

Recreation Student Payrates - 2026

Job Code	Job Code Description	Grade	2026 Payrates		
			Minimum	Midpoint	Maximum
4921	STD 2	2	\$17.75	\$20.40	\$23.10
4920	STD 3	3	\$18.00	\$21.15	\$24.30
4919	STD 4	4	\$18.25	\$21.90	\$25.55
4940	STD REC 1	4	\$18.25	\$21.90	\$25.55
4260	STD REC 2	9	\$24.75	\$32.15	\$39.60

Minimum wage implementation effective December 21, 2025. BW Pay date with new rate is January 14, 2026. Approved by SEO on January 13, 2026.

Area	Sub Area	Category	Level	Title Code	Grade	APPROVED Jan 2026 Payrate
Aquatics	Lifeguard	Lifeguard	1	4920	3	\$18.00
Aquatics	Lifeguard	Lifeguard	2	4920	3	\$18.40
Aquatics	Lifeguard	Lifeguard	3	4920	3	\$18.90
Aquatics	Lifeguard (Head Guard)	Lifeguard	4	4920	3	\$19.90
Aquatics	Lifeguard Special Events	Lifeguard Special Events	1	4919	4	\$21.00
Aquatics	Scuba Diver Maintenance	Scuba Diver Maintenance	1	4919	4	\$18.25
Aquatics	Scuba Diver Maintenance	Scuba Diver Maintenance	2	4919	4	\$18.40
Aquatics	Scuba Diver Maintenance	Scuba Diver Maintenance	3	4919	4	\$18.90
Aquatics	Scuba Diver Maintenance	Scuba Diver Maintenance	4	4919	4	\$19.90
Aquatics	Swim/Dive/Surf-also starting rate for instructor with WSI	Aquatics Instructor/Coach	1	4940	4	\$18.75
Aquatics	Swim/Dive/Surf	Aquatics Instructor/Coach	2	4940	4	\$19.25
Aquatics	Swim/Dive/Surf	Aquatics Instructor/Coach	3	4940	4	\$20.25
Aquatics	Swim/Dive/Surf	Aquatics Instructor/Coach	4	4940	4	\$22.75
Aquatics	Swim/Dive/Surf	Aquatics Instructor/Coach	5	4260	9	\$24.75
Aquatics	Swim/Dive/Surf-Private	Aquatics Instructor/Coach - Private	1	4260	9	\$36.00
Classes	CPR Instructor	CPR Instructor	1	4940	4	\$20.25
Classes	CPR Instructor	CPR Instructor	2	4940	4	\$21.25
Classes	CPR Instructor	CPR Instructor	3	4940	4	\$22.75
Classes	KA Specialty Coordinator	Knock Around Lead/Coordinator	1	4940	4	\$21.25
Classes	KA Specialty Coordinator	Knock Around Lead/Coordinator	2	4940	4	\$22.75
Classes	KA Specialty Coordinator	Knock Around Lead/Coordinator	3	4940	4	\$24.75
Classes	Knock Around Counselor	Knock Around Counselor	1	4940	4	\$18.25
Classes	Knock Around Counselor	Knock Around Counselor	2	4940	4	\$19.25
Classes	Knock Around Counselor	Knock Around Counselor	3	4940	4	\$20.25
Classes	Specialty Instructor	Specialty Instructor	1	4940	4	\$18.25
Classes	Specialty Instructor	Specialty Instructor	2	4940	4	\$19.25
Classes	Specialty Instructor	Specialty Instructor	3	4940	4	\$20.25
Classes	Specialty Instructor	Specialty Instructor	4	4940	4	\$21.25
Classes	Specialty Instructor	Specialty Instructor	5	4940	4	\$22.75
Classes	Specialty Instructor	Specialty Instructor	6	4260	9	\$24.75
Classes	Specialty Instructor	Specialty Instructor	7	4260	9	\$27.70
Classes	Specialty Instructor	Specialty Instructor -Private Lesson	1	4260	9	\$36.00
FitLife	Fitness Instructor	FitLife Instructor	1	4260	9	\$24.75
FitLife	Fitness Instructor	FitLife Instructor	2	4260	9	\$27.25
FitLife	Fitness Instructor	FitLife Instructor	3	4260	9	\$32.70
FitLife	Fitness Instructor	FitLife Instructor	4	4260	9	\$38.15
FitLife	Trainers	FitLife Instructor	1	4260	9	\$27.25
FitLife	Trainers	FitLife Instructor	2	4260	9	\$30.50
FitLife	Trainers	FitLife Instructor	3	4260	9	\$35.00
FitLife	Yoga Instructor	FitLife Instructor	1	4260	9	\$27.25
FitLife	Yoga Instructor	FitLife Instructor	2	4260	9	\$32.70
Marketing	Media and Video Assistant	Marketing	1	4919	4	\$18.25
Marketing	Media and Video Assistant	Marketing	2	4919	4	\$18.75
Marketing	Media and Video Assistant	Marketing	3	4919	4	\$19.25
Outback	Team Development Facilitator	Challenge Course	1	4940	4	\$18.25
Outback	Team Development Facilitator	Challenge Course	2	4940	4	\$18.75
Outback	Team Development Facilitator	Challenge Course	3	4940	4	\$19.25
Outback	Team Development Facilitator	Challenge Course	4	4940	4	\$20.25
Outback	Team Development Facilitator - Special Events	Challenge Course	1	4940	4	\$22.75
Outback	Team Development Program Leader	Challenge Course	1	4940	4	\$22.75
Outback	Team Development Program Leader	Challenge Course	2	4260	9	\$24.75
Outback	Team Development Program Leader	Challenge Course	3	4260	9	\$27.70
Outback	Team Development Program Leader - Special Events	Challenge Course	3	4260	9	\$31.00
Outback	Trip Guide	Trips Guide	1	4940	4	\$18.25
Outback	Trip Guide	Trips Guide	2	4940	4	\$18.75
Outback	Trip Guide	Trips Guide	3	4940	4	\$19.25
Outback	Trip Guide	Trips Guide	4	4940	4	\$20.25
Operations	Facility Setup - Events		1	4919	4	\$20.00
Recreation	Standard Student Staff	Rec Experience	1	4921	2	\$17.75
Recreation	Standard Student Staff	Rec Experience	2	4921	2	\$17.90
Recreation	Standard Student Staff	Rec Experience	3	4920	3	\$18.25
Recreation	Standard Student Staff	Rec Experience	4	4920	3	\$19.50

Standard Student Staff includes the following Recreation positions:

Facility Set Up Asst
Field Lining Asst
Building Maintenance Asst
Recreation Experience Asst
Competitive Sports Asst
Marketing Asst
Program Asst Classes

Program Asst Fitlife
Program Asst Outback
Business Office Asst
Climbing Center Asst
Concession Worker
Outback Retail Asst