

LIFEGUARD EVALUATION REPORT

Mid-Season

NAME: Breeden C [REDACTED] Facility: Spain
(Last) (First) (Middle)

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. | I | 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:

[REDACTED] was a great first year guard. New all the directions throughout the times [REDACTED] was hear. Hope to see you next summer!

[Signature]
Signature of evaluator

L.T.
Title of evaluator

8/6/21
Date

EMPLOYEE REMARKS:

Signature of employee

Date

Signature acknowledges that this evaluation was seen by the Lifeguard but does not mean the Lifeguard agrees with this evaluation.

Additional space is needed for remarks, please use additional sheets which should be signed by all parties.
Current Pay Rate: _____ Year Hired: _____
Recommend for Salary increase: Yes ☒ No ☐ Candidate Eligible for Rehire? Yes ☒ No ☐
Conditions for Rehire _____
Worked till End of Season: _____ Yes ☒ No ☐ Last day of Work? June 27th

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

SUPERVISOR COMMENTS:

Supervisor Title of evaluator Date

LIFEGUARD EVALUATION REPORT

Mid-Season

NAME: Breeden [REDACTED] Facility: Sprain
(Last) (First) (Middle)

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? | I | 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. | I | 12. Communicate with the public with tactful yet positive results? | S |
| 6. Cooperate with fellow staff? | S | 13. Accept authority and responsibility? | I |
| 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:

[REDACTED] is a good lifeguard when performing [REDACTED] duties on and off of chair. We would like to see an improvement in [REDACTED] authority and responsibility so [REDACTED] is able to take action [REDACTED]

Ang Hall
Signature of evaluator

Lieutenant
Title of evaluator

7/28/22
Date

EMPLOYEE REMARKS:

[REDACTED]
Signature of employee

7/30/22
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 EVALUATION REPORT

End of Season

NAME: Breeden C [REDACTED] Facility: Spring
(Last) (First) (Middle)

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) | I | 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:

C is a good guard and is very attentive when watching [REDACTED] water. We would like to see [REDACTED] being more responsible with time management but also in-service and participating instead of being told to participate.

[Signature] Captain 08/24/2022
Signature of evaluator Title of evaluator Date

EMPLOYEE REMARKS:

[REDACTED] 08/26/2022
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.

LIFEGUARD EVALUATION

End of Season

NAME: Facility: Sprain
 (First) (Last)

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

PERFORMANCE FACTORS

| Does this Lifeguard: | Rate | Does this Lifeguard: | Rate |
|--|------|---|------|
| 1. Promptly report for duty (on time)? (Not excessively absent) | S | 10. Wear the uniform properly? | S |
| 2. Obey workplace rules and regulations? | I | 11. Adequately handle emergencies? (Shows good judgement) | S |
| 3. Communicate with the public tactfully creating positive results? | S | 12. Demonstrate competency in water safety skills? | S |
| 4. Perform assigned duties? (Participates during in-service and meetings) | S | 13. Demonstrate competency in first aid skills? | S |
| 5. Accept authority and responsibility? (Applies rules and regulation consistently) | I | 14. Cooperate and show respect to fellow lifeguards, officers, recreation attendants, and facility management? | I |
| 6. Show initiative? (Ability to act on his/her own and take the lead.) | S | 15. Demonstrate knowledge of lifeguard principles and techniques? | S |
| 7. Maintain physical conditioning commensurate with the demands of the position? | S | 16. Demonstrate competency in swimming and endurance skills? | S |
| 8. Know all whistle drills? | S | 17. Have a positive attitude? | I |
| 9. Work well with other lifeguards on the Team? | S | 18. Know where all the equipment is located? (first-aid book, certification binder, binder with incident reports and daily logs) | S |

Number of write ups? 1

Years worked? 3

Vacations taken? 1

Number of saves? 3

Last day of work: August 5

Number of call outs: 0

Number of latenesses 0

How many times sent to other facilities? 2

LIFEGUARD EVALUATION REPORT PAGE 2

Year-end summary (taking into account first evaluation): Improvements/lack of improvements/new issue(s)

Lieutenant's Summary: [REDACTED] is a great guard and performs well on chair. [REDACTED] needs to work on [REDACTED] attitude and the way [REDACTED] addresses authority. Also needs to work on time management/availability and communicating that with supervisors.

Captain's Summary: [REDACTED] attitude is discouraging in work environment, and has problems with authority. If [REDACTED] wants a promotion should be definitely be a Regular guard somewhere else for a year. But [REDACTED] has changed [REDACTED] attitude and [REDACTED] came in on the weekend to help up and [REDACTED] has stepped up since being told this so I would love to bring [REDACTED] back on this team.

Employee Comments:

If additional space is needed for remarks, please use additional sheets which should be signed by all parties on the additional sheets. Additional sheets used? Yes: ☐ No: ☒

Heriberto Garcia
Print Captain's Name

[Signature]
Signature of Captain

8/20/23
Date

Meadbh O'Sullivan
Print Lieutenant Name

M. O'Sullivan
Signature of Lieutenant

8/20/2023
Date

[REDACTED] Bracken
Print Employee's Name

[REDACTED]
Signature of Employee

8/20/23
Date

(Signature acknowledges that this evaluation was seen by the Lifeguard, however, it doesn't mean the Lifeguard agrees with the content).

LIFEGUARD EVALUATION REPORT PAGE 3

(Below is for Management Staff Only)

Is Candidate Eligible for Rehire? Yes: ☒ No: ☐ briefly support your answer:

Is this person eligible for a pay increase? ☐ Yes: ☒ No: ☐ briefly support your answer:

Should this person be considered for a promotion next season? Yes: ☒ No: ☐ briefly support your answer:

somewhere else not spring

Current Pay Rate: 18.50 Year Hired: 2021

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