



## Nags Head Ocean Rescue

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To: Andy Garman, Town Manager  
From: Chad Motz, Ocean Rescue Captain  
Date: January 31, 2024  
Re: Proposed Pay Increases for Ocean Rescue Staff

We continue to monitor Ocean Rescue pay both locally and regionally in order to ensure we remain competitive with recruiting. We have seen a significant improvement in recruiting and retention with the increases approved last year. We have learned that one local agency is proposing a base rate of \$18.50 per hour for the upcoming season. Currently our base rate is \$18 per hour. We would ask that the Board consider a minimum of \$18.50 for the upcoming summer season. We would also ask that the Board consider a minimum of \$19 for the summer of 2025. Below is an analysis of the budgetary impact of these proposed rates:

2024 Season: \$18.50  
2025 Season: \$19.00

FY 2023-24 increase: \$7,928  
FY 2024-25 increase: \$25,394

For comparison purposes, if the Board were to approve a base rate increase to \$19 to start the upcoming 2024 season, the budgetary impact would be as follows:

FY 23-24 increase: \$15,856  
FY 24-25 increase: \$34,933

Please keep in mind that these proposed rates are based on a calendar year season, however the budgetary impact is based on a fiscal year.

If the Board were to a pay increase at the upcoming meeting, we could begin advertising at the new rate. A revision to the pay plan and a budget amendment could be provided at the March regular meeting.