

TOWN OF CONCORD  
Personnel Policy and Procedure #7-2

**Miscellaneous Compensation Schedule – Recreation**  
***Date Effective: January 1, 2020***

**POSITION TITLE**

➤ **Recreation Associate**

*Temporary and Limited-Status employees of Recreation Department shall hold the position of "Recreation Associate." Recreation Associates may perform more than one function for the department and may be paid at different rates of pay. The approved function titles and pay ranges are contained in this schedule.*

➤ **Swim/Fitness Specialist**

*This Miscellaneous Compensation Schedule shall also be used to determine function titles and pay ranges for regular-status employees holding the position of "Swim/Fitness Specialist" in the SF-1 Grade of the Classification and Compensation Plan.*

<b><u>FUNCTION TITLE</u></b>	<b><u>MINIMUM</u></b>	<b><u>MAXIMUM<sup>1</sup></u></b>
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SWIM & FITNESS - MANAGERIAL

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Beede General Manager	\$73,800	\$94,500
Assistant to the Beede General Manager	\$52,275	\$70,350
Beede Program Manager	\$49,969	\$67,463
Membership Coordinator	\$48,175	\$61,425

<b><u>FUNCTION TITLE</u></b>	<b><u>MINIMUM</u></b>	<b><u>MAXIMUM<sup>2</sup></u></b>
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SWIM & FITNESS - GENERAL

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Waterfront Director	\$20.00	\$35.00
Aquatics Generalist	\$15.00	\$25.00
Head Lifeguard	\$20.00	\$30.00
Lifeguard		
Level 1	\$12.75	\$16.75
Level 2	\$17.25	\$25.00
Water Safety Instructor		
Level 1	\$15.00	\$19.00
Level 2	\$19.50	\$26.50
Water Fitness Instructor		
Level 1	\$36.00	\$40.00
Level 2	\$40.50	\$60.00
Dive Instructor		
Level 1	\$16.00	\$23.00
Level 2	\$23.50	\$40.00
Private Dive Instructor	\$20.00	\$45.00
Private Swim Instructor		
Level 1	\$20.00	\$30.00

<sup>1</sup> Minimums and Maximums listed are annualized, but salary may be weekly or hourly. The annual rates are controlling when performing calculations and are based on 52.2 weeks at 40 base hours per week; compensation will be prorated for part-time schedules.

<sup>2</sup> Minimums and Maximums listed are hourly pay rates, except for instructors who may be paid on a per-diem class rate.

SWIM & FITNESS - GENERAL, cont.

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Swim Coach		
<i>Assistant</i>	\$15.00	\$19.00
<i>Head</i>	\$19.50	\$30.00
Group Exercise Instructor	\$46.00	\$75.00*
		* - Max is \$60.00 for S/F Specialist
Fitness Trainer		
<i>Level 1</i>	\$15.00	\$35.00
<i>Level 2</i>	\$35.50	\$40.00
Personal Fitness Trainer		
<i>Level 1</i>	\$30.00	\$40.00
<i>Level 2</i>	\$40.50	\$50.00

SUMMER PROGRAMS

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Summer Program Instructor	\$15.00	\$40.00
Summer Program Assistant	\$12.75	\$25.00
Camp Director	\$20.00	\$35.00
Assistant Camp Director	\$17.00	\$25.00
Camp Specialist	\$14.00	\$22.00
Lead Counselor	\$13.75	\$17.00
Counselor	\$12.75	\$14.75
Junior Counselor	\$12.75	\$12.75

CHILDCARE PROGRAMS

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Lead Teacher/Senior Group Leader	\$20.00	\$30.00
Teacher/Group Leader	\$15.00	\$20.00
Substitute	---	\$15.00
Assistant Teacher/Assistant Group Leader	\$12.75	\$15.00

GENERAL RECREATION

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Nurse	\$20.00	\$35.00
Office Clerk	\$12.75	\$20.75
Office Assistant	\$13.50	\$25.75
Intern	\$12.75	\$15.75
Program Instructor	\$15.75	\$40.00
Program Assistant	\$12.75	\$15.75
Program Director	\$20.00	\$40.00
Recreation Park Ranger	\$13.00	\$20.00

VISITOR CENTER

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Visitor Center Attendant	\$12.75	\$20.00
Visitor Center Tour Guide	\$20.00	\$30.00