

Testing and Recruiting

Recruiting goal achieved for first time in Beach Patrol History

submitted by: Captain Butch Arbin

No off-site testing! It has been a stated goal of mine for several years to recruit, test and appoint all the needed SRTs for the next season before we end our current season. Although our off-site testing has been a great predictor of a candidate's ability to be successful in Surf Rescue Academy, another benefit of last year's end-of-season testing success is that we were able to observe all of the candidates in the ocean environment, which is, of course, where we work. For the first time since we initiated off-site testing in the 1980's, we were able to suspend all scheduled tests. This is a major accomplishment and can be attributed to all of those who currently work for or have been connected to the patrol. Not only does this save budget dollars, but also allows those of us who attended every off-site test to enjoy time with our families a few more weekends.



Again this year we have had people pass all phases of the Pre-Employment Physical Skills Evaluation and not receive an appointment to a Surf Rescue Academy. Instead, they have been placed on a waiting list and many are still waiting to hear if they will receive an appointment to one of our Surf Rescue Academies for the 2010 season. Of the 73 candidates who registered for the end-of-season testing for 2010, 22 were offered appointment based on their availability. Appointments may be withdrawn if their availability changes. Also, 19 candidates were put on the waiting list. To determine the rank order of those on the waiting list I assigned a point value to each of four criteria: swim time, run time, interviewer recommendations and availability. Because each of these candidates has successfully completed the entire test and could have been appointed to a SRA without hesitation, I am fully confident in their abilities to perform the job of an SRT. Therefore, the criteria that carried the most weight was availability. A 6:53 swimmer who leaves August 18th is of no help on the 28th of August, whereas the 9:12 swimmer who is on the stand when a rescue is required, is far more valuable to the needs of the patrol. For this reason, we are looking closely at our needs from the 3rd week of August through Sunfest Sunday. Several candidates who were originally on the waiting list have been offered appointments to an SRA based on a change in their availability to work through Labor Day or beyond. As I receive information from returning "A" rated personnel and from those who have been previously appointed to an SRA, I have a

better sense of the needs of the patrol and if we will have any additional positions. With all of this information I want to remind everyone who receives an invitation to return to the OCBP for the 2010 summer season, that it is critical that you make sure all paperwork is received (including "Last Day" paperwork) no later than Friday, April 30th or your position may be given away.

The unfortunate consequence of our success is that many potential candidates (well over 100, including past SRTs) have missed an opportunity to work for the patrol. Although we always tell people to test early, we have never had the type of success we experienced with last year's testing and therefore, have always gone ahead with off-site testing. During recent years we have held as many as six off-site tests and still needed to hold early season testing. However, this year we have put all future testing for the 2010 season on hold pending the responses that we receive from our Invitations to Return or from our Surf Rescue Academy registrations. If we have any anticipated openings following the return of paperwork we will hold June testing for appointment to Surf Rescue Academy III, which begins on Sunday, June 20, 2010.



Above was our last on-site test for 2010. The 2009 end-of-season Pre-Employment Physical Skills Evaluation for the upcoming 2010 season attracted 73 candidate, with 41 of those having passed all aspects of the evaluation.

