

FY2025 Budget Narrative: Rye Lifeguard



Salaries and Benefits Budget Changes/Retention Dynamics:

Will you hire or add employees next year – replacements, retirements, leaves of absence, etc.?

- Usual part-time lifeguard recruitment to replace those not returning from 2024.

What contract obligations or changes impacted this year’s budget, if any? None

What employment challenges does your department face in this area – succession plans, early retirements, the ability to hire and retain employees?

- 2024 was a good year in that we made considerable improvements in the lifeguard program and, for the first time in many years, were fully staffed with lifeguards. We do have a leadership challenge for next year with FF/EMTA Becca O’Brien resigning last month. We also have a part-time coordinator, Jena Jekums but her return and role next year has not been confirmed. This potentially leaves us with some rebuilding to do for next year. There are no heir apparent within Rye Fire Rescue currently. We are still working on this as Becca’s resignation was just recent.

Personnel

Current for 2024?	Full Time	Part Time
Lifeguards	0	12
Additional for 2025?		
None planned.		

Changes in personnel? – Retirements, promotions, new positions

- Loss of our lifeguard coordinator, see second bullet above.

Hiring challenges? – recruitment, retention?

- Hiring lifeguards has been a challenge for several years now. We recently adjusted our wage scale which did help our recruitment a bit. We also offer two lifeguard classes during the winter. These were successful but we have recently lost our in-house instructor. Remedy is unclear currently.

Operational Costs – (Non-Personnel)

Catastrophic events? – Storms, accidents, equipment failures, unanticipated building maintenance?

What are the biggest factors driving operational cost changes?

- Cost of goods and services

Are there any anomalies that occurred this year or will occur next year?

- This year we upgraded more equipment than usual. Also, the shark buoy maintenance is paid for in this budget.

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Are there plans to manage growing costs or to drive reductions?

- We are always careful about our spending and are good stewards of our budget. That being said, the budget is overwhelmingly driven by personnel cost via a competitive wage scale.

Capital Expenditures

Capital outlay – include explanatory narratives and quotes

Warrant articles – include now for informational purposes

Other than CIP submissions what are the possible warrant articles and why they will be needed? None
Why are these included in the budget as capital expenditures and not as operational costs?N/A
How are these part of a strategy/plan to maintain/support/update capital equipment?N/A

DEPARTMENT GOALS & OBJECTIVES:

Past Year:

What has your department accomplished this year?

Were you able to meet the department's expectations and/or the needs of the community last year?

- Yes, we were fully staffed. There are customary gaps in coverage at the beginning as well as the end of the season due to lifeguards still in and going back to school. Training improved this year!

Were there any key successes you would like to share?

- Yes, our guards took part in the resuscitation of an adult male who had a heart attack while surfing. We are very proud of their efforts! We also received many compliments of how friendly they were and their efforts at preventative guarding.

Moving Forward:

What are your department goals for next year?

If you fell short this year, what needs to happen to close the gap?

- We did have an overage in this year's budget. This was due to two major factors:
 - The weather this summer was unusually sunny with very few rainouts. We budget for an average number of rainouts each year and this year we did not have many.
 - For the first time in many years, we carried a full complement of guards. In some respects, we were a victim of our success.

Do you see the needs/expectations of the community changing over the next three or so years?

- Rye will continue to need an effective summer lifeguard program for years to come.

What must happen in this department to keep up with those changes?

- Paramount currently is to replace our lifeguard coordinator. This most likely will not be easy.

What are the largest risks or threats to the department - market/environmental/demographic changes?

- Continued successful recruitment and adequate training.
- Recruitment of an effective Lifeguard Coordinator.