



CITY OF PIEDMONT CALIFORNIA

Invites applications for the position of:

Recreation Program Coordinator - Aquatics

Monthly Base Salary: \$5,017 - \$6,717

Maximum Monthly Salary with Certifications: \$7,187

Closing Date: December 5, 2024

The City of Piedmont is a primarily residential 1.7 square mile Charter City. Residents are civic minded and embrace traditions, while also looking for new opportunities to innovate and grow together as a community. With approximately 11,000 residents, the City is located in the beautiful Oakland Hills, overlooking the San Francisco Bay. Aptly named “Piedmont,” or “foot of the mountain,” its most distinct features are gardens, bridges, parks and schools that create a special sense of place. In 1907, residents voted to incorporate it as Piedmont, and in 1923 the City became a Charter City.

DEFINITION

Under general supervision, plans, organizes, coordinates, and oversees a variety of recreation activities for individuals of all ages and abilities within an assigned program including community sports, seniors program, aquatics, special events, and related programs; obtains contract services; coordinates or schedules the use of facilities; monitors facilities for maintenance or safety concerns; assists in coordination of City events; provides administrative support and assistance to the Recreation Supervisor; fosters cooperative working relationships with various public and private groups; and performs related work as required. *This is an exciting new opportunity for a key role at the City's brand-new, state-of-the-art community pool, set to open in 2025!*

SUPERVISION RECEIVED AND EXERCISED

Receives general supervision from the Recreation Supervisor of Aquatics. May exercise technical and functional supervision of part-time staff, contract instructors and/or volunteers.

CLASS CHARACTERISTICS

This is the journey-level class within the Recreation classification series responsible for organizing, inspecting, conducting, and coordinating a variety of recreation activities to ensure that facilities and programs are safe and effective and provide the highest level of customer satisfaction for public use. Incumbents regularly work on tasks that require discretion and independent judgment. Assignments are given with general guidelines and incumbents are responsible for establishing objectives, timelines, and methods to deliver services. This class is distinguished from Recreation Supervisor in that the latter is the full supervisory-level class and has responsibility for formulating policy, developing goals and objectives, monitoring and administering program budgets, and directing operations for multiple programs.

EXAMPLES OF TYPICAL JOB FUNCTIONS (Illustrative Only)

Management reserves the right to add, modify, change or rescind the work assignments of different positions and to make reasonable accommodations so that qualified employees can perform the essential functions of the job.

- Coordinates, oversees, and participates in day-to-day operations within an assigned program area such as aquatics, sports, enrichment activities, facility rentals or events; performs tasks in accordance with City rules, regulations, policies, and procedures.
- Organizes aquatics, recreation, sports, and enrichment activities for all ages, including negotiating and contracting with instructors, acquiring adequate facilities, and evaluating programs and classes.
- Administers the automated program for aquatics, events, sports, or recreational activity registrations and program fees for school and recreation facilities; oversees rental and registration activities, bills clients, and ensures accurate recordkeeping for program receipts.
- Oversees and coordinates team selection and scheduling of games and practice times for a variety of sports programs; and communicates with parents and participants regarding team selection.
- Plans, staffs, supervises, and implements assigned special events; meets with prospective clients to tour facilities; develops instructional packets for event staff including providing logistical details to ensure events proceed as planned.

- Selects, supervises, and reviews the work of part-time, seasonal, and/or temporary employees and volunteers in area of assignment; provides training; and prepares work schedules.
- Implements and monitors City procedures with respect to participant safety.
- Inspects and monitors assigned program area facilities and equipment on a regular basis and recommends maintenance and repair as needed.
- Estimates costs of and orders supplies and materials for assigned program area; maintains records of purchase orders; initiates payment for contract services and troubleshoots payment issues; and monitors expenditures and revenues.
- Transports, issues, receives, and controls the use of recreational or sports equipment and supplies; monitors equipment inventories and recommends procurement of items as needed.
- Opens, secures, and cleans facilities before and after program use; prepares facilities and sets up equipment for scheduled recreational activities/events.
- Assists in coordination of citywide events such as the Harvest Festival and 4th of July Parade
- Participates in the development and implementation of goals, objectives, policies, and priorities for area of assignment; evaluates programs and recommends improvements or modifications and ensures the programs are reflective of the community's needs, the City's and Division's overall goals, policies, and ordinances, and in compliance with applicable federal, state, local, facility, and safety rules, regulations, and guidelines.
- Develops and maintains positive and collaborative relationships with community groups, residents, and school representatives, in the development and coordination of assigned program area.
- Acts as a representative to patrons and residents regarding questions, problems, concerns, and activities in the provision of recreation program operations, activities, and services, in person and by email or telephone; resolves problems and/or refers to them to a supervisor.
- Sets up and uses a variety of recreational, educational, cleaning, and other equipment related to assigned program as well as standard office equipment.
- Performs other duties as assigned.

QUALIFICATIONS

Knowledge of:

- Theories, principles, methods, and materials used in planning, implementing, and maintaining a variety of recreation and leisure activities and sports programs for individuals of all ages and abilities.
- Principles, practices, and service delivery needs related to facility reservations and event planning for various events such as sporting events, parties, graduations, weddings, and other events.
- Principles and practices of employee and volunteer supervision, including work planning, assignment, direction, review, and training.
- Basic principles and practices of contract administration.
- Recreational, cultural, age-specific, and social needs of the community.
- Applicable regulations and rules related to the program and facility to which assigned.
- Standard office practices and procedures, including recordkeeping, business mathematics, and basic computer applications related to the work.
- Safety principles and practices, including basic first aid and adult and child cardiopulmonary resuscitation (CPR) methods.
- Recordkeeping practices.
- Techniques for providing a high level of customer service by effectively dealing with the public, vendors, contractors, and City staff.

Aquatics Assignment Only

- Principles, practices, methods, equipment, materials, and tools used in maintenance and repair of swimming pools, equipment, and facilities.
- Principles and practices of pool water testing and proper chemical water treatments.

Ability to:

- Plan, organize, direct, supervise, and evaluate the work of assigned staff.
- Supervise, select, train, motivate and evaluate the work of part-time staff in work and safety procedures.
- Prepare facilities for use for aquatics, recreation, sports, enrichment classes, and events such as graduations, weddings, and other events.
- Interpret, apply, and explain applicable laws, policies, procedures, rules, regulations and organizational priorities related to assigned program areas.
- Maintain accurate records and files and account for fees received.
- Handle medical emergencies and injuries in a calm and effective manner, including providing basic first aid and adult and child CPR.

- Maintain facilities and equipment in a clean, safe and secure manner.
- Use English effectively to communicate in person, over the telephone, and in writing.
- Use tact, initiative, prudence, and independent judgment within general policy, procedural, and legal guidelines.
- Establish and maintain effective working relationships with those contacted in the course of the work.

Education and Experience:

Any combination of training and experience, which would provide the required knowledge, skills, and abilities is qualifying. A typical way to obtain the required qualifications would be:

Equivalent to an associate degree from an accredited college or university with major coursework in recreation, leisure services, or a related field and three (3) years of experience providing direct service in a variety of aquatics, recreation, sports, or event coordination activities. A bachelor's degree is desirable and may be substituted for one (1) year of the required experience.

Licenses and Certifications:

- Possession of, or ability to obtain, a valid California Driver's License by time of appointment.
 - Must possess or obtain prior to the completion of the probationary period First Aid and CPR Certificates.
 - For Aquatics related program areas, incumbents must maintain the following certifications throughout employment:
 - Certified Pool Operator or Aquatics Facility Operator
 - American Red Cross Lifeguarding with CPR/AED for the Professional Rescuer and First Aid
 - American Red Cross Lifeguard Instructor (revised 2024 version)
- If possession at time of hire is not in place, certifications shall be obtained within four (4) months of employment.

The following certifications are highly encouraged:

- American Red Cross Water Safety Instructor
- First Aid for Public Safety Personnel (Title 22)

PHYSICAL DEMANDS

Must possess mobility to work in a standard office and/or sports facility setting and use standard office and/or recreation equipment, including a computer, to operate a motor vehicle, and to visit various City and meeting sites. Finger dexterity is needed to access, enter, and retrieve data using a computer keyboard or calculator and to operate standard office equipment and push and pull drawers open and closed to retrieve and file information. Strength is needed to lift and carry recreation equipment weighing up to 50 pounds for extended periods of time; and flexibility to lift, carry, push, pull, or move objects. May involve significant standing, walking, pushing, bending and/or pulling to participate in recreation activities. Visual acuity sufficient to perform computer work and other essential functions of the position. Hearing and speech to communicate in person, before groups, and over the telephone.

Aquatics Assignment Only:

In addition to the Physical Demands listed above, must possess the ability to perform work that may involve lifting children and adults, in and out of the pool up to 150 pounds or more with assistance, pulling a cover over the pool surface with assistance, and lifting, straightening, and moving pool deck furniture and equipment. Must possess the mobility to stand, stoop, reach, bend, climb, and swim, while in swimwear or uniform. Must be in good physical condition to stay in water for prolonged periods of time, work in extreme heat and/or cold, and the outdoors. Vision, which may be corrected; and hearing, which must be in a normal range as measured by a standard audiogram, should be good enough to see and hear adults and children in life and/or health safety endangering situations.

ENVIRONMENTAL ELEMENTS

Employee works in an office environment with moderate noise levels as well as outdoors and may be exposed to inclement weather conditions; hot and cold temperatures. Incumbent may be exposed to blood and body fluids rendering First Aid and CPR and may be exposed to chlorine, acids, and other chemicals at aquatics facilities. Employee may interact with challenging staff and/or public and private representatives in interpreting and enforcing departmental policies and procedures.

WORKING CONDITIONS

May be required to work a varied schedule of hours, which may include evenings and/or weekends, as needed. Must be fingerprinted for submission to the California Department of Justice in order to work with children.

All public employees are designated as Disaster Service Workers. As such, all City of Piedmont employees may be called upon to assist in the event of fire, flood, earthquake, or other natural or man-made disasters.

COMPENSATION

- Monthly Base Salary: \$5,017 - \$6,717

Additional pay differentials are available for the following certifications:

- 1% pay differential for each of the following three certificates: (1) Certified Pool Operator or Aquatics Facility Operator; (2) American Red Cross Lifeguarding with CPR/AED for the Professional Rescuer and First Aid; (3) American Red Cross Lifeguard Instructor (revised 2024 version).
- 2% pay differential for each of the following two certificates: (1) American Red Cross Water Safety Instructor; (2) First Aid for Public Safety Personnel (Title 22).

BENEFITS

The City currently offers the following benefits to its employees:

- Medical, with a generous amount of the premium paid by the City. In lieu of medical coverage, the employee may elect to receive \$500 in cash.
- Delta Dental Premier, with orthodontia @ \$5,000 lifetime maximum, premium paid in full by the City.
- Vision, with the ability for an annual exam, premium paid in full by the City.
- Employee Assistance Plan, with up to 10 counseling visits per person, per issue, per year.
- Life insurance with a value of 2X your annual salary, and long-term disability @ 60%, premium paid in full by the City.
- Retirement benefit depends upon membership date: Classic employee CalPERS 2% @ 60, employee share is 7%. New Members 2% @ 62, employee share is currently 7.75%. **The City also participates in Social Security.**
- Medicare: Employees contribute 1.45% with employer match.
- Vacation: Accrue 11 days per year to start at the rate of 7.33 hours per month.
- Holidays: 13 paid days per calendar year.
- Sick leave accrual @ 10 hours per month.
- Flexible Spending Account (Section 125): Set aside pre-tax funds for dependent care and out-of-pocket medical expenses.
- 457 Deferred Compensation, Roth and Commuter Benefits Program available on a voluntary basis.
- Tuition reimbursement available.
- Children of full-time City employees are eligible to attend school in the Piedmont Unified School District. Employees' children are eligible to attend the Piedmont Recreation Department (PRD) preschool program, Schoolmates programs and PRD run Summer Camps at no charge. Eligibility to attend these programs are based upon availability.

THE APPLICATION PROCESS

To be considered for this employment opportunity, a city employment application must be submitted by December 5, 2024. Please apply online at <https://piedmont.casellehire.com/jobs/>. The most qualified candidates will be invited to an oral board interview, scheduled for December 12, 2024. The City of Piedmont complies with ADA, is an Equal Opportunity Employer and is seeking a diverse candidate pool. Examinations may be assembled, unassembled, written, oral, practical demonstration, or any combination thereof. All applicants should alert the personnel officer in advance if any accommodation is necessary to perform the job function or test. We comply with the ADA and consider reasonable accommodation measures that may be necessary for eligible applicants/employees to perform essential functions. Hire may be subject to passing a medical examination by a city physician, including a drug screen and TB testing, and to skill and agility tests. All offers of employment will be conditional upon satisfactory proof of applicant's authority to work in the U.S. as required by the Immigration Reform and Control Act.

Candidates under final consideration for employment with the City should expect to undergo an employment reference/background check that may include, but is not limited to: employment history, confirmation of educational credentials and degrees, licenses including driver's license, registrations, certificates, and other credentials as part of the appointment process. Some positions, depending on the nature of the work, also require a credit check and a review of Summary Criminal History obtained from the State Department of Justice through Live Scan Fingerprinting.

The City reserves the right to close this recruitment at any time and not fill this position.

The information contained herein is subject to change and does not constitute either an expressed or implied contract, and any provisions contained in this bulletin may be modified or revoked without notice.