size = 37 including part-time
Beach Manager/Lifeguard Supervisor: Richard Johnson; (732) 776-2990
Question: No difficulty staffing

Borough of Avon-by-the-Sea Lifeguards

1st.....	\$7.25
2nd	7.88
3rd	8.50
4th	9.00
5th	9.38
Beach Captain.....	9.88
Assistant Chief Lifeguard.....	11.00

Beachfront Supervisor; Annual salary with a 5 step range of \$5,600 to \$8,500
Crew size = 33
Beach Office; 502-4507
Borough Administrator/Chief Lifeguard: Tim Gallagher; (732) 502-4510, ext. 236
Question: No difficulty staffing

Borough of Belmar Lifeguards

Start.....	\$7.50
2nd	8.00
3rd	8.50
4th	9.00
5th	9.50
Lieutenants (6).....	10.25
Beach Captains (7).....	10.75

Crew size = 80 including part-time

Lifeguard Supervisor Bill Karatz; Assistant Lifeguard Supervisor Ray Elms:
(732) 280-9110

Question: Some difficulty staffing

Borough of Spring Lake Lifeguards

Start.....	\$7.71
2nd & 3rd.....	9.17
4th & 5th.....	9.86
6th and beyond.....	11.23
Crew Chiefs (6).....	11.91
Captain.....	13.83
First Aid Certification.....	+.17/hr.
EMT Certification.....	+.67/hr.

Beachfront manager; 11/month salary\$19,400

Crew Size = 80

Spring Lake Lifeguards are union; contract expires December 31, 2002

Lifeguard Captain Joe Fitzsimmons; Beachfront Manager: Dan Finn; (732) 449-8005

Question: No difficulty staffing

Borough of Sea Girt Lifeguards

Start.....	\$7.89
2nd	8.30
3rd	8.51
4th	8.92
5th and beyond.....	9.64
Crew Chief.....	10.75

Lifeguard Chief; season salary base\$9,740

Beachfront Manager; season salary\$14,100

Crew size = 50 including part-time

Beachfront Manager: Jim Freda; Lifeguard Chief: Tim Harmon; (732) 449-9335

Question: No difficulty staffing

Borough of Manasquan Lifeguards

Start.....	\$7.00
2nd	8.25
3rd and beyond	9.51
Lieutenants (4).....	10.09
Captain.....	10.67
Lifeguard Chief; season salary	\$8,900
Beachfront Manager; season salary	\$15,300
Crew size = 53	
Beachfront Manager; Gary Chapman; Lifeguard Chief: Art Harmon; (732)-223- 2514	
<i>Question:</i> No difficulty staffing	

OCEAN COUNTY

Borough of Bay Head Lifeguards

Start.....	\$6.00
2nd	7.00
3rd	8.00
4th	9.00
5th	10.00
6th and beyond.....	11.00

Assistant Superintendent/Head Lifeguard; season salary \$8,000
Crew size = 20 including part-time
Head Lifeguard Hank Handchen; (732) 892-7076
Question: No difficulty staffing

Ortley Beach Lifeguards (Dover Township)

Start.....	\$6.63
2nd	6.88
3rd	7.13
4th	7.38
5th	7.63
6th	7.88
7th	8.13
8th	8.38
9th	8.63
10th	8.88
Sergeants (4)	10.00
Lieutenants (2)	11.00
Captain.....	13.38
Beach Supervisor	15.25

Crew size = 32
Beach Supervisor Pete Bush; Lifeguard Captain: Chris Johnson; (732) 793-3890
Question: No difficulty staffing

Borough of Lavallette Lifeguards

Start.....	\$8.50
2nd	8.70
3rd	8.90
4th	9.10
5th	9.30
6th	9.50
7th	9.70
8th	10.00
Squad Leaders (3);.....	10.25
Lieutenants (2); weekly salary; \$525/week for 12 weeks	
Beach Manager/Captain; \$630/week for 15 week season	
Crew size = 47, includes 2 guards for bayfront beach	
Beach Manager/Captain : Jim Cresbaugh; (732) 793-2566	
<i>Question:</i> No difficulty staffing	

Borough of Seaside Heights Lifeguards

Start.....	\$7.00
2nd	7.25
3rd	7.50
4th	7.75
5th	8.00
6th	8.75
7th	9.00
8th	9.25
9th	9.50
10th	9.75
Sergeants (4)	10.63
Lieutenants (1 full time; 1 part-time).....	11.25
Captain.....	13.50
Max out at 10 steps, but receive longevity increment of \$5.00/hr. at the 15th year of service.	
Crew size = 45	
Captain: Al Aires; (732) 793-4646; (793) 793-7997 (fax)	
<i>Question:</i> Had difficulty staffing	

Borough of Seaside Park Lifeguards

Start.....	\$6.75
2nd	7.00
3rd	7.25
4th	7.50
5th	7.75
6th	8.00
7th	8.25
10th	8.75
Sergeants (7)	11.00
Lieutenant/Assistant Beach Director	13.63
Captain/Beach Director	16.80

Officer's contract settled for 2001; contract for lifeguards for 2002 pending
Crew size = 52, including part-time
Captain : Joe Gomulka; (732) 830-2100
Question: No difficulty staffing

Island Beach State Park Lifeguards

Lifeguard 1.....	\$7.50
Lifeguard 2.....	8.00
Lifeguard 3.....	8.50
Senior Lifeguard 1	9.00
Senior Lifeguard 2	9.50
Senior Lifeguard 3	10.00
Sergeants (6)	
Sergeant 1	10.50
Sergeant 2	11.00
Sergeant 3	11.50
Lieutenants (2)	
Lieutenant 1	12.00
Lieutenant 2	12.50
Lieutenant 3	13.00
Water Safety Supervisor I.....	15.00
Water Safety Supervisor II	15.50
Water Safety Supervisor III.....	16.00

Crew Size = 54 + 6 part time
North/South Lieutenants Chip Bruce & Spike Eddy; Water Safety Supervisor
 Jim Handschuch; (732) 793-0506
Question: Had difficulty staffing

Ship Bottom Beach Patrol

Start.....\$7.26
2nd7.98
3rd8.45
4th (senior guard range).....8.93 to 9.52
Lieutenants (2); 2001 average\$5,000 season salary
Chief Beach Supervisor\$11,000 season salary
Crew size = 28
Chief Beach Supervisor Jim Blomquist; (609) 494-9481
Question: Had difficulty staffing

Long Beach Township Beach Patrol

Step 1\$7.75
Step 28.00
Step 38.25
Step 48.75
Step 59.25
Step 69.75
Step 710.25
Assistant Lieutenant.....11.26
Lieutenants (6).....13.51
Captains (6).....17.27
Assistant Chiefs (2).....18.77
Chiefs (2) - North/South21.02
Lifeguards receive a daily wage of 6.66 times hourly rate
Crew Size = 180 including part-time; 55 beaches including 3 bay beaches; there are 6 patrols, each w/lieutenant & captain; Loveladies, North Beach, Brant Beach, Beach Haven Crest, Spray Beach, and Holgate; 12 miles of beachfront - 2nd largest in U.S. in length of protected area
Beach Manager/Lifeguard Supervisor: Don Myers: (609) 361-1200
Question: No difficulty staffing

CAPE MAY COUNTY

Margate City Beach Patrol

Start.....	\$7.24
2nd	7.73
3rd	8.20
4th	8.68
5th	9.17
6th	9.36
7th	9.73
8th	10.05
9th	10.45
10th = step 9 +	1.00
11th = step 9 +	2.00
12th = step 9 +	3.00
Lieutenant	12.08
Captain (2) for 16 weeks.....	\$10,000
Chief for 16 weeks.....	\$14,000

2002 contract under development

Incentive bonus: \$5.00/day if season total = 50 days or > from June 23rd to
include Labor Day

Chief Lifeguard Richard Kugel; (609) 822-2370

Question: No difficulty staffing

City of Ocean City Beach Patrol

Start.....	\$8.15
2nd & 3rd.....	8.50
4th & 5th.....	9.00
6th & 7th.....	9.50
8th & 9th.....	10.25
10th to 12th.....	11.00
13th to 15th.....	12.00
16th to 18th.....	12.25
19th to 20th.....	12.50
Senior Guard Steps	
Step 1.....	13.75
Step 2.....	14.64
Step 3.....	16.64
Lieutenant Steps	
Step 1.....	17.76
Step 2.....	18.46
Senior Lieutenant.....	18.46 + \$2,625 stipend
Operations Chief.....	\$17,500
Crew size = 130 full time	
Beach Manager; Deputy Chief Charles Bowman; Operations Chief Tom Mullineaux, (609) 525-9200	
<i>Question:</i> No difficulty staffing	

Avalon Beach Patrol

Start.....	\$8.20
2nd	8.40
3rd	8.60
4th	8.80
5th	9.00
6th	9.20
7th	9.40
8th	9.60
9th	9.80
10th	10.00
Lieutenants (3):	
1	10.90
2	11.90
3	12.90
4	13.90
5	17.90
Captain season salary.....	\$23,690
Bonus: \$1.00/hour if work minimum of 50 days through Labor Day	
Crew size = 89	
Captain Murray Wolf; (609) 967-7587	
Question: No difficulty staffing	

Stone Harbor Beach Patrol

Start.....	\$8.38
2nd	8.75
3rd	9.00
4th	9.25
5th	9.50
6th	9.75
7th	10.00
8th	10.25
9th	10.50
10th	10.75
11th	11.00
12th	11.25
13th	11.50
Lieutenants (4):	
1	11.25
2	11.88
3	12.50
4	13.13
5	13.75
Captain semi-annual season salary	\$18,000
Bonus: \$3.00/day if work minimum of 50 days through Labor Day	
Crew size = 60	
Captain Sandy Bossacco; (609) 368-8461	
Question: Had difficulty staffing	

North Wildwood Beach Patrol

Start.....	\$7.13
2nd	7.25
3rd	7.88
4th	8.00
5th	8.13
6th	8.25
7th	8.38
8th	8.75
9th	9.00
10th	9.63
Medics (2).....	11.25
Lieutenants:	
1 to 3	11.25
4 to 6	11.63
7 to 9	11.88
10 +	12.25
Captain.....	12.50

Bonus: \$2.00/day if work through Labor Day

Crew size = 65

Notes: North Wildwood beaches are free

Chief Lifeguard (year 'round position w/recreation); season salary, Tony Cavalier;
(609) 522-7500

Question: Had difficulty staffing

City of Cape May Beach Patrol

Start.....	\$6.97
2nd	7.07
3rd	7.24
4th	7.50
5th	7.76
6th	7.99
7th	8.21
8th	8.37
9th	8.71
10th	8.87
10 +	10.36
Lieutenants (4) range	14.00 to 15.00

Beach Supervisor; \$30,000 for 6 months

Cape May Beach Patrol unionized in August, 1999. Contract is for a 48 hour week with no overtime, and an annual increment of 3% for the next 4 years. Must work a minimum of 30 days during the season to earn annual increment

Crew Size = 75 including part-time

Senior Lieutenant Harry Back, Senior Staff Member Gene Ladd; Beach Manager/Lifeguard Supervisor: Buzz Mogck; (609) 884-9520

Question: No difficulty staffing

MF/