

**Resolution in support of increasing the rate of pay for Corpus Christi Beach Rescue Team staff.**

**WHEREAS**, the Watershore and Beach Advisory Committee (WBAC) recognizes the crucial role that the City of Corpus Christi Beach Rescue Team (BRT) plays in ensuring the safety and enjoyment of visitors to our beaches;

**WHEREAS**, WBAC acknowledges that the members of the BRT work tirelessly to protect and serve our community, often in challenging and dangerous conditions;

**WHEREAS**, WBAC recognizes that competitive compensation is essential to attract and retain the most qualified and experienced lifeguards and other beach rescue staff;

**WHEREAS**, WBAC has reviewed industry standards and regional compensation sets for beach rescue teams in Port Aransas and other Gulf beach locations along the Texas coast;

**WHEREAS**, WBAC finds that the current rate of pay for BRT staff is not in alignment with industry standards and is below the compensation levels in comparable Gulf beach locations;

**WHEREAS**, WBAC believes that increasing the pay rate for BRT staff is necessary to ensure the continued safety and enjoyment of locals and visitors to our beaches;

**WHEREAS**, WBAC further acknowledges the success of Galveston's pay structure for their Gulf beach lifeguards, which has proven to be well-structured and effective in attracting and retaining highly qualified staff;

**WHEREAS**, WBAC recommends that the City of Corpus Christi consider mirroring this pay structure model to ensure competitive compensation for BRT staff and maintain the highest level of beach safety on the Gulf of Mexico;

**WHEREAS**, WBAC notes that both Galveston and Port Aransas offer higher rates of pay for their beach rescue teams compared to the City of Corpus Christi;

**WHEREAS**, considering that Corpus Christi leads all Texas coastal destinations in hotel stays and lodging revenue, it is imperative that we invest in our lifeguards to provide the safest beaches for our residents and visitors.

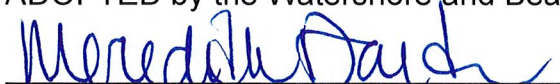
**BE IT RESOLVED BY THE WATERSHORE AND BEACH ADVISORY COMMITTEE THAT:**

**Section 1.** WBAC supports increasing the rate of pay for all staff in the City of Corpus Christi Beach Rescue Team in alignment with industry standards and in line with

regional compensation sets in Port Aransas and other Gulf beach locations along the Texas coast.

**Section 2.** WBAC urges the City of Corpus Christi to prioritize and allocate sufficient funds to support the increased rate of pay for BRT staff in the upcoming budget cycle.

ADOPTED by the Watershore and Beach Advisory Committee on August 3, 2023



Meredith Darden, Chair of WBAC

References:

**Port Aransas:**

Lifeguard - \$18.09

Head Lifeguard - \$19.77

Manager - \$28.18

Notes:

*These are all starting pay and can move up from these rates, depending on if City Council decides on a step in pay or a cost of living raise. I hope this helps.*

Source:

**Casey Stokes**, HR Administrative Assistant, Port Aransas

710 W. Ave A

Port Aransas, TX 78373

Phone: 361-749-4111 ext: 219

Fax: 361-749-4723

**Galveston:**

Rookie - \$7.25 (during lifeguard academy)

Lifeguard I - \$18 (have worked 1-700 hours on the beach)

Lifeguard II - \$19 (have worked 701-1300 hours on the beach)

Lifeguard III - \$20 (have worked 1301-1600 hours on the beach)

Lifeguard IV - \$21 (have worked 1601-1800 hours on the beach)

Senior Guard I - \$22 (have worked 1800+ hours on the beach and completed required training)

Senior Guard II - \$23 (have worked 1800+ hours on the beach and have faster times on qualifications)

Supervisor - \$25 (have worked 2200+ hours on the beach and completed EMT training)

**Notes:**

*Our 2023 seasonal rates are below. If a staffer works more than 500 hours during the season, they receive a \$2 per hour worked bonus at the end of the season in addition to these rates.*

**Source:**

Susan Keeble, SHRM-CP, PHR, CTA | HR Generalist

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