

# Aqua News

Winkler Pool Management, Inc.

## ARE YOU READY FOR WINKLER'S 21<sup>st</sup> ANNUAL LIFEGUARD OLYMPICS?

### LIFEGUARD OLYMPICS

The 21st annual WPM Lifeguard Olympics will be held at Southern Towers II (4901 Seminary Road, Alexandria, VA) at 6:30 a.m. on Monday, August 8th. For those of you unfamiliar with the WPM Lifeguard Olympics, it is an annual competition of teams formed by each Area Supervisor of WPM lifeguards that compete in a series of timed events testing their lifeguarding skills. Events tested skills such as the approach stroke, rescue of a passive victim and submerged victim as well as the paddle boat relay. All events are timed with 1 point awarded for the team with the quickest time, 2 points for the next fastest, etc. The team with the least number of total points at the end of all events is declared the winner.

The winning team receives an afternoon at Kings Dominion or Six Flags. All participants and spectators received WPM Lifeguard Olympic T-Shirts.

We hope to see everyone there - either to participate or to root your team on.

### END OF SEASON REPLACEMENTS

**We need your help** in finding your replacement if you cannot work through Labor Day. We also have many pools that remain open through September and a few that stay open throughout the winter that need lifeguards.

If you have friends that are interested but are not certified, we will schedule classes on an as-needed basis. Please contact our office with names and phone numbers and once we get several people together we will call them back to inform them of the class time and location.

**Preference for the indoor, year-round pools will be given to guards that have been with us through the season, have shown up on-time consistently for their shift, kept their pools clean and orderly and who have been willing to fill in as needed.**

### CERTIFICATIONS

Make sure all your certifications are current and will last through your last day of work. Health Inspections are still going on and will probably occur more frequently. The County will want one last look at all the pools before the season ends and will still expect to see

cards on everyone!

### FINAL CHECKS

For those of you who are leaving, please leave two or three self-addressed stamped envelopes with the address to which you want the check. Leave these in the pool notebook so we can get you your final check(s). If you not leave envelopes, these checks will be mailed to the address that is currently printed on your check.

### PAYROLL PROBLEMS

If you have a discrepancy with a paycheck you have received, with either the number of hours or with the pay rate, please follow this procedure:

✧ The discrepancy should be submitted via e-mail to [payroll@winklerpool.com](mailto:payroll@winklerpool.com), stating the days and hours you worked and the pool(s) at which you worked. If you no longer work for us or have already left for the summer, please document in writing the discrepancy and e-mail, mail or fax it to our main office (Attention: Payroll ): Winkler Pool Management, 4905 Edmonston Road, Hyattsville, MD 20781; fax: 301/779-0559.

✧ All discrepancies and pay rate

adjustments will be handled during the payroll cycle. Corrections or requests for further information will appear in your next paycheck. Please help us by e-mailing and not calling the office regarding payroll problems. This only slows down the process and does not allow us to help you as much as if you follow the procedure. Please submit all discrepancies as soon as possible. .

## END OF SUMMER

Please remember that it is your performance these last few weeks that will be most heavily critiqued and can effect both your rate of pay and pool placement for the 2012 season. Keep in mind that we like to hire and promote from within. Good guards, become pool managers. Good pool managers can become supervisors!

## GUARDING

We have received a few calls from property managers, the health department, and concerned parents that some of the guards are leaving their guard posts to check the filter room, retrieve something from their car, go to the bathroom etc. **Remember**, if you are the only guard on duty, you may not leave the pool unattended - not even for a minute. Clear the pool if you must leave your post. You must pay attention to the swimmers at all times!

## CONTACTING THE OFFICE/YOUR SUPERVISOR

For those of you who may be just subbing for us these last few days you can reach your supervisor through the office: 301/864-4900 (from DC or MD) or 703/451-4664 (from the Northern VA Area) or you may use our toll-free number: 888-616-7946.

The phones are answered in our office generally from 7:00a.m. to 6:00 p.m. Monday through Friday and from 10:00a.m. to 2:00p.m. on Saturdays and Holidays and from 10:00 a.m. to 1:00 p.m. on Sundays.

At all other times the phones are answered by our Answering Service. Should you need to contact your supervisor or the office before or after these hours, you **must** call on one of the above numbers.

## VARIABLE PAY (VP)

Many of you have called the office or spoken to your Area Supervisor this summer, saying your pay rate at the top of your pay stub is wrong. The answer in the majority of these cases, is that you are a VP or a Variable Pay. This means that you have two approved rates of pay - one for your primary pool assignment and one rate for all other pools where you may work during the course of the season/year. This is necessary because each pool has a budget and only certain pools can support higher hourly rates.

For example, say you were approved to make \$8.50 at your Pool Assignment and \$7.50 at all other pools. This would mean that when you work at your assigned pool (which can support a \$8.50/hr rate), every hour you work there will be paid at \$8.50 per hour. Should you be asked to work at another pool, other than your assigned pool, you will be paid at the lower rate (\$7.50/hr), because this is the rate that this pool's budget can support. Your "base rate" (found in the upper left hand corner of your pay stub) will always be the lower of your two rates and the higher rate, or variable rate" monies will be found in the "Other Taxable" (Bottom, left-hand corner) section of your pay stub.

For example, if you worked 81 hours at your \$8.50 per pool assignment, your

pay would be as follows: 80 regular hours at \$8.50 = \$680.00 plus one (1) overtime hour at \$12.75. Total gross wages = **\$692.75**. Since you are a variable pay with a \$7.50 base rate, the left-hand column of your check stub would appear as shown below:  
**WINKLER POOL MANAGEMENT, INC.**

**Ck 00000**

**Empl: 0000**

**Dept: 001 Pay Period:07/18/09 - 08/31/09**

**Days Worked: 10**

	Hrs	Rate	Amnt
Regular	80.0	7.50	600.00
Ovr Time	1.0	11.25	11.25
Dbl Time	0.0	0.00	0.00
Sick Lv	0.0	0.00	0.00
Vac Pay	0.0	0.00	0.00
Hol Pay	0.0	0.00	0.00
Pers Pa y	0.0	0.00	0.00
Salary			
Comiss	0.0	0.00	0.00
Pce Work			0.00
<b>Oth Txbl</b>			<b>81.50</b>
Oth Non Tx			0.00
Tips			0.00

**Total Gross Wages: \$692.75**

A letter with this same information has also been enclosed in your past paychecks along with your copy of your Employment Agreement. Hopefully this helps to clear up some of the confusion.