

Aquatics Seasonal Employee Incentive Program

The Employee Incentive Program for the Aquatics 2026 Season is below. Those Lifeguards and Management staff (Head Guards and Managers) who reach the hours requirement may receive an end-of-season bonus.

End-of-Season Bonus		
Bonus Amount	Hour Requirement (May 23-September 7)	Average Hours (15 Weeks)
\$500	450 hours	30
\$350	375	25

Aquatics staff could receive an additional bonus if they refer a friend or hold an up-to-date lifeguard certification that is valid through September 7, 2026.

Extra Bonus Opportunities	
Bonus Amount	Incentive Program
\$250	Lifeguard Cert. through 9/7/26 (Min. of 225 hours)
\$100	Refer a Friend

Bonus Requirements

To qualify for any bonus, the employee must:

- Total number of hours worked is accrued for **May 23 through September 7** operating season only. Hours bonus applies to Lifeguards, Head Guards, and Managers only.
- Be in good standing all summer season.
 - “No Call, No Shows”, write-ups, and in-service non-compliances will result in not being eligible for any bonus.
- Failure to report to work without securing a replacement, or receiving an excused absence, will result in bonus ineligibility.
- For Certification Bonus, you must have a valid certification (never behind on in-service) through 9/7/26 and reach a minimum of 225 in-season hours worked, **May 23-September 7, 2026**.
- For Refer a Friend Bonus:
 - See Aquatics Seasonal Employee Referral Bonus Form for requirements.
 - For Form & Requirements: CityBLM.SeamlessDocs.com/f/opqfa3btr53c
- All bonuses will be distributed once the summer season ends and Aquatics Facilities are closed (mid-September).