

NEW JERSEY OCEAN BEACHES LIFEGUARD WAGE/SALARY SURVEY



In cooperation with the South Jersey Lifeguard Chief's Association

August, 2004

Compiled by Michael "Spike" Fowler

Lifeguard Supervisor, Monmouth County Park System

Agencies listed geographically north to south

Notes: Previous surveys were compiled for 1995, 1997, 1998, 1999, 2000, 2001, and 2003. Data was provided by a top ranking lifeguard officer, beach manager, or borough clerk/CFO for 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 spike@spikefowler.com or (732) 774-2253.

To my knowledge, this is the most comprehensive wage/salary survey ever conducted for New Jersey ocean lifeguards. All surveys can be downloaded at www.spikefowler.com.

Special thanks are particularly due the South Jersey Lifeguard Chiefs' Association, many of whom participated for the first time in 2003. Of course, thanks to all who participated in this and previous iterations.

Realistically, it is not practical to conduct this survey each year. Therefore, the next scheduled data collection will most likely be in 2006. Feedback is always welcome. If there are data fields you feel should be included in the next survey, please let me know.

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

STATISTICS

Statistics are based on the 52 agencies surveyed. This includes 6 beach clubs, 1 federal beach, 1 state beach, 1 county beach, 2 private beaches and 41 municipal beaches. It represents a constituency of 2,599 ocean lifeguards in the State of New Jersey. There are an estimated 100 additional ocean lifeguards in New Jersey from unpolled agencies (mostly private beaches in Ocean County and several beach clubs in Monmouth County).

Lowest starting wage (Driftwood Beach Club).....	\$6.50
Mean starting wage (skewed downward by beach clubs)	8.30
Highest starting wage (Gateway National Recreation Area - Sandy Hook)	12.08
Lowest 5th step (multiple agencies).....	\$8.50
Mean 5th step (lifeguard - non officer)	10.06
Highest 5th step (Monmouth Beach Bath & Tennis).....	14.00
Lowest 10th step (lifeguard – non officer; multiple agencies that “max” out)	\$8.50
Mean 10th step (lifeguard - non officer)	10.83
Highest 10th step (lifeguard – non officer; Atlantic City Beach Patrol)	14.62

GENERAL OBSERVATIONS/CONCLUSIONS

- The average starting wage has increased \$.24 since 2003
- Lowest wages are Monmouth County Beach Clubs
- Many Monmouth and Ocean County agencies have simple wage scales, with many that max out after 3 to 5 years
- Many Atlantic and Cape May County agencies have well developed wage scales with some spanning 20+ years
- Relatively few agencies have overtime or pension policies in place
- The largest beach patrol in New Jersey is Long Beach Township with 200 guards covering 12 miles of beach.

LIMITATIONS OF THE STUDY

Although this survey covers most ocean beaches in New Jersey, it does not quite cover *every* beach. I am trying to accomplish that in the near future. I would appreciate help in identifying beaches omitted

Most north shore agencies quote figures on an hourly basis; most south shore agencies on a per diem or weekly basis. I have done my best in trying to identify a common denominator - hourly wages, but that can be difficult as per diem rates are calculated by varying standards (some 6 hours, others 7, 7.5, or 8 hours). Obviously season salaries are impossible to convert to wages.

Yet another difficulty is calculating yearly increments. In some cases there is a simple move - increment to increment. In others, there is an across the board contractual increment, plus a step increment. This skews the actual increase lifeguards receive.

MONMOUTH COUNTY

Gateway National Recreation Area (Sandy Hook Unit) Lifeguards

Level 1	\$12.08
Level 2	12.84
Sergeants (11)	14.76
Lieutenants (5)	15.71
Assistant Chief	17.43
Chief	19.32

Crew size: 68

Length of beach: 2 miles *# of lifeguard stands:* 22

Personnel and contact #: Chief Lifeguard: Thomas McLoughlin, Assistant Chief:
David Pierson; Lifeguard headquarters - (732) 872-5894

Address: n/a

Overtime policy/benefits: 1.25x hourly rate on Sundays; 2x hourly rate on
holidays (3); Seasonally accruable 4 hrs. vacation leave every two weeks;
Permanently accruable 4 hrs. sick leave every two weeks

Website: www.sandyhookbeachpatrol.org *Updated through:* 2004

Notes: starting wages at this agency are the highest in New Jersey

Surfrider Beach Club

Start	\$7.00
2nd	7.50
3rd	8.00
4th	8.50
5th	10.00
Head Lifeguard (2)	11.00

Crew size: 16

Length of beach: 900 yards *# of lifeguard stands:* 1

Personnel and contact #: Manager: James LoBiondo; (732) 842-2358

Address: 931 Ocean Avenue, Sea Bright, NJ 07760

Overtime policy/benefits: none

Website: none *Updated through:* 2004

Notes:

Sea Bright Beach Club Lifeguards

Start.....\$7.50
2nd.....7.75
3rd.....8.00
4th.....8.50
Head guard (range).....\$10.00 to 16.50
Crew size: 15; guards rotate pool and beach
Length of beach: n/a *# of lifeguard stands:* 1
Personnel and contact #: General Manager: Clay Wilbanks; (732) 842-0245
Address: 999 Ocean Avenue, Sea Bright, NJ 07760
Overtime policy/benefits: wages include lunch daily plus a Christmas bonus from 0% to 15% based on performance.
Website: none *Updated through:* 2004
Notes: Wages depend on qualifications and performance

Borough of Sea Bright Lifeguards

Trainee (age 15; 3 to 4 days/week).....\$5.15
Start.....8.00
2nd.....8.50
3rd.....9.00
4th.....9.50
5th - Senior Guard.....10.00
After 5th year.....10.50
Crew Lieutenant (2).....11.25
Assistant Lifeguard Supervisor.....11.50
Lifeguard Supervisor.....12.00
Chief of Water Safety & Beach Operations: Annual Salary \$20,000 + expenses (approximately \$600)
Crew size: 22
Length of beach: 1/2 mile *# of lifeguard stands:* 4
Personnel and contact #: Chief: Bill Mack (732) 842-0215
Address: 1099 Ocean Avenue, Sea Bright, NJ 07760
Overtime policy/benefits: N/A; seasonal part-time employment
Website: www.seabright.org *Updated through:* 2005
Notes: Information for FY 2005; Sea Bright offers great working conditions and a friendly atmosphere; fully equipped lifeguard headquarters; full training and certifications provided; opportunity to compete in lifeguard tournaments. Sea Bright is a USLA Nationally certified agency

Tradewinds Beach Club, Sea Bright

Address: 1331 Ocean Avenue, Sea Bright, NJ 07760

Notes: This facility was demolished in the Fall, 2003 to make way for condominiums. This is the last listing of this agency.

Driftwood Beach Club

Start.....	\$6.50
2nd.....	7.00
3rd.....	7.50
4th.....	8.50
Assistant Head Guard.....	11.00
Head Guard.....	15.50

Crew size: 29; rotate beach and 3 pools

Length of beach: 800 yards *# of lifeguard stands:* 1 beach, 3 pool

Personnel and contact #: Jennifer Hahneman; Head Guard: Jim Kelleher;
(732) 842-2273

Address: 1485 Ocean Avenue, Sea Bright, NJ 07760

Overtime policy/benefits: employment includes full access to beach club and privileges on request; head guard position includes full family membership

Website: www.driftwoodnj.com *Updated through:* 2004

Notes: club provides excellent family environment; offer over 2000 swim lessons per season; wages lowered from 2003 schedule

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.....	20.00

Crew size: 15; rotate beach and pool

Length of beach: 200 yards *# of lifeguard stands:* 1

Personnel and contact #: Jim McConville; Lifeguard Captain John Kelsey
(732) 222-0100

Address: 65 Ocean Avenue, Monmouth Beach, NJ 07750

Overtime policy/benefits: 1.5x hourly wage for hours past 40; Season bonus \$100 to \$250 pending performance evaluation

Website: none *Updated through:* 2004

Notes:

Monmouth Beach Bathing Pavilion Lifeguards

Start.....	\$7.00
2nd.....	7.50
3rd.....	8.00
4th.....	8.50
5th and over.....	9.00
Head Guards (2) range from.....	10.00 to 13.00
Assistant Beach Manager.....	14.00

Crew size: 21; rotate beach and pool

Length of beach: .25 mile *# of lifeguard stands:* 2

Personnel and contact #: Beach Club Manager: Amanda Myers; Head Lifeguards
Alison Mannix, Jeremy Julio; (732) 229-5926

Address: 29 Ocean Avenue, Monmouth Beach, NJ 07750

Overtime policy/benefits: none

Website: none *Updated through:* 2004

Notes:

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

Start.....	\$8.00
Annual increment.....	+.25/hr.
Rank increment.....	+.25/hr.
Lieutenants (4) 2004 average.....	9.51
Beach Captains (2) 2004 average.....	10.60
Crew Captain typical.....	12.10
Lifeguard Supervisor.....	15.25

Crew size: 21

Length of beach: .75 mile *# of lifeguard stands:* 4

Personnel and contact #: Lifeguard Supervisor: Michael "Spike" Fowler; (732)
229-0924; voice mail (732) 842-4000 ext. 4470; off season (732) 774-
2253

Address: 805 Newman Springs Road, Lincroft, NJ 07738

Overtime policy/benefits: none

Website: www.monmouthcountyparks.com; www.spikefowler.com

Updated through: 2004

Notes: Seven Presidents Oceanfront Park is part of Monmouth County Park System; they offer an outstanding training program, full uniform, CPR/FA/USLA/Boating Safety certifications, opportunity to compete in local, regional and national lifeguard competitions and an excellent work environment in a county park setting.

Promenade Beach Club, Long Branch

Only agency polled refusing to disclose wages

Crew size: 18; guards rotate beach and pool

Length of beach: 125 yards *# of lifeguard stands:* 1

Personnel and contact #: Manager James McDuffy; Head Guards J.T. Chimento and Jessica Ricciardi; (732) 483-0500

Address: 1 Cooper Avenue, Long Branch, NJ 07740

Overtime policy/benefits: 1.5x hourly wage for hours past 40

Website: none *Updated through:* 2004

Notes: Beautiful pool and beach facility opened in 2000

City of Long Branch Lifeguards

Start.....\$7.85

2nd and beyond; flex range to maximum9.75

Beach Captains (6).....9.85

Head Lifeguard11.85

Beachfront Manager.....11.90

Crew size: 35

Length of beach: 1.9 miles *# of lifeguard stands:* 6

Personnel and contact #: Beachfront Manager: Wally Smith; Head Lifeguard: Rick Stimpson; (732) 571-6545

Address: 69 Bay Avenue, Long Branch, NJ 07740

Overtime policy/benefits: additional \$.25 for no lateness previous season, additional \$.25 for work through Labor Day. Pay 2x hourly rate for hours past 8 per day.

Website: www.longbranch.org *Updated through:* 2004

Notes: Wages go up annually with a base increment of \$.10; there is flexibility in wage steps based on experience and performance. Guards must work a minimum of 50 days or 80% of the summer schedule to earn their increment for the following season

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

Start (probationary/trainee).....	\$7.75
2nd.....	8.50
3rd.....	9.00
4th.....	9.50
5th.....	10.00
Crew Chief.....	12.00
Assistant Captain.....	13.50
Captain.....	15.00
Superintendent of Beaches.....	12 month annual salary

Crew size: 25 including part-time and pool lifeguards

Length of beach: 1,800 ft. *# of lifeguard stands:* 4

Personnel and contact #: Superintendent of Beaches Brendan Kelly; (732) 531-1519; Captain: Richard Steadman; Deal Casino (732) 531-8800

Address: Deal Borough Hall, Roseld and Norwood Aves., Deal, NJ 07723

Overtime policy/benefits: none

Website: none *Updated through:* 2004

Notes: Deal offers a wage equal to or higher than other local beaches and condominiums; beaches are busy during the summer compared to other private beach clubs

Village of Loch Arbour Lifeguards

Start.....	\$8.00
Annual increment +.75/hr. to maximum....	10.00
Lifeguard Supervisor (range).....	10.00 to 12.00

Crew size: 6 full time

Length of beach: 300 ft. *# of lifeguard stands:* 1

Personnel and contact #: Borough Clerk: Lorraine Carafa: Beach Supervisor/Manager: Rick Lyster; (732) 531-4740

Address: 550 Main Street, Loch Arbour, NJ 07711

Overtime policy/benefits: none

Website: www.locharbournj.us *Updated through:* 2004

Notes: Loch Arbour offers flexibility in scheduling; provide uniforms and complete certifications.

City of Asbury Park Lifeguards

Start.....\$8.25
Flexible increment to maximum of.....9.25
Lieutenants (3)9.50
Beach Captain13.00

Beach Safety Supervisor; annual salary

Crew size: 23

Length of beach: .8 miles *# of lifeguard stands:* 5

Personnel and contact #: Beach Safety Supervisor Joe Bongiovanni; Beach

Captain Michael Fidak; (732) 775-0900

Address: 9 Main Street, Asbury Park, NJ 07712

Overtime policy/benefits: none

Website: www.cityofasburypark.com *Updated through:* 2004

Notes: Asbury Park Lifeguards enjoy a rich heritage as one of the oldest crews in the State. The City is in the process of a major beachfront redevelopment; new listing for 2004

Ocean Grove Lifeguards

Start.....\$6.75
2nd.....7.75
3rd8.50
EMT bonus..... +1.00/hr.

Lieutenants (4)9.50

Captain (3)11.00

Senior Captain.....11.50

Reserve supervisor12.50

Supervisor \$7,860 season salary

Crew size: 22 including part-time

Length of beach: 1/2 mile *# of lifeguard stands:* 7

Personnel and contact #: David M. Shotwell, Sr., Administrator (732) 775-0035;

Lifeguard Supervisor Michelle Davidson; Senior Captain Paul "Bear"

Bagdanov; (732) 988-5533

Address: 54 Pitman Avenue P.O. Box 248, Ocean Grove, NJ 07756

Overtime policy/benefits: 1.5x times wage for hours past 80 in a two week period;
3% IRA match available for anyone earning greater than \$5,000.

Website: www.oceangrove.org *Updated through:* 2004

Notes: Require first responder or EMT, O2 and defibrillator certification

Borough of Bradley Beach Lifeguards

1st.....	\$7.50
2nd.....	8.50
3rd.....	9.00
4th.....	9.50
5th.....	10.00
Captain (7).....	10.75

Assistant Chief, \$8,000 season salary

Beach Manager/Lifeguard Supervisor \$13,000 season salary

Crew size: 37 including part-time

Length of beach: 1 mile *# of lifeguard stands:* 8

Personnel and contact #: Beach Manager/Lifeguard Supervisor: Richard Johnson;
Assistant Chief Bob Rosenberg; (732) 776-2990

Address: 701 Main Street, Bradley Beach, NJ 07720

Overtime policy/benefits: longevity increment of \$1.00/hr. for 10 years full time service

Website: www.bradleybeachonline.com *Updated through:* 2004

Notes: Bradley Beach offers flexible hours, and the crew is a good mix of experience and youth. They have a tradition of a highly competitive tournament team. The beach primarily hosts local families.

Borough of Avon-by-the-Sea Lifeguards

1st.....	\$7.63
2nd.....	8.25
3rd.....	8.88
4th.....	9.38
5th.....	9.75
Beach Captain.....	10.25
Assistant Chief Lifeguard.....	11.25
Chief Lifeguard.....	12.50

Beachfront Supervisor; Annual salary with a 5 step range of \$6,500 to \$10,500

Crew size: 33

Length of beach: .6 miles *# of lifeguard stands:* 7

Personnel and contact #: Chief Lifeguard Ross Fales; Borough Administrator:
Tim Gallagher; (732) 502-4510, ext. 236; Beach Office (732) 502-4507

Address: 301 Main Street, Avon-by-the-Sea, NJ 07717

Overtime policy/benefits: job includes access to municipal pool for training

Website: www.avon-by-the-sea.com *Updated through:* 2004

Notes:

Borough of Belmar Lifeguards

Start.....\$8.00
2nd.....8.50
3rd.....9.00
4th.....9.50
5th.....10.00
Lieutenants (6).....10.50
Beach Captains (7).....11.50
Assistant Lifeguard Supervisor; season salary 10,500
Lifeguard Supervisor; season salary 11,500
Crew size: 80 including part-time
Length of beach: 1.5 miles # of lifeguard stands: 16
Personnel and contact #: Lifeguard Supervisor Bill Karatz; Assistant Lifeguard
Supervisor Ray Elms: (732) 280-9110
Address: 601 Main Street; P.O. Box A, Belmar, NJ 07719
Overtime policy/benefits: none
Website: www.belmar.com Updated through: 2004
Notes: Lifeguards will negotiate new wages for 2005; Belmar's beaches are
among the most popular in New Jersey; this attracts many applicants
making it easier to staff.

Borough of Spring Lake Lifeguards

Start.....\$8.24
2nd & 3rd.....10.01
4th & 5th.....10.74
6th and beyond.....12.21
Crew Chiefs (6).....13.97
Captain.....14.74
First Aid Certification (required).....+.17/hr.
EMT Certification.....+.42/hr.
Beachfront manager; 6/month salary.....\$12,000
Crew size: 80
Length of beach: 2 miles # of lifeguard stands: 22
Personnel and contact #: Lifeguard Captain Joe Fitzsimmons; Beachfront
Manager: Geoff Hastings; (732) 449-8005; President of "Guards of Spring
Lake" James Dempsey.
Address: P.O. Box 124, Spring Lake, NJ 07762
Overtime policy/benefits: Union guards receive a \$35 credit at a local vendor good
for eyewear or skin care products.
Website: www.springlake.org Updated through: 2004
Notes: Spring Lake Lifeguards are union with a contract effective through
August, 2005. 2005 wages will be 2.5% higher; actual wages are \$.17
more because FA certification is required for employment. Spring Lake
beaches offer good facilities and a family atmosphere.

Borough of Sea Girt Lifeguards

Start.....	\$8.52
2nd.....	8.98
3rd.....	9.21
4th.....	9.65
5th and beyond.....	10.43
Crew Chief.....	11.62
Lifeguard Chief; season salary base	\$10,540
Beachfront Manager; season salary	\$15,165

Crew size: 60 including part-time

Length of beach: 1.75 *# of lifeguard stands:* 13

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

Address: P.O. Box 296. Sea Girt, NJ 08750

Overtime policy/benefits: none

Website: www.sgbp.org *Updated through:* 2004

Notes: Sea Girt offers the opportunity to be on a highly competitive tournament team. They emphasize lifeguard training, have excellent equipment and maintain a professional work environment. Sea Girt is a USLA Nationally Certified agency.

Borough of Manasquan Lifeguards

Start.....	\$8.00
2nd.....	9.00
3rd and beyond.....	10.00
Lieutenants (3).....	11.00
Lifeguard Chief; season salary.....	\$10,000
Beachfront Manager; season salary	\$14,000

Crew size: 60; also 1 EMT weekdays – 2 EMT's weekends

Length of beach: 1 mile *# of lifeguard stands:* 13

Personnel and contact #: Beachfront Manager; J. Price; Lifeguard Chief; Harry Neill; (732) 223-2514

Address: 15 Taylor Avenue; P.O. Box 199, Manasquan, NJ 08736

Overtime policy/benefits: none

Website: www.manasquan-nj.com *Updated through:* 2004

Notes: Manasquan offers challenge and growth and an opportunity to provide life lessons. Manasquan Lifeguards “make a difference” and their job is beyond just earning money. The guards are a close knit group of friends for life, dedicated to patrolling the waters of Manasquan and enjoying the quality of life that is offered by surf and sand.

OCEAN COUNTY

Jenkinson's Beach Patrol

Start.....	\$9.00
2nd.....	9.50
3rd.....	10.00
4th.....	10.50
5th.....	11.00
Sergeants (3).....	13.25
Lieutenant (2).....	14.37
Captain.....	16.87
Chief.....	19.37

Crew size: 32

Length of beach: .8 miles *# of lifeguard stands:* 8

Personnel and contact #: Chief Dean Albanese; Captain Dan O'Conne; (732) 295-1365

Address: 300 Ocean Avenue, Point Pleasant Beach, NJ 08742

Overtime policy/benefits: none

Website: www.jenkinsons.com *Updated through:* 2004

Notes: Jenkinson's is a privately owned beach

Borough of Bay Head Lifeguards

Start.....	\$9.00
2nd.....	10.00
3rd.....	11.00
4th.....	12.00
5th.....	12.50

Assistant Superintendent/Head Lifeguard; season salary \$9,000

Crew size: 20 including part time

Length of beach: 1.25 miles *# of lifeguard stands:* 5

Personnel and contact #: Head Lifeguard Hank Handchen; (732) 892-7076

Address: 40 Sanford Road, Brick, NJ 08724

Overtime policy/benefits: none

Website: www.bayhead.org *Updated through:* 2004

Notes: Bay Head guarantees a 40 hour week, regardless of weather

Brick Beach Lifeguards

Start	\$
2nd	
3rd	
4th	
5th	
6th	
7th	
10th	
Sergeants (7)	
Lieutenant/Assistant Beach Director	
Captain/Beach Director	

Crew size:

Length of beach: # of lifeguard stands:

Personnel and contact #: Robert Russo, Recreation Department; Donovan Brown
Captain; Danny Santinello, Lieutenant; (732) 262-1076; fax (732)
262-8207

Address:

Overtime policy/benefits:

Website: n/a *Updated through:* 2004

Notes: information pending; new listing for 2004

Normandy Beach Beach Patrol

Start	\$8.00
2nd	8.50
3rd	9.00
4th	9.50
5th	10.00
6th	10.50
7th	11.00
Lieutenants (3)	12.00
Captain	16.00
Beach Manager (annual salary)	9,000.00

Crew size: 17 including part-time

Length of beach: 600 yards *# of lifeguard stands:* 4 ocean 1 bay

Personnel and contact #: Nick Whelan, Beach Manager; Captain Robert Holigan;
(732) 793-8434

Address: Normandy Beach Improvement Association, P.O. Box 698, Normandy
Beach, NJ 08739

Overtime policy/benefits: none

Website: none *Updated through:* 2004

Notes: Provide all certifications and complete uniform

Borough of Lavallette Lifeguards

Start.....	\$8.50
2nd.....	8.85
3rd.....	9.10
4th.....	9.35
5th.....	9.60
6th.....	9.85
7th.....	10.10
8th.....	10.35

Sergeants (4) on scale
Lieutenants (2); weekly salary; \$595/week for 12 weeks
Beach Manager/Captain; \$695/week for 15 week season
Crew size: 47, includes 3 guards for bayfront beach
Length of beach: 1.5 miles # of lifeguard stands: 9 ocean, 2 bay
Personnel and contact #: Beach Manager/Captain : Jim Cresbaugh; (732) 793-2566
Address: Philadelphia and Ocean Avenues, Lavallette, NJ 08735
Overtime policy/benefits: none; 40 hr. work week
Website: www.lavalletteboro.org Updated through: 2004
Notes: Lavallette offers excellent working conditions and competitive wages

Ortley Beach Lifeguards (Dover Township)

Start.....	\$8.57
2nd.....	8.86
3rd.....	9.14
4th.....	9.43
5th.....	9.71
6th.....	10.00
7th.....	10.29
8th.....	10.57
9th.....	10.86
10th.....	11.14
Sergeants (4).....	13.14
Lieutenants (2).....	14.29
Captain.....	16.86
Beach Supervisor.....	19.14

Crew size: 32
Length of beach: approx. 800 yards # of lifeguard stands: 8
Personnel and contact #: Beach Supervisor Pete Bush; Lifeguard Captain: Chris Johnson; (732) 793-3890
Address: n/a
Overtime policy/benefits:
Website: n/a Updated through: 2004
Notes: Ortley Beach offer good competition opportunities and a good working environment

Surf Club Beach Patrol

Start.....	\$7.75
2nd.....	8.25
3rd.....	8.75
4th.....	9.25
5th.....	9.75
6th.....	10.25
7th.....	10.75
8th.....	11.25
Captain.....	15.00

Crew size: 9

Length of beach: 300 yards *# of lifeguard stands:* 2

Personnel and contact #: Lifeguard Captain Rod Cocci; Supervisor Gordy Mack;
(732) 830-8000

Address: 1900 Ocean Boulevard, Ortley Beach, NJ 07801

Overtime policy/benefits:

Website: www.joeyharrisonssurfclub.com *Updated through:* 2004

Notes: Beach patrol for Joey Harrison's Surf Club; provide all certifications; new listing for 2004

Borough of Seaside Heights Lifeguards

Start.....	\$8.00
Range to (based on experience).....	12.00
Sergeants (6).....	14.00
Lieutenants (1 full time; 1 part-time).....	15.00
Captain.....	17.00

Crew size: 45

Length of beach: 1 mile *# of lifeguard stands:* 12 ocean, 1 bay

Personnel and contact #: Captain: Al Aires; (732) 793-4646; fax (793) 793-7997

Address: n/a

Overtime policy/benefits:

Website: www.seasideheightstourism.com *Updated through:* 2004

Notes: Seaside Heights offers a variable increment based on performance; new wage scale expected for 2005.

Borough of Seaside Park Lifeguards

Start.....	\$8.75
2nd.....	9.00
3rd.....	9.25
4th.....	9.50
5th.....	9.75
6th.....	10.00
7th.....	10.25
8th.....	10.50
9th.....	10.75
10th.....	11.50
Sergeants (7).....	13.40
Lieutenant/Assistant Beach Director.....	15.15
Captain/Beach Director.....	19.50

Crew size: 52 including part time

Length of beach: 1.5 miles *# of lifeguard stands:* 14

Personnel and contact #: Joe Gomulka; (732) 830-2100; (732) 349-0230

Address: 1701 N. Ocean Avenue, Seaside Park, NJ 08752

Overtime policy/benefits: pre-season work available May 15th.

Website: www.seasideparknj.org *Updated through:* 2004

Notes: Officer's contract pending for 2004

White Sands Beach Lifeguards (Berkeley Township)

Start.....	\$7.50
2nd.....	8.25
3rd.....	9.00
4th.....	9.75
Lieutenant.....	range 9.00 to 13.00
Lifeguard Captain.....	range 11.00 to 15.00

Crew size: 15

Length of beach: 400 yards *# of lifeguard stands:* 3

Personnel and contact #: Lifeguard Captain Ken Masuhr (732) 793-5258

Address: P.O. Box B, Bayville, NJ 08721

Overtime policy/benefits: none

Website: none *Updated through:* 2004

Notes: White Sands Beach offers an excellent work environment; provide full uniform and certifications.

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

Length of beach: 1.25 protected; 9 miles unprotected; # of lifeguard stands: 14 stands + 2 towers

Personnel and contact #: North/South Lieutenants Chip Bruce & Spike Eddy; Water Safety Supervisor Jim Handschuch; (732) 793-0506; Lifeguard tower (732) 830-0757

Address: P.O. Box 37; Seaside Park, NJ 08741

Overtime policy/benefits: The State offers the opportunity to participate in the NJ State Pension Program (PERS) if guards remain on the books over the “off” season (“winter blanket”)

Website: www.njparksandforest.org/parks/island.html *Updated through:* 2004

Notes: wages have remained the same since the 2001 survey; IBSP offers a high level of training; 4 new hires for 2004

Barnegat Light Beach Patrol

Start.....	\$8.33
2nd.....	8.61
3rd.....	8.89
4th.....	9.31
5th.....	9.72
6th.....	10.14
7th.....	10.83
IRB operators (3); wage + \$10.00 weekly	
Lifeguard in Training instructors (2); wage + \$10.00 weekly	
EMT's (2); wage + \$10.00 weekly	
Lieutenant.....	15.28
Captain.....	20.14

Crew size: 36

Length of beach: 1.5 miles # of lifeguard stands: 10

Personnel and contact #: Lisa Jones CFA; Captain Don Adams; Lieutenant Scott Caffrey (609) 494-9196

Address: P.O. Box 576, Barnegat Light, NJ 08006

Overtime policy/benefits: none

Website: www.barnlight.com Updated through: 2004

Notes: new listing for 2004

Harvey Cedars Beach Patrol

Start.....	\$7.50
2nd.....	7.75
3rd.....	8.00
4th.....	8.25
5th.....	8.50
6th.....	8.75
7th.....	9.00
Lieutenant.....	10.63
Captain/Beach Director.....	13.13

Crew size: 40

Length of beach: 2.2 miles # of lifeguard stands: 13

Personnel and contact #: Lifeguard Chief Zeke Hill @ (609) 494-2843; private line (609) 978-4285

Address: P.O. Box 3185, Harvey Cedars, NJ 08008

Overtime policy/benefits: none

Website: www.harveycedars.org Updated through: 2004

Notes: wages were quoted on a weekly basis and calculated based on 40 hours; new listing for 2004

Surf City Beach Patrol

Start.....	\$8.46
2nd.....	8.72
3rd.....	8.97
4th.....	9.49
5th.....	9.74
6th.....	10.26
7th.....	10.77
Lieutenants (2).....	15.38
Captain.....	24.56

Crew size: 35

Length of beach: 1.5 miles (29 blocks) # of lifeguard stands:

Personnel and contact #: Lifeguard Captain Mark Dillio @ (609) 494-3064

Address: 813 Long Beach Boulevard, Surf City, NJ 08008

Overtime policy/benefits: Guards working through Labor Day receive 1 week wage bonus

Website: www.surfcitybeachpatrol.com Updated through: 2004

Notes: hourly wage based on 39 hour work week; new listing for 2004

Ship Bottom Beach Patrol

Start.....	\$9.17
2nd.....	9.44
3rd.....	9.72
4th range.....	10.14 to 10.28
5th range.....	10.69 to 10.83
6th range.....	11.11 to 11.25
7th range.....	11.67 to 11.81
8th + range.....	12.22 to 12.36
Lieutenant (4) step 1 (LIT/IRB).....	12.50
Lieutenant step 2.....	13.06
Lieutenant step 3.....	13.89
Lieutenant step 4.....	14.50
Lieutenant step 5.....	15.28
Lieutenant step 6.....	15.97
Lieutenant step 7 +.....	16.67
Chief Beach Supervisor.....	\$15,000 season salary

Crew size: 41

Length of beach: 1.34 miles # of lifeguard stands: 15 beach; 1 bay

Personnel and contact #: Chief Beach Supervisor Keith Stokes; (609) 494-9481

Address: 1621 Long Beach Boulevard, Ship Bottom, NJ 08008

Overtime policy/benefits: guards working through Labor Day receive a \$250 bonus.

Website: www.longbeachisland.com Updated through: 2004

Notes: wages were quoted on weekly basis; calculated 6 hours at 6 days;

Long Beach Township Beach Patrol

Step 1	\$8.75
Step 2	9.00
Step 3	9.25
Step 4	9.75
Step 5	10.25
Step 6	10.75
Step 7	11.25
Assistant Lieutenant.....	11.26
Lieutenants (6)	13.51
Captains (6).....	17.27
Chiefs (2)	21.02

Beach Manager/Lifeguard Supervisor; season salary

Crew size: 200 including part-time

Length of beach: 12 miles *# of lifeguard stands:* 52 beach; 2 bay

Personnel and contact #: Beach Manager/Lifeguard Supervisor: Don Myers:
(609) 361-1200; Chiefs Adam Angelozzi and John Logan

Address: 6805 Long Beach Boulevard, Brant Beach, NJ 08008

Overtime policy/benefits:

Website: www.lbtbp.com

Updated through: 2004

Notes: Lifeguards receive a daily wage of 6.66 times hourly rate; there are 6 patrols, each w/lieutenant & captain; Loveladies, North Beach, Brant Beach, Beach Haven Crest, Spray Beach, and Holgate; Long Beach Township is the second largest beach in the U.S. in length of protected area; they provide all certifications in house and provide a professional setting with excellent equipment. Because LBTBP is large, there are lots of opportunities for advancement. Provide upon request a detailed "Personnel Profile" brochure with statistics upon request

Beach Haven Beach Patrol

Start.....	\$8.33
2nd.....	8.81
3rd.....	9.29
4th.....	9.76
Assistant Lieutenant.....	11.90
Lieutenant (2); average.....	15.00
EMT; wage + \$25.00 weekly	
Captain; season salary =	\$11,830.00

Crew size: 40

Length of beach: approx. 1 mile *# of lifeguard stands:* 12

Personnel and contact #: Lifeguard Captain Jack Marheska @ (609) 492-9193 or
Borough Hall @ 492-0111

Address: 300 Engleside Avenue; Beach Haven, NJ 08008

Overtime policy/benefits: none

Website: www.beachhavenboro.com

Updated through: 2004

Notes: Lifeguards can live in municipal barracks; approximately cost = \$25.00 weekly and is subtracted from weekly wage; new listing for 2004

ATLANTIC COUNTY

Brigantine Beach Patrol

Start.....	\$8.50
2nd.....	8.63
3rd.....	8.75
4th.....	9.25
5th.....	9.50
6th.....	9.75
7th.....	10.00
8th.....	10.25
9th.....	10.50
10th.....	12.75
11th to 15th.....	13.88
16th to 20th.....	14.50
21 +.....	16.25

Salaried Officers:

Beach Patrol Lieutenants (6) 1 to 3;	\$8,797.50
Beach Patrol Lieutenants 4 to 6;.....	9,356.75
Beach Patrol Lieutenants 7 +;.....	10,531.13
Beach Patrol Senior Lieutenant (1);.....	12,500.00
Beach Patrol Captain;	19,000.00

Crew size: 100

Length of beach: 5 miles *# of lifeguard stands:* 22 beach, 2 bay

Personnel and contact #: Captain Joseph Guenther; (609) 266-5233; fax
(609) 266-3823

Address: 1700 Ocean Avenue, Brigantine, NJ 08203

Overtime policy/benefits: Crew receives bonus of \$2.00 per day up to \$125 for
work through Labor Day

Website: www.brigantinebeachnewjersey.com *Updated through:* 2004

Notes: Officers receive per diem rate for work before and after season; incentives
include additional \$6.00 per day for Lifeguard Training Certification;
additional \$7.00 per day for Lifeguard Instructor, CPR Instructor and
Water Safety Instructor Certifications; additional \$9.00 per day for EMT
Certification; must work a minimum of 40 days in season to earn
wage/salary step.

Atlantic City Beach Patrol

1 to 3 years	\$10.60
4 to 6 years	11.98
7 to 8 years	13.06
9th	13.42
10 to 12 years	14.62
13th	15.82
14 to 15 years	16.12
16 to 18 years	17.34
19 to 23 years	17.67
24 years +	18.00
Lieutenants (12)	20.77
Captains (12)	23.91

Assistant Chiefs (3); Permanent Civil Service

Crew size: 180

Length of beach: 5 miles *# of lifeguard stands:* 52

Personnel and contact #: Chief Robert W. Levy, Sr. (609) 347-5312; fax (609) 347-5294; Assistant Chief Rod Aluise

Address: Public Safety Building; 2715 Atlantic Avenue; Suite 420; Atlantic City, NJ 08401

Overtime policy/benefits: 1.5 times per diem rate for hours past 48 per week or 8 per day; wages under negotiation for 2005

Website: www.acbp.org *Updated through:* 2004

Notes: Atlantic City Beach Patrol is the nation's oldest lifeguard service dating to 1870; Guards work through September 30th;

Ventnor City Beach Patrol

Start	\$8.90
2nd	9.15
3rd	9.40
4th	10.55
5th	10.80
6th	11.10
7th	11.35
8th	11.60
9th	12.25
10th	12.80
11th	12.95
12th	13.05
13th	13.20
14th	13.35
15th +	13.50
Lieutenants (5)	18.35
Captain (1)	23.50
Chief (1)	27.90

Crew size: 65

Length of beach: 1.8 miles # of lifeguard stands: 11

Personnel and contact #: Chief Stanley Bergman (609) 823-7948; fax (609) 823-3249

Address: Ventnor City Hall; Cambridge & Atlantic Avenues; Ventnor, NJ 08406

Overtime policy/benefits: none

Website: www.ventnorcity.org Updated through: 2004

Notes: Ventnor City Beach Patrol employees enjoy the opportunity to serve the public

Margate City Beach Patrol

Start	\$7.46
2nd	7.96
3rd	8.45
4th	8.94
5th	9.32
6th	9.65
7th	10.02
8th	10.35
9th	10.76
10th	10.90
11th	11.03
12th	11.17
Lieutenants (3)	12.45
Captains (2) 16 week salary	\$11,000
Chief (1) 16 week salary	\$14,600

Crew size: 65

Length of beach: 1.5 miles *# of lifeguard stands:* 12

Personnel and contact #: Chief Lifeguard Richard Kugel; (609) 822-2370; fax
(609) 822-3462

Address: Decatur & The Beach, Margate City, NJ 08402

Overtime policy/benefits: Incentive bonus: \$5.00/day if season total = 50 days or
more from June 23rd to include Labor Day;

Website: www.margate-nj.com *Updated through:* 2004

Notes: wages based on 2002 contract; 2004 contract still being negotiated that
will provide retroactive benefits.

Longport Beach Patrol

Start.....	\$8.82
2nd.....	9.21
3rd.....	10.02
4th.....	10.56
5th.....	10.97
6th.....	11.51
7th.....	12.05
8th.....	12.62
9th.....	13.47
10th.....	14.08
Lieutenants (5).....	16.42
Captains (2).....	21.00

Crew size: 54

Length of beach: 1.5 miles *# of lifeguard stands:* 12

Personnel and contact #: Captain Daniel E. Adams; Captain Michael D. McGrath; (609) 822-3898; fax (609) 823-1339

Address: 2305 Atlantic Avenue; Longport, NJ 08403

Overtime policy/benefits: Incentives include additional \$2.00 per day for work through Labor Day; 1.5x for hours past 40 per week

Website: none *Updated through:* 2004

Notes: Wages are calculated based on 8hr/day; EMT Certification additional \$150.00 for season; Longport lifeguards will receive a 3% increase for 2005.

CAPE MAY COUNTY

City of Ocean City Beach Patrol

Start.....	\$9.00
2nd & 3rd	9.40
4th & 5th	9.95
6th & 7th	10.50
8th & 9th	11.35
10th to 12th	12.30
13th to 15th	13.45
16th to 18th	13.70
19th to 20th	14.00
Senior Guards (12)	
Step 1	15.75
Step 2	17.82
Lieutenant (6) + training officer	
Step 1	19.02
Step 2	19.77
Senior Lieutenant (2)	20.55 + \$2,900 stipend
Operations Chief salary.....	\$21,000

Crew size: 160

Length of beach: 8 miles *# of lifeguard stands:* 41

Personnel and contact #: Beach Manager; Deputy Chief Charles Bowman;
 Operations Chief Tom Mullineaux, (609) 525-9200; fax (609) 399-2182;
 off season # (609) 525-9201; off season fax # (609) 398-7447

Address: 1st and the Boardwalk, Ocean City, NJ 08266

Overtime policy/benefits: as requested and needed

Website: www.oceancityvacation.com *Updated through:* 2004

Notes: The City of Ocean City is known throughout New Jersey for its family oriented activities and its availability for summer employment. Ocean City enjoys a long history and is one of the most widely known beach patrols on the east coast. They host a Junior Lifeguard school and participate in many lifeguarding competitions; there are two unions "Ocean City Lifeguards Association" and Ocean City Beach Patrol Administrative Association". There are lifeguard headquarters at each of their 4 zones.

Upper Township Beach Patrol

Start.....	\$9.25
2nd.....	9.75
3rd and 4th	10.45
5th	10.75
Lieutenant (3).....	13.15
Captain (1)	17.50

Crew size: 37

Length of beach: 1.5 miles *# of lifeguard stands:* 7

Personnel and contact #: Captain William C. Handley; (609) 263-1151; fax (609) 628-3092

Address: P.O. Box 205, Tuckahoe, NJ 08250

Overtime policy/benefits:

Website: www.uppertownship.com *Updated through:* 2004

Notes: Upper Township offers an additional \$4.00 per diem for EMT certification

Sea Isle City Beach Patrol

Start.....	\$8.25
2nd.....	8.50
3rd	8.75
4th	9.00
5th	9.25
6th	9.50
7th	9.75
8th through 29.....	10.00
30 years +.....	12.50
Lieutenants (6) range from 12.63 to	16.13
Captain; season salary.....	n/a

Crew size: 89

Length of beach: 4.5 miles *# of lifeguard stands:* 21

Personnel and contact #: Captain Renny Steele; (609) 263-3655; fax (609) 263-6139

Address: 44th Street and Beach, Sea Isle City, NJ 08243

Overtime policy/benefits: Incentives are additional \$5.00 per day for work through Labor Day; 5 or 6 days per week option; overtime benefits = 2x wage rate for 6 day employees and 1.5x wage rate for 5 day employees; all beach patrol employees, EMT's and administrators are eligible to participate in the pension

Website: www.sicbp.com *Updated through:* 2003

Notes: guards need to work a minimum of 50 days to earn increment for next season; Sea Isle City has a good competition team, a Junior Lifeguard program and the reputation for fair and non-political hiring

Avalon Beach Patrol

Start.....	\$8.75
2nd.....	9.00
3rd.....	9.25
4th.....	9.50
5th.....	9.75
6th.....	10.00
7th.....	10.25
8th.....	10.50
9th.....	10.75
10th.....	11.00

Lieutenants (3):

1.....	11.25
2.....	11.85
3.....	12.88
4.....	13.65
5.....	15.19

Captain yearly salary.....\$27,000

Crew size: 95

Length of beach: 4.33 miles # of lifeguard stands: 27

Personnel and contact #: Captain Murray Wolf; (609) 967-7587; fax (609) 368-0114

Address: 32nd Street & Beach, Avalon, NJ 08202

Overtime policy/benefits: Bonus: \$1.00/hour if work minimum of 50 days through Labor Day

Website: www.avalonbeach.com

Updated through: 2003

Notes: Avalon is a very competitive, young patrol.

Stone Harbor Beach Patrol

Start.....	\$8.75
2nd.....	9.13
3rd.....	9.38
4th.....	9.63
5th.....	9.88
6th.....	10.13
7th.....	10.38
8th.....	10.63
9th.....	10.88
10th.....	11.12
11th.....	11.33
12th.....	11.63
13th.....	11.88
Lieutenants (4):	
1.....	12.50
2.....	12.88
3.....	13.25
4.....	13.63
5.....	14.00

Captain semi-annual season salary\$20,750

Crew size: 60

Length of beach: 2.3 miles *# of lifeguard stands:* 21

Personnel and contact #: Captain Sandy Bosacco; (609) 368-8461; fax (609) 368-1629

Address: 9508 2nd Avenue, Stone Harbor, NJ 08247

Overtime policy/benefits: Bonus: \$8.00/day if work minimum of 50 days through Labor Day

Website: www.stone-harbor.nj.us *Updated through:* 2004

Notes: Stone Harbor offers an environment of strong discipline, excellent crew morale, and intense physical training as the philosophy for effectively providing public safety.

North Wildwood Beach Patrol

Start	\$8.50
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
15 +	11.15
20 +	11.25
Medics (2)	12.65
Lieutenants:	
1 to 3	12.90
4 to 6	13.25
7 to 9	13.50
10 +	13.90
Captain	14.15
Chief; yearly salary	n/a

Crew size: 65

Length of beach: 1.5 miles *# of lifeguard stands:* 22

Personnel and contact #: Chief Tony Cavalier; (609) 522-7500; fax (609) 522-6531

Address: 15th Avenue & The Beach, North Wildwood, NJ 08260

Overtime policy/benefits: none

Website: www.the-wildwoods.com

Updated through: 2004

Notes: North Wildwood beaches are free

Wildwood Beach Patrol

Start.....	\$8.50
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.....	11.12
Supervisors; step +.....	6.00
Lieutenants (5) range	12.00 to 14.88
Chief: 6 month salary.....	24,600

Crew size: 66

Length of beach: 1.33 miles *# of lifeguard stands:* 21

Personnel and contact #: Chief Louis A. Cirelli, Jr.; Senior Lieutenant Steve
Stocks; (609) 522-8258; fax (609) 522-5852

Address: 4400 New Jersey Avenue, Wildwood, NJ 08260

Overtime policy/benefits: straight time for overtime; must work a minimum of 40
days to earn increment; receive comp time for hours past 40.

Website: www.wildwoodbeachpatrol.com *Updated through:* 2004

Notes: Certification through South Jersey Lifeguard Chiefs' Association

Wildwood Crest Beach Patrol

Start.....	\$8.50
2nd.....	8.63
3rd.....	8.75
4th.....	8.88
5th.....	9.00
6th.....	9.25
7th.....	9.38
8th.....	9.50
9th.....	9.63
10th.....	9.75
11th.....	9.88
12th.....	10.25
13th.....	10.38
14th.....	10.63
15th +.....	11.13
Sergeants (5); range from 11.38 to	12.63
Lieutenants (5); range from 12.63 to	13.88
Senior Lieutenant.....	14.88
Captain/Beach Director; season salary	17,500

Crew size: 82

Length of beach: 2 miles # of lifeguard stands: 25

Personnel and contact #: Captain Bud Johnson; (609) 522-3825; fax (609) 522-5871

Address: 6101 Pacific Avenue, Wildwood Crest, NJ 08260

Overtime policy/benefits: none

Website: www.wcbp.org Updated through: 2004

Notes: additional \$4.00/day if EMT; hours = 9:30 AM to 5:30 PM

City of Cape May Beach Patrol

Start.....	\$8.40
2nd.....	8.50
3rd.....	8.67
4th.....	8.76
5th.....	9.04
6th.....	9.30
7th.....	9.53
8th.....	9.71
9th.....	10.07
10th.....	10.25
10 +.....	11.86
Lieutenants (5) range.....	14.30 to 17.16

Beach Supervisor; \$42,000 for 6 months

Crew size: 75

Length of beach: 3 miles *# of lifeguard stands:* 24

Personnel and contact #: Senior Lieutenant Harry Back, Senior Staff Member
Gene Ladd; Beach Manager/Lifeguard Supervisor: Harry J. "Buzz"
Mogck, Jr.; (609) 884-9520; fax (609) 884-9520

Address: Beach Drive & Grant Street; Cape May, NJ 08204

Overtime policy/benefits: none

Website: linked from www.usla.org *Updated through:* 2004

Notes: 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 3 years. Must work a minimum of 30 days during the season to earn annual increment

Cape May Point Beach Patrol

Start.....	\$8.00
2nd.....	8.25
3rd.....	8.50

wage rate is open with no cap at this time at annual per diem increment of \$2.00 per day

Lieutenants (2) range from 11.75.....open as above

Captain; season salary.....15,000

Crew size: 17

Length of beach: 1.1 miles *# of lifeguard stands:* 4

Personnel and contact #: Captain Pete Pietras; (609) 884-0227; fax (609) 884-1732

Address: P.O. Box 490, Cape May Point, NJ 08212

Overtime policy/benefits: 1.5x daily rate for hours past 40/week

Website: www.cmpnj.com *Updated through:* 2004

Notes:

MF/

Template Lifeguards

Start\$
2nd
3rd
4th
5th
6th
7th
10th
Sergeants (7)
Lieutenant/Assistant Beach Director
Captain/Beach Director.....

Crew size:

Length of beach: # of lifeguard stands:

Personnel and contact #:

Address:

Overtime policy/benefits:

Website: Updated through: 2004

Notes: