

# Pool Hiring Policy for Lifeguards

1. Employees will not be hired prior to taking and passing all required lifeguard training courses. The City is seeking to hire certified lifeguards not individuals to train to become lifeguards.
2. Applicants can submit a City of Oswego employment application. Candidates who still need to complete any required training will be interviewed and any offer of employment will be contingent on completing and passing the required courses.
3. Applicants will be responsible to schedule and pay for training. Individuals who are hired will be reimbursed for tuition fees and any required training manuals with proof of payment. ***Our auditors require receipts in order to be reimbursed so please make sure to keep your receipt!***
4. There will be no reimbursement for mileage or hourly wages paid for training. However, any “on the job training” will be paid at an hourly rate after an employee is hired.
5. Any applicant that is not made a tentative offer of employment has the option of canceling their classes as interviews normally take place before classes begin.
6. The hiring policy may be waived if it becomes necessary to hire a Pool Manager or Water Safety Instructor that does not have current certification. The pool manager is required to interview and hire qualified employees for the operation of the swimming pool and it is critical they can begin work in sufficient time to select lifeguards and concession workers before the pool season begins. Due to the timing of training opportunities it may require the hiring of the Pool Manager and WSI prior to their ability to become certified.