

LIFEGUARD EVALUATION REPORT

Mid-Season

NAME:

Reyna M
(Last) (First)

(First)

(Middle)

Facility:

Sixon Woods

PERFORMANCE INDICATORS: S = Satisfactory I = Improvement needed U = Unsatisfactory

PERFORMANCE FACTORS to evaluate all lifeguards

Did this Lifeguard:	Rate	Did this Lifeguard:	Rate
1. Promptly report for duty (on time)? (Not excessively absent)	S	8. Demonstrate competency in water safety skills?	S
2. Obeys workplace rules and regulations?	S	9. Demonstrate competency in first aid Skills?	S
3. Perform assigned duties? Participates in in-service and meetings	S	10. Demonstrate knowledge of lifeguard principles and techniques?	S
4. Wears uniform properly and appropriately?	S	11. Demonstrate competency in swimming and endurance skills?	S
5. Initiative Ability to act on his/her own and take the lead.	S	12. Communicate with the public with tactful yet positive results?	S
6. Cooperate with fellow staff?	S	13. Accept authority and responsibility?	S
7. Physical Condition: Commensurate to the job?	S	14. Adequately handle emergencies? (Shows good judgement)	S

For ALL UNSATISFACTORY explanation must be given.

CAPTAIN/LIEUTENANT COMMENTS:

A great guard, in a couple years I can see as a future Lt. Only needs to learn or practice engaging rookies & teaching them. Though, a perfect guard

Daniel DeSilva

Signature of evaluator

Lt

Title of evaluator

7-25

Date

Getting better everyday.

EMPLOYEE REMARKS:

Being a little more respectful to patrons & guards

[Signature]

Signature of employee

7/25

Date

Signature acknowledges that this evaluation was seen by the Lifeguard but does not mean the Lifeguard agrees with this evaluation.
If additional space is needed for remarks, please use additional sheets which should be signed by all parties.

Lifeguard Warning Notice – 2019

The following warning was issued today and
it is to be made part of the official record.

M [REDACTED] Feyna
Name

8-1-2019
Date

- | | |
|---|--|
| <input type="checkbox"/> Unreported absence | <input type="checkbox"/> Fighting on premises |
| <input type="checkbox"/> Tardiness | <input type="checkbox"/> Leaving without permission |
| <input type="checkbox"/> Drinking on duty | <input type="checkbox"/> Improper conduct |
| <input type="checkbox"/> Reporting under the
influence | <input checked="" type="checkbox"/> Violation of rules |
| <input type="checkbox"/> Insubordination | <input type="checkbox"/> Defective or improper work |
| <input type="checkbox"/> Dishonesty | <input type="checkbox"/> Careless |
| <input type="checkbox"/> Failure to obey orders | <input type="checkbox"/> Destruction of property |
| | <input type="checkbox"/> Other: _____ |

REMARKS:

Health Code Violation
No CB in Deep end
while swimming

Use reverse side if necessary

[Signature]
Signature of Supervisor

I have read this report:

[Signature]
Signature of Employee

The warning has been noted and is made part of the above employee's record,
as of this date:

8-1-2019
Date

WARNING

1 2 3

LIFEGUARD EVALUATION

End of Season

NAME: M [REDACTED] Reyna Facility: Saxon

PERFORMANCE INDICATORS: A = Always S = Sometimes N = Never

PERFORMANCE FACTORS

	Rate		Rate
1. Promptly report for duty (on time) (Not excessively absent or late)	A	8 Has a positive attitude	A
2. Obeys workplace rules and regulations	A	9 Worked well with other lifeguards on the team	A
3. Perform assigned duties	A	10. Adequately handle emergencies (Shows good judgement)	A
4. Wears uniform properly and appropriately	A	11. Accept authority and responsibility	A
5. Initiative Ability to act on his/her own and take the lead.	A	12. Communicate with the public with tactful yet positive results	A
6. Respectful to fellow staff and officers	A	13. Know where all of the equipment is (first aid book, certification binder, binder with all of the incident reports and daily logs).	A
7. know all of the whistle drills	A	14. Participate in in- service trainings	A

Number of write ups? zero

Last day of work: Aug 20

Years worked? 4

Number of call outs or lateness? zero

Vacations taken? zero

How many? zero

Number of saves? zero

Was this person every sent to other facilities? yes

Rehire: yes Why: _____

Is this person eligible for a pay increase? yes

Should this person be considered for a promotion next season? yes

Lieutenants Comments: [REDACTED] is the best Lieutenant I've had the
pleasure of working with. [REDACTED] is a great lieutenant and guard.
She ~~can~~ would make a phenomenal Captain and should be
considered.

Captain's comments: _____

Employee Comments: _____

8/11/21
Signature of evaluator

Captain
Title of evaluator

8/31/21
Date

Signature of evaluator

Title of evaluator

Date

Signature of evaluator

Title of evaluator

Date

Signature of employee

Date

Signature acknowledges that this evaluation was seen by the Lifeguard but does not mean the Lifeguard agrees with this evaluation.
If additional space is needed for remarks, please use additional sheets which should be signed by all parties.

A copy of any evaluation marked as a No Rehire must be sent to the Lifeguard Supervisor or Parks Director.

LIFEGUARD EVALUATION REPORT

End of Season

NAME: Reyna M [REDACTED] Facility: Saxon
 (Last) (First) (Middle)

PERFORMANCE INDICATORS: S = Satisfactory I = Improvement needed U = Unsatisfactory

PERFORMANCE FACTORS to evaluate all lifeguards: (including Captain & Lieutenant)

Did this Lifeguard:	Rate	Did this Lifeguard:	Rate
1. Promptly report for duty (on time)? (Not excessively absent)	S	8. Wears uniform properly and appropriately?	S
2. Obeys workplace rules and regulations?	S	9. Adequately handle emergencies? (Shows good judgement)	S
3. Communicate with the public with tactful yet positive results?	S	10. Demonstrate competency in water safety skills?	S
4. Perform assigned duties? Participates in in-service and meetings	I	11. Demonstrate competency in first aid skills?	S
5. Accept authority and responsibility? Applies rules and regulation consistently	S	12. Cooperate with fellow staff?	I
6. Initiative Ability to act on his/her own and take the lead.	S	13. Demonstrate knowledge of lifeguard principles and techniques	S
7. Commensurate to the job?	S	14. Demonstrate competency in swimming and endurance skills?	S

EVALUATION PERFORMANCE FACTORS for Captain and Lieutenant only:

Did this Supervising Lifeguard:	Rate	Did this Supervising Lifeguard:	Rate
A. Cooperate with Superintendent and staff?	I	D. Delegate authority and responsibility?	S
B. Assume supervisory authority and responsibility? (Applies rules consistently, and equally among all staff)	S	E. Demonstrate ability to instruct lifeguard & first aid skills and coordinate the staff with facility management?	S
C. Complete the required paperwork?	S	F. Certifications (WSI/LGI)	S

Ryan Koster
 Print evaluators name

[Signature]
 Signature of evaluator

8/13/22
 Date completed

Current Pay Rate: 24.50 Year Hired: 2016
Recommend for Salary increase: Yes ☒ No ☐ Candidate Eligible for Rehire? Yes ☐ No ☒
Conditions for Rehire: _____
Worked until End of Season: Yes ☐ No ☒ Last Day? 8/19/22

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PRINT EMPLOYEE NAME: _____
(Last) (First) (Middle)

CAPTAIN/LIEUTENANT COMMENTS:

Signature of evaluator Title of evaluator Date

Facility Manager must evaluate the highest supervising lifeguard at the facility. A Captain may evaluate a Lieutenant at the Facility Managers discretion.

SUPERVISOR COMMENTS: [redacted] did a great job dealing w/ patrons + first aid. [redacted] did a good job with the end of the day meetings. We need more in-service done and we needed less ~~from~~ fraternizing with the Park Rangers and more ~~happy~~ walking the deck. ~~and so~~

[Signature] [Signature] 9/3/22
Supervisor Title of evaluator Date

EMPLOYEE REMARKS:

Signature of employee Date

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If additional space is needed for remarks, please use additional sheets which should be signed by all parties.

Lifeguard Warning Notice

The following warning was issued today and
it is to be made part of the official record.

M [REDACTED] Reyna
Name

7/31/22
Date

- | | |
|---|--|
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| <input type="checkbox"/> Tardiness | <input type="checkbox"/> Leaving without permission |
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influence | <input type="checkbox"/> Violation of rules |
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| <input checked="" type="checkbox"/> Dishonesty | <input type="checkbox"/> Careless |
| <input type="checkbox"/> Failure to obey orders | <input type="checkbox"/> Destruction of property |
| | <input type="checkbox"/> Other: _____ |

REMARKS:

After countless conversations about
[REDACTED] excessive vacations. [REDACTED]
Still granted [REDACTED] a vacation for
this upcoming weekend.

Use reverse side if necessary

I have read this report:

[Signature]
Signature of Supervisor

[Signature]
Signature of Employee

The warning has been noted and is made part of the above employee's record,
as of this date:

Date

WARNING

① 2 3