



**AGENDA ITEM REQUEST FORM
CITY OF JOHNSON CITY, TEXAS
CITY COUNCIL**

ITEM NO. 11

MEETING DATE: April 5, 2022

AGENDA PLACEMENT:

- Ceremonial
- Consent
- Individual
- Closed Session

CAPTION:

Discussion of and action on a Swimming Pool Management Proposal and Agreement between USA Pools of Texas and the City of Johnson City, Texas for the management and staffing (lifeguard) of the Community Park Pool, including, but not limited to, chemical and cleaning, insurances, and swimming lesson / event services; and authorizing the Chief Administrative Officer to negotiate and execute said Proposal / Agreement on behalf of the City of Johnson City, Texas. (Staff)

STRATEGIC WORK PLAN:

- Not Applicable
- Goal 1: Increase Housing Diversity
- Goal 2: Expand Quality Lodging
- Goal 3: Improve Code Enforcement
- Goal 4: Improve Streetscaping & Signage
- Goal 5: Improve Fire Safety
- Goal 6: Improve Streets
- Goal 7: Increase Publicity & Promotion of the Community
- Goal 8: Increase Economic Development Activities

EXECUTIVE SUMMARY:

On March 15, 2022, Aquatic Management of Austin withdrew its pool management proposal to staff and operate the Community Park Pool for the 2022 season. City Staff subsequently contacted USA Management / USA Pools of Texas, Hill Country Pool Management, and Safeguard Aquatics on March 21, 2022. USA Management / USA Pools of Texas provided the attached proposal.

FINANCIAL:

The quoted price is less than the \$40,940.00 quoted by Aquatic Management of Austin.

ATTACHMENTS: Proposal / Agreement

SUGGESTED ACTION:

Motion to approve a Swimming Pool Management Proposal and Agreement between USA Pools of Texas and the City of Johnson City, Texas for the management and staffing (lifeguard) of the Community Park Pool, including, but not limited to, chemical and cleaning, insurances, and swimming lesson / event services; and authorizing the Chief Administrative Officer to negotiate and execute said Proposal / Agreement on behalf of the City of Johnson City, Texas.

PREPARED BY: City Staff

Rick Schroder

From: Michael Brown
Sent: Tuesday, March 15, 2022 5:35 PM
To: Rick Schroder; Elizabeth Elleson
Cc: Kevin Bogle
Subject: RE: City of Johnson City -- Pool Agreement

Rick and Elizabeth,

Thank you again for your assistance and communication as we stepped through the proposal process. It's with sadness that we respectfully must withdraw our bid to staff and operate the Johnson City Swimming Pool. After accepting a number of lifeguarded pools in Austin's city limits along with Round Rock and Georgetown, we were forced to condense our operational footprint at this time.

As Aquatic Management of Austin continues to grow, we hope to be of service to you and the Johnson City citizens in the future. Should the city need any support with repairs, renovations, pool parts or equipment we would love to remain a resource for the community despite our not being able to provide full operations in 2022.

Thank you again for the opportunity and your valuable time in considering our company.

Sincerely,

Michael



Michael Brown
Vice President
P: 770-993-4665 M: 404-539-9525
1210 Warsaw Road, Suite 900, Roswell, GA 30076



Rick Schroder

From: Alison Abbott [REDACTED]
Sent: Wednesday, March 30, 2022 10:01 AM
To: Rick Schroder
Subject: Johnson City pool 2022 proposal
Attachments: Johnson City 2022.pdf; Workers Comp COI 2022.pdf; Proof Of Coverage GL 2022.pdf

Hi Rick,

Thank you for reaching out to USA Pools. Attached is proposal for the 2022 swim year. Please review and let me know if you have any questions. A few things to note is 1) the agreement will expire in 14 days and 2) there is an option for silver, gold and platinum (only difference is staff wages). 3) the proposal does not include a 20million dollar insurance policy, I've attached our current insurance (20 million is uncommonly high). I look forward to hearing back!

Thank you,

Alison Abbott
USA Pools | USA Management
877-248-1872



USA Pools of Texas



Aquatic Facility Management
City of Johnson City
Johnson City, TX



Join Us



In supporting Youth Scholarships, Programs and Water Safety

When you do business with **USA Management** we will donate \$250.00 on your behalf!

Choose a fund! (check one)

- Lifeguard Scholarships:** being a lifeguard can be costly and many do not have the means to enter into the job force. They may have to obtain or maintain their certifications as well as lifeguard equipment. Your contributions aid by providing scholarship money to those who cannot otherwise afford employment.

- Water Safety with WAW(Watch Around Water):** often communities and facilities cannot afford to provide lifesaving equipment or programs to their youth. This fund provides lifejackets utilizing note to float as well as swim lessons to all ages. Swimming lessons is the #1 way to prevent drowning.

Receive a charitable donation receipt.



March 30, 2022

Rick Schroder
City of Johnson City
620 N. Nugget Ave
Johnson City, TX 78636

RE: Aquatic Facility Management

All,

Thank you for the time you invested with USA Pools of Texas; a partner company of USA Management in assessing the professional needs of your aquatic facility at **City of Johnson City**. Included is some information to help you better understand the commitment and tradition of being a part of the USA Management family. Also, you will find attached a proposal that can be reviewed and tailored to your needs.

USA Management is an highly experienced organization that achieves full compliance with each and every aspect of aquatic and pool management. Our USA training and audit program has completely eliminated year round staffing challenges that other aquatic operations face every day, week, month and year. Please keep in mind that our primary objective is water **SAFETY!** We provide the highest level in water safety by enforcing Active Lifeguarding and parental supervision. Our safety procedures and extensive management experience provide for a highly trained and experienced staff to proactively serve your guests/patrons. We also raise the bar in every aspect of facility management and customer satisfaction. An annual walk-through inspection will help you budget and plan for any needed repairs. This inspection will help eliminate surprise repairs and untimely breakdowns. We are on call for your facility 24 hours a day, 7 days a week. You have the assurance that if a problem arises, we will have it fixed.

Isn't it time that the aquatic industry truly manages an aquatic facility the **RIGHT** way? We at USA Management believe it is! We have spent hundreds of thousands of dollars in market research and many years investing and developing software to support the process of true aquatic management. We listen to our clients and are meeting these needs using big data. We have partnered with and help develop a break through app and web portal that provides "real time" reporting, cleaning checks and balances, safety zones with rescue audits, maintenance requests, repair status updates, scheduling, programming and event registration, financial reporting, and much, much, more. This state of the art technology has made it possible to have accountability and transparency in our partnership with our clients, staff and employees. As we enter into another swim year, we know that we are the voice and stalwart of experience in this industry. We recognize the importance in having the experience, background and knowledge to manage your type of operation and most importantly protect your association, our staff and the community from risk and liability.

We appreciate your faith in USA Pools of Texas for all of your aquatic operational needs.

With Kind Regards,

USA Sales Team

USA Pools of Texas a division of USA Management

877.248.1872

www.usamanagement.com



Our Success

Our success was established decades ago, on dreams of improving the aquatic experience both affordably and efficiently. By creating innovative programs to supplement little, or no, existing activities, we are able to generate revenue and cut costs. Examples of these programs include senior swim, scuba certification, water babies, swim lessons and private events. USA Management markets and promotes these events through various outlets increasing attendance and enhancing the sense of community.

We have effectively maximized usage of the operations and created a knowledgeable awareness of pool safety with each class. With drowning being the leading cause of death in children under five, and majority of deaths being at swimming pools, we have implemented safety regulations that include wristbands on children under a certain height, swim tests, and Rules Day. The operational systems that we have customized for you will create a foundation of success that can free up the Association to focus on other tasks.



With decades of knowledge we realized it couldn't only be our passion for protecting the public and implementing water safety. So we went out and searched for the best of the best in the business. Since building our company we have developed and maintained extensive training for our team members regarding water safety and educating others in water safety. Our organization's team members are trained in all types rescue and life saving scenarios as well as hospitality.

Hospitality is a way of living and breathing in business. Without it we would not survive and since our clients and communities have daily interactions with our team members we also train them on how to serve and communicate. We as a company are always ready to serve and lead the way in the Aquatics Industry. You won't go wrong if you choose USA Management.



Hiring Boom

All types of seasonal jobs have become hard to fill due to recent economic trends: The U.S. unemployment rate continues to sink, hitting a 17-year low in December (3.9 percent), and job seekers are finding work more easily than at any time since the mid-90s. Job openings in the United States have now topped roughly 6 million for five months in a row, a record streak, according to the Bureau of Labor Statistics (BLS).
- SHRM

Unemployment rate of workers age 16 and older by race and ethnicity, 1995–2020



Source: Bureau of Labor Statistics' Current Population Survey, public data series

Economic Policy Institute

From December 2016 to September 2019, nominal wages rose 16.79% - The conversation "Blue collar boom," noting that wages "are rising fastest for low-income workers." – USA Today
Pay for the bottom 25% of wage earners rose over 15-20% . -SHRM

Unemployment is at a phenomenally low level. You have people of all ethnicities doing well. And we're still adding jobs. – NY Post

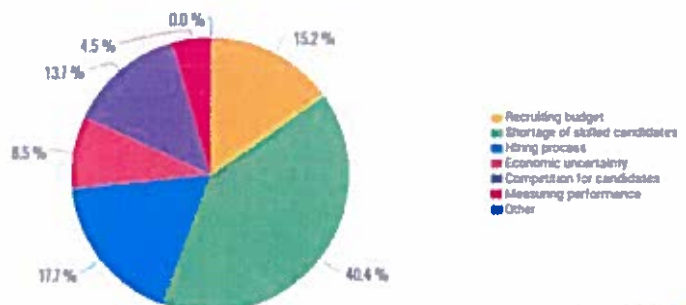
On average, Americans have seen a 17% jump in household wealth since 2016 election, while wealth at the bottom half has increased 54%. - Rutgers

Pay is rising faster for lower hourly rates than expected. Recent growth for workers with low wages outpaced high wage workers by the widest margin in 20 years. - NY Times

What does this mean to you?

We are working hard to remain competitive in the labor market while providing quality & qualified staff at the lowest possible price. However, seasonal employees are no longer satisfied with the "norm" in pay rates. Young people are seeking much higher wages (\$12-\$15+)! Our Agreement offers a Silver, Gold & Platinum package to stay competitive. You make the choice!

What is the biggest recruitment challenge you expect to face over the next 12 months?

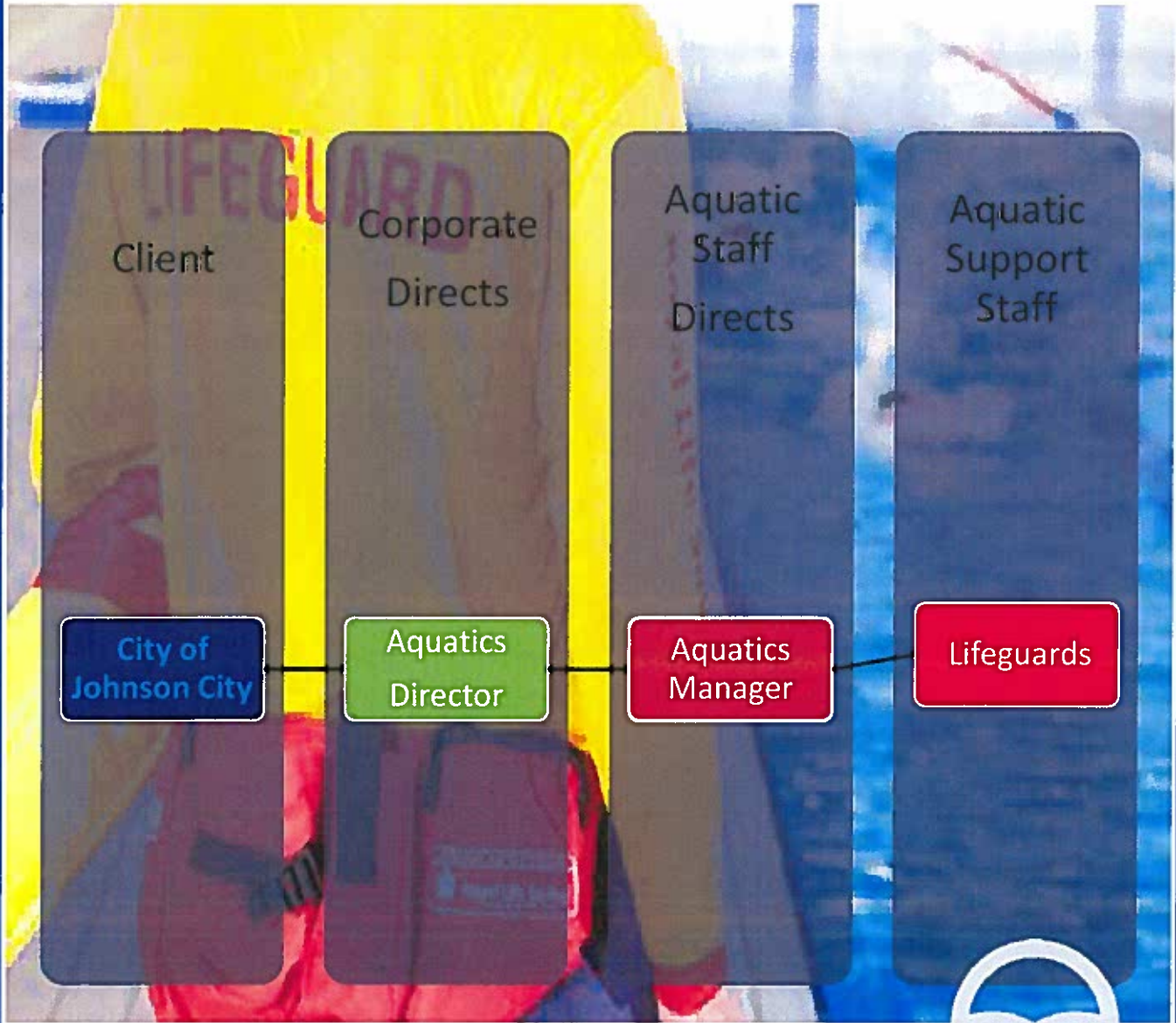


Source: GetApp

Most of your costs is Labor!



Aquatic Staffing



Staffing Your Aquatic Facility



 Guard station/ zone



Aquatic Staffing



Cleaning is performed by a cleaning team to ensure that lifeguards are fully committed to the safety of the facility. Cleaning is done on specific needs of each client and is provided upon request.



USA hires the best possible candidates for each location. This can vary on the requirements of the location. All candidates go through a pre-screen and interviewing process. Continuing education is important to USA Management and this is also determined on the terms of the agreement and its time frame.



USA Management typically works through repairs with its sister company USA Pools Construction. This allows USA to provide services and repairs in house.



As the Owner, you determine when the facility is open, closed, etc. We are here to manage the processes and keep fluid operations. We are happy to consult or make recommendations, but it is always your decision.



Maintenance and Cleaning

WHAT WE KNOW

- WE KNOW - 87% of members at private clubs are not satisfied with maintenance and cleaning practices at their amenities.
- WE KNOW - Swimmers care more about chlorine levels at a swimming pool than any other chemical reading.
- WE KNOW - Filed complaints with the environmental health departments are up 73% over the past 5 years with commercial swimming facilities.
- WE KNOW - 89% of people say odor is the leading sign of uncleanness.
- WE KNOW - 88% of people say that overflowing trash cans are a sign of a dirty facility.
- WE KNOW - 93% of people say that dirty or sticky floors are a sign of a dirty facility.
- WE KNOW - A dirty scum line (tiles) is a direct failure of a swimming pool's filtration system.
- WE KNOW - A dirty pool bottom is a direct result of poor water circulation.
- WE KNOW - That skimmers/gutter system should recirculate 80% of the pool's water every 6 hours or less.
- WE KNOW - Cloudy pool water is caused by 2 symptoms.
 1. Improper or poor water filtration circulation.
 2. Low Chlorine or sanitizer levels.

WHAT WE BELIEVE

- WE BELIEVE - Trained professional cleaners are the best resource to clean a public or private club.
- WE BELIEVE - Trained professional certified pool operators should operate and monitor filtration equipment.
- WE BELIEVE - Trained professionals should administer deep cleaning duties at public or private clubs.
- WE BELIEVE - Lifeguards & pool staff should conduct light daily cleaning duties.
- WE BELIEVE - Lifeguards & pool staff should report maintenance and cleaning items immediately.
- WE BELIEVE - A scheduled cleaning program is the best way to identify staff and have accountability.



ACTIVE LIFEGUARDING

Water Safety Facts



Over 4400 children between the ages of zero and 14 drown annually. That is over 12 children a day. Drowning ranks fifth among the leading causes of unintentional death in the United States.

Statistically less than 10% of people will notice a body on the bottom of the pool in less than one minute and 20 seconds.

So who is most at risk?

Nearly 80% of people who die from drowning are males. Children ages 1-4 have the highest drowning rates. Also, African American children ages 5-14 are 3 times more likely to drown than the same age of Caucasian children.

What are some factors of drowning risk?

- Lack of swimming ability
- Lack of parent supervision
- Failure to wear life jackets
- Alcohol use

What has research found?

- Encourage people to learn how to swim
- Know CPR – Seconds count
- Lifejackets reduce risk
- Drowning IS a silent killer – it occurs quickly and quietly

Tips to provide safety!

- Constantly use your scanning strategy skills.
- Enforce touch supervision with parents and their children around water.
- Enforce the Buddy System – Always make sure swimmers swim with a buddy.
- Help promote swimming lessons – Formal swim lessons can protect children from drowning.
- Know your CPR skills – CPR saves lives.
- Know that Air/Foam toys are not safety devices.
- No drinking and swimming.
- Hyperventilating before swimming underwater can cause you to pass out and drown.

Safety in Your Community

USA Management partners and believes in the practice of Note and Float and their research and studies on Aquatic Safety.

Note & Float is designed to reduce drowning at aquatic facilities through a device that has been around for centuries—the lifejacket. Lifejackets abound in open water, but are too rare in pools. Note & Float promotes the use of lifejackets in all pools for all non-swimmers, leading to a new culture that non-swimmers wear lifejackets at all aquatic facilities, just as bikers wear helmets. We should teach all children to swim. But before they can...let's float 'em!

Note & Float provides guidelines for aquatic facilities to enforce the use of lifejackets for non-swimmers as a supplement, not a replacement, for supervision. Identify non-swimmers and require they wear a lifejacket along with close supervision of an adult.



For more information: <http://www.aquaticsafetygroup.com/NoteAndFloat.html>

This is a recommendation and cost is not included in proposal.

Safety in Your Community



**USA Management
can guarantee NO
drownings!**



How it Works:

Swimmers wear active wristbands, which detect possible drowning by monitoring the pattern of abnormal depth for too long a time. The wristbands send an alarm that is picked up by receivers in the pool and are distributed to sirens, lights, pagers or walkie-talkie radios, depending on configuration and operator's choice.

Drowning Detection - Keeps your pool safe

Parents and lifeguards can get distracted and a drowning incident happens quickly, silently and undetected. Reducing the time before a drowning incident is identified is of utmost importance!

The wristband is a personal safety device inside a facility. It keeps track of guests while swimming or playing in the pool and if a user stays too deep for too long the Drowning Detection system will immediately alert lifeguards!

- Acts as an extra level of safety if lifeguards and regular safety procedures fail.
- Makes sure an alert is raised if an incident is not spotted by lifeguards and parents.
- Shows that a pool operator is willing to invest in safety.
- Yellow for non-swimmers, Green for swimmers

No swimmer will be left unnoticed!



Additional Features:

- Entrance Ticket
- Locker Access
- Cashless Payments
- Area Access

This is a recommendation and cost is not included in proposal.

Water Safety

WHAT WE KNOW

- WE KNOW - An average of over 3,500 fatal drownings happen annually each year in the US. (That's about 10 per day)
- WE KNOW - Children ages 1-4 have the highest drowning rates.
- WE KNOW - About 1 in 5 that die, are ages 14 and younger.
- WE KNOW - Every child who dies from drowning, another 5 receive emergency department (EDs) care for water submersion injuries.
- WE KNOW - More than 50% of near drowning accidents require hospitalization that can cause severe brain damage, memory problems, learning disabilities and permanent loss of basic functions.
- WE KNOW - Nearly 80% who die are male.
- WE KNOW - A child 4 and under, in a non-guarded pool, is 14 times more likely to be involved in a death rather than a car accident.
- WE KNOW - Young swimmers visit swim facilities more frequently than adults.
- WE KNOW - Child drownings are silent.
- WE KNOW - 58% of parents do not consider drowning a threat to their child.

WHAT WE BELIEVE

- WE BELIEVE - Lifeguards are on duty to enforce rules, safety and guard people's lives.
- WE BELIEVE - Lifeguards are to provide ACTIVE water safety skills.
- WE BELIEVE - Lifeguards should follow the 5 minute scanning strategy.
- WE BELIEVE - Lifeguards should enforce a swim test.
- WE BELIEVE - Lifeguards should enforce "touch-supervision".
- WE BELIEVE - Lifeguards should enforce CGA life jackets to non-swimmers.
- WE BELIEVE - Lifeguards will enforce the buddy system.
- WE BELIEVE - Lifeguards should encourage learn to swim programs.
- WE BELIEVE - Seconds count. Lifeguards will promote CPR skills.
- WE BELIEVE - Proper supervision around water at all times.
- WE BELIEVE - Air & foam toys are not proper flotation devices.
- WE BELIEVE - Water safety starts at home.

Introducing Smart Aquatics



You asked and we delivered! USA Management has worked with technology devolvement teams to bring you the first and only smart aquatics management system. With gadgets and phone applications our world has become web-based. Join in the rest of the **Smart Cities** across the country and see how **GO AQUATIX** can benefit your community!

As the first aquatics company to use an electronic GPS clock- in systems. We have furthered our abilities to be proactive in management. From clock-ins to chemical readings, everything is digital and everything is real time. This cloud based system stores recorded documents, such as, staff time sheets, payroll, chemical readings, customized checklists, incident reports, etc. all in real time. This system also alerts us when chemical reading has not been completed on time. Did we mention it allows our customers to log in and view data and reports regarding their facility done by the Company and its team members in **REAL TIME?!**

Go Aquatix is an important tool for our team members. This is where they will begin their continuing education each week, they clock in, views information about the facility they will be working in, view payroll reporting about themselves, learns how to complete and view a schedule, view their points earned each shift and much more. They also complete check lists that have been tailored to the community they are working in.

For a Demo on what this system looks like please contact me. I will happily email you the link with the user name and password.

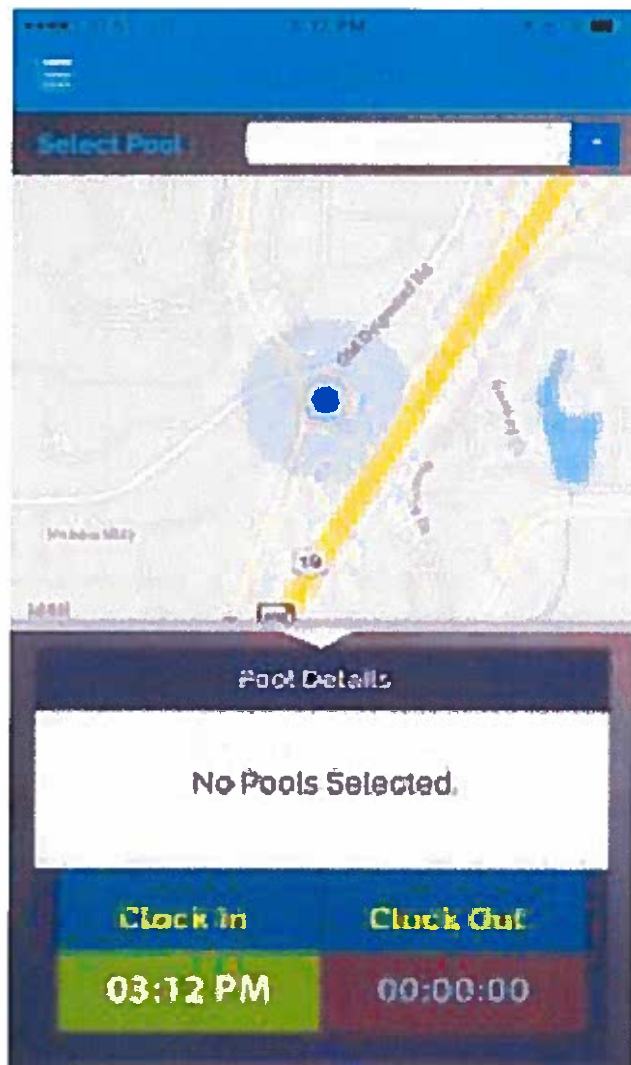


The Aquatic & Pool Management first and only APP!



- Welcome to the industry's first and only Aquatic & Pool Management App.
- This App is designed and customized for the management of aquatic staffs and aquatic facilities.
- This custom aquatic app allows you to manage your facility from a personalized dashboard set up for your specific aquatic needs.
- You can access this dashboard from any smartphone, tablet or computer.
- Go Aquatix is the leader in aquatic workforce management. We have years of tested experience and know how in developing an app that meets all of your aquatic demands.

GPS Timekeeping



1. Avoid Staff Clocking In if:

- Overtime
- Budgets Exceeded
- No Schedule
- Authorization Expire

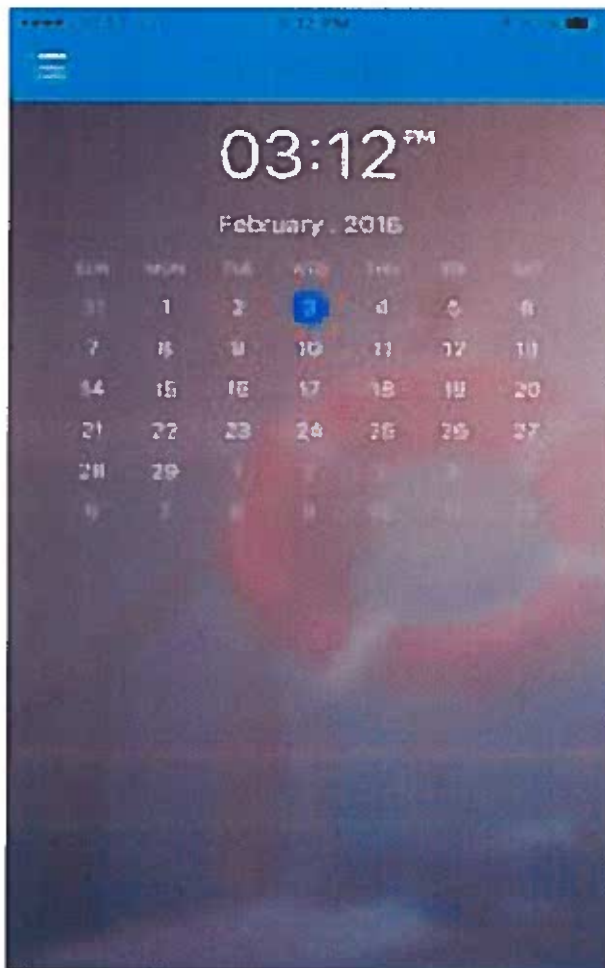
2. Verify Attendance in Real-Time:

- Arrivals
- Departures
- Early or Late
- Photo Timestamp
- Personal Time Tracker
- Billable Time Tracking

3. Automated Alerts for:

- No shows
- Being Late
- Staff Approaching Overtime
- Budget Exceeded
- No Schedule
- Authorization Expire

Scheduling



1.Simple to Plan & Publish Schedules

2.Easy to View

3.Personalized Scheduling (daily, weekly, bi-weekly, semi-monthly)

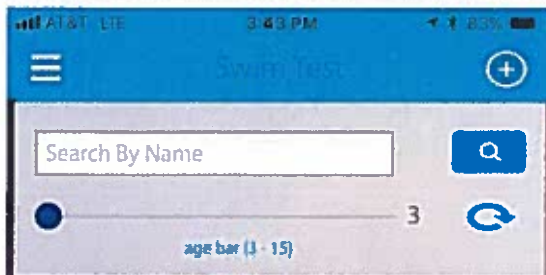
4.Notifications for Schedules

- Remind next shift
- Not At Facility
- Not Clocked In

5.Eliminate Scheduling Conflicts

6.Coordinate who is on-call

Safety



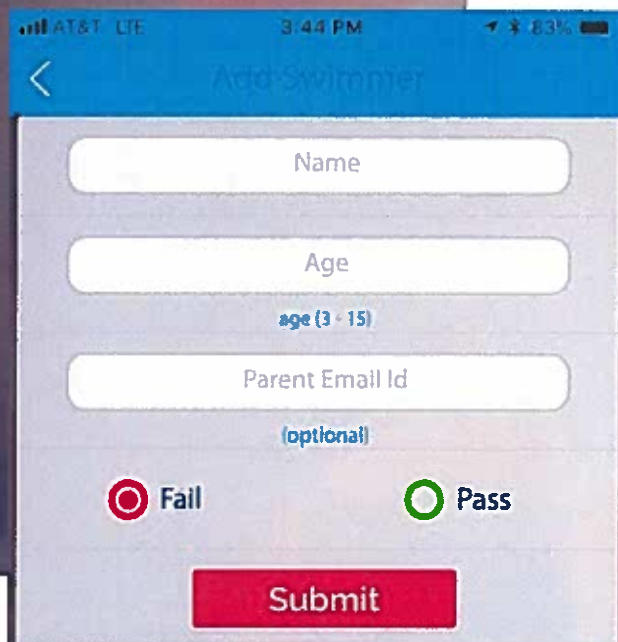
AT&T LTE 3:43 PM 83%

Swim Test

Search By Name

3

age bar (3 - 15)



AT&T LTE 3:44 PM 83%

Add Swimmer

Name

Age

age (3 - 15)

Parent Email Id

(optional)

Fail Pass

Submit

1.Establishes swimmer abilities

2.Assists in water safety by identifying the risk of swimmers

3.Allows for site specific requirements

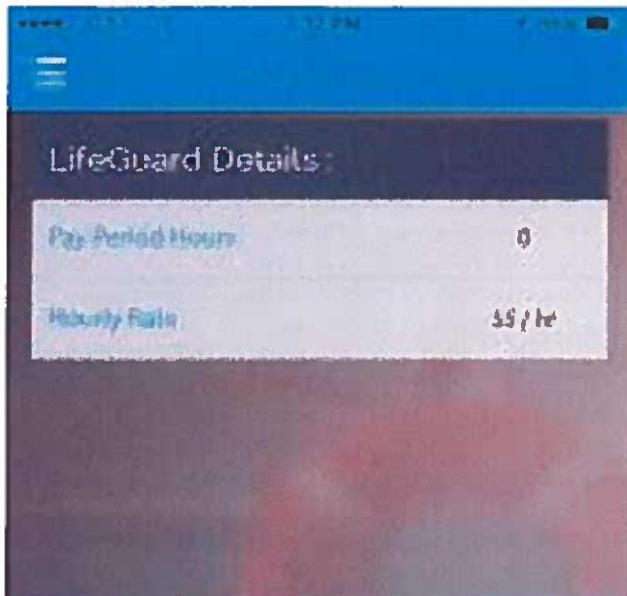
4.Notify' s aquatic team and community for swimmers vs non-swimmers by use of wristbands

- Green for swimmers
- Yellow for non-swimmers

5.Reduces risks of drowning



Task Management



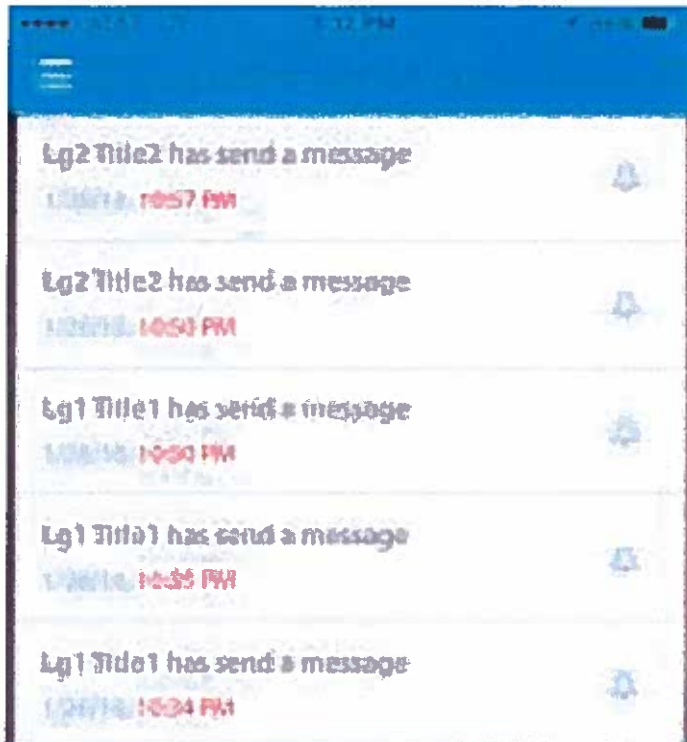
1. Customize Hourly, Daily & Weekly Duties
2. Testing & Validating Procedures
3. Testing Chemicals
4. Record PSI & Flow Readings
5. Cleaning Facility
6. Safety Audits & Inspections
7. Gate Attendance

Reports & Dashboards



1. Real-Time Reports
2. Viewable for Supervisors & Customers
3. Notification if task is not completed
4. Reports to specific job duties
5. Incidents & Accident Reporting

Reminders/Alerts

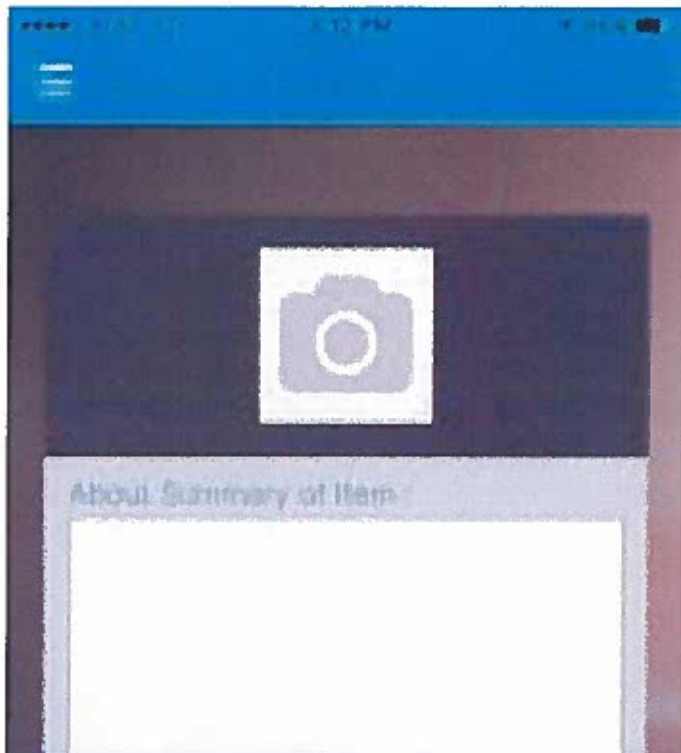


1. Schedule alerts for tasks needed to be completed
2. Pop-up notifications for duty's not recorded
3. Update Everyone Simultaneously

Messaging

1. Communication Tools
2. Staff Member to Staff Member
3. Staff Member to Control Center
4. Control Center to Staff Member or Members
5. Share Routine & Emergency Information
6. Send mass notification messaging

Repairs Center



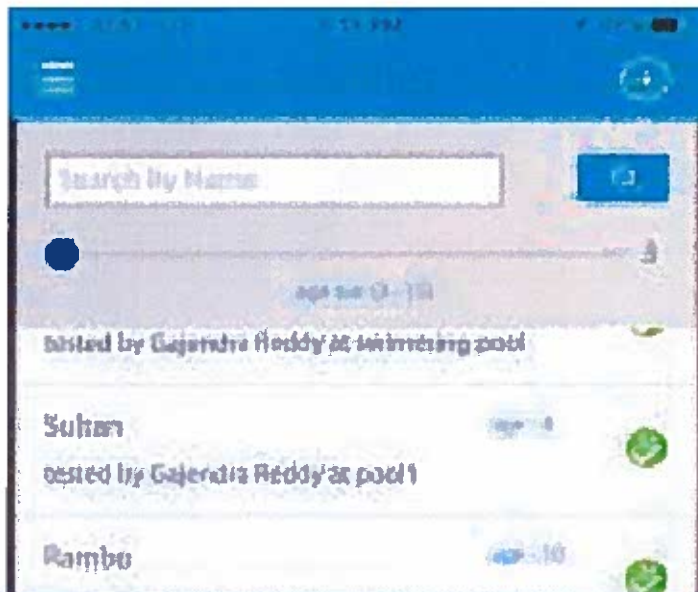
1. Aquatic Staff has ability to request items/parts that need repair to be fixed
2. Instantly take picture and text to record broken items/parts
3. Creates Repair Ticket & Tracks Repair
4. Notifies Progress to Customer
5. Order Supplies
6. Upload Information for Approval Process

Payroll



1. Staff able to view time worked
2. Up-loadable timesheet for payroll processing
3. Access to payroll records, timesheet and tax info

Safety Test



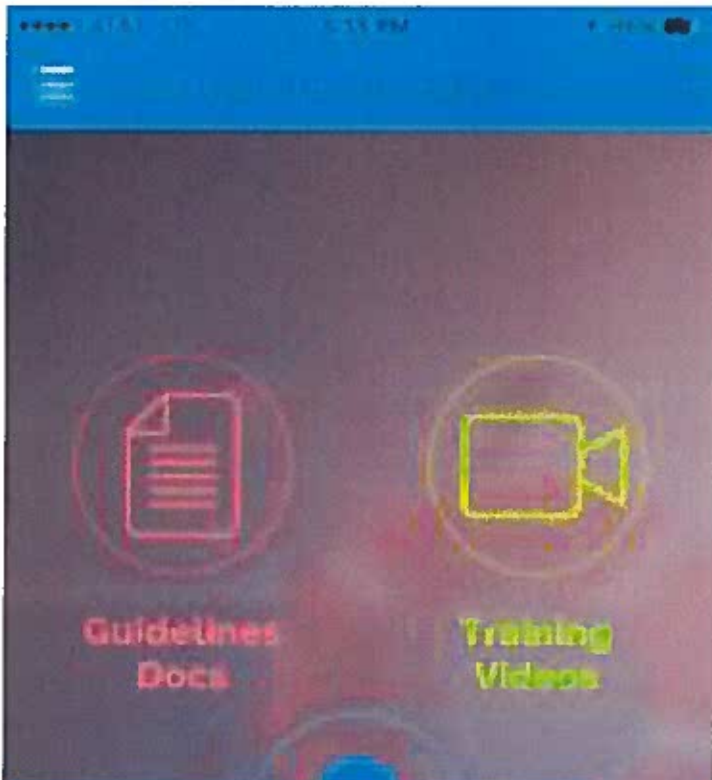
1. Recording safety test at facility for water safety
2. Provide water safety to children

Loyalty Program & Points



1. Enroll, Track, Reward
2. Incentives for work related tasks
3. Showing up on time
4. Increase Staff's happiness & brand advocacy
5. Measure Performance & Engagement
6. Motivate staff for Training & Certifications
7. Motivate through Staff Referrals
8. Redeem Points for awards

Training Videos & Documents



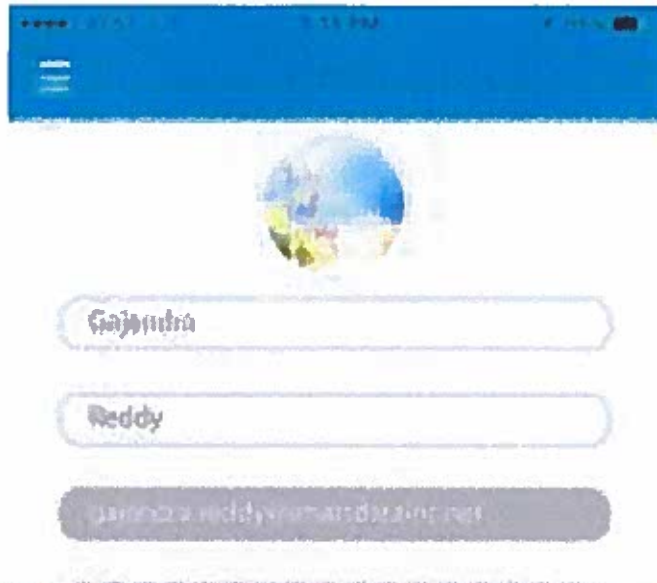
1. Document Management
2. Training Videos for Staff
3. Training Documents for Staff
4. Safety Policy Training
5. User guide for staff
6. Learning Portal

Uniforms & Aquatic Attire



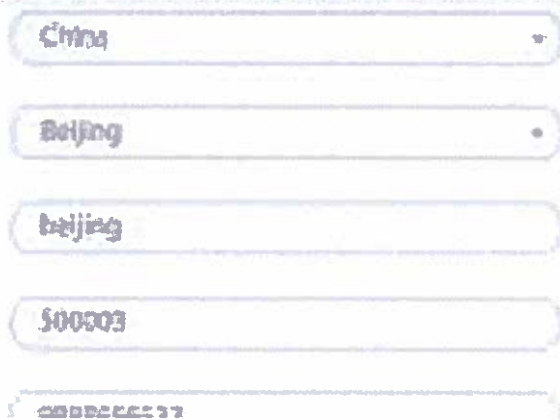
1. Access Uniforms & Orders
2. Higher Control Automated Purchasing
3. Streamlines Uniform Purchasing

Personalized Profile



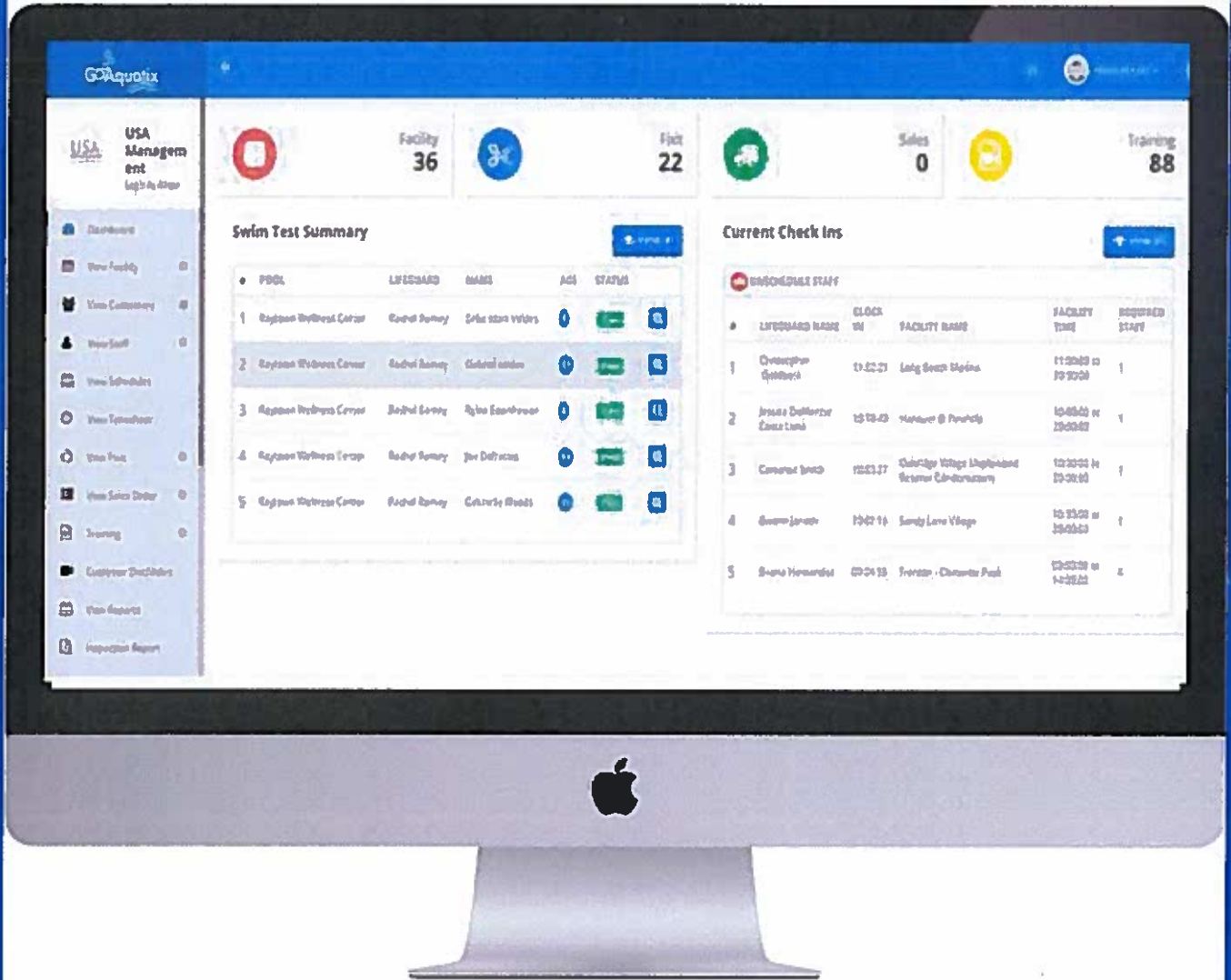
1. Staff has their own Personalized profile
2. Update staff information
3. Usernames & Passwords

Aquatic Staff includes



- Facility Supervisors
- Facility Managers
- Lifeguards
- Cleaning Staff
- Maintenance Staff
- And other aquatic staff scheduled at your aquatic facility.

Web Portal Dashboard



GoAquatix USA Management **Log In As Admin**

Facility 36
Pools 22
Sales 0
Training 88

Swim Test Summary

POOL	LIFEGUARD	NAME	AGE	STATUS
1	Raydon Wilkeson Carter	Carol Ramsey	Life Guard Voters	Pass
2	Raydon Wilkeson Carter	Carol Ramsey	General swimmer	Pass
3	Raydon Wilkeson Carter	Carol Ramsey	Rylin Eastbrook	Pass
4	Raydon Wilkeson Carter	Carol Ramsey	Joe DeFaccio	Pass
5	Raydon Wilkeson Carter	Carol Ramsey	Colinley Rhoads	Pass

Current Check Ins

LIFEGUARD NAME	CLOCK IN	FACILITY NAME	FACILITY TIME	REQUIRED STAFF
Christopher Spitzer	11:02:21	Long Beach Marina	11:00:00 to 10:00:00	1
Jessica DeMartino Ezzola Land	10:10:43	Mariner @ Pierolo	10:00:00 to 10:00:00	1
Conner Smith	10:03:17	Quincy Village Highland Reserve Community	10:00:00 to 10:00:00	1
Quinn Jarrett	10:02:16	Sandy Lane Village	10:00:00 to 10:00:00	1
Shane Hernandez	09:04:10	Traverse - Channahon Park	09:00:00 to 11:00:00	2



Reporting and Documentation

WHAT WE KNOW

- WE KNOW - Communication is the key to a successful partnership.
- WE KNOW - Being open and honest with people & customers is a recipe to long term success.
- WE KNOW - Lack of communication causes unwanted problems.
- WE KNOW - Transparency gives people the "Right to Know".
- WE KNOW - Good communication strengthens trust, honesty and respect.
- WE KNOW - 70% of workers are not engaged with their work because of poor communication practices.
- WE KNOW - Workers that connect with each other increase their productivity by 20-25%.
- WE KNOW - 69% of workers say they work harder if they see that their work is recognized and appreciated.
- WE KNOW - Working with Gen Y workers requires a transparent work environment.

WHAT WE BELIEVE

- WE BELIEVE - Inclusive decision making serves a group or business much greater than individuals.
- WE BELIEVE - Well documented reports gathered in "real-time" holds people accountable.
- WE BELIEVE - Technology increases collaboration and a spirit of working together.
- WE BELIEVE - Technology makes jobs easier and reduces wait times.
- WE BELIEVE - Transparency uncovers REAL problems and solutions.
- WE BELIEVE - Decision making is made from real data.
- WE BELIEVE - Good partnerships serve diverse people with mutual beneficial relationships.
- WE BELIEVE - An educated customer is a good customer.

Involvement with Your Community

USA's marketing and promoting of aquatic programs. We are able to generate revenue to help offset the expense of swimming pool operations and utilize multiple advertising outlets. Sometimes we are even able to work with local businesses as promoters and sponsors. All of these aspects work together to increase attendance.

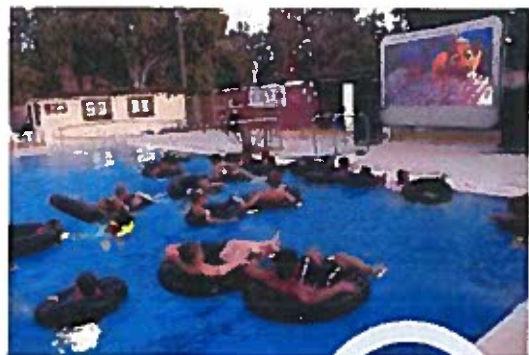


Part of interacting with our communities is also educating our communities. By having a Pool Rules Day and Swim Lessons and Swim Testing for children and Adults.

Through the Swim Season we can provide fun activities for families. Whether its holiday related or just a fun coloring contest of our mascot Splash or a Dive In Movie, the kids are sure to have a memorable day at the pool!



Our highly trained lifeguards offer the best in water safety, however select guards train and certify in Aqua Aerobics that we enjoy bringing to each community to support health in a fun and safe environment!



Value of using USA Management

Types of Facilities we operate :

Indoor and Outdoor Aquatic Centers

Competition Pools

Slide Pools and Slides

Zero Depth Entry Pools

Water Parks

Splash Pads

Clubhouses

Restroom/Locker Room Facilities

Gyms

Resorts/Hotels

Municipalities



What we offer:

Architectural Design of Aquatic and Park Facilities

Engineering Services for Aquatic and Park Facilities

Design/Build Services for Aquatic Facilities

Design/Build Services for Parks and Aquatic
Facilities

Project Management

General Contracting

Cost Valuation Analysis

Facility Management of staffing and chemicals

Preventative Maintenance on all Aquatic Equipment



Value of using Aquatic Directors



Aquatic Director Responsibilities

- Manage operation of aquatic facilities, activities, swimming programs and department staff.
- Supervise and guide employees and volunteers.
- Manage operations of assigned area within available resources and budget.
- Track and monitor revenue and expenditure to stay within allotted budget.
- Adhere to aquatic safety standards and guidelines.
- Plan and organize staff assignments and workloads.
- Hire, train, and evaluate aquatic staff.
- Modify and define entry fee for aquatic facility as needed.
- Oversee the organization, implementation, administration, promotion and evaluation of the aquatic programs and facility.
- Develop flyers, brochures, advertisements, etc. to promote aquatic facility.
- Recommend changes to existing aquatic programs as needed.
- Conduct various aquatic entertainment and activities to attract more patrons.
- Assist in research, facilitation and building quality aquatic programs that provide customer satisfaction.
- Provide information about aquatic programs to schools, recreation officials, community service groups, and the general public.

This is an add/alternate on your Aquatic Management Agreement. Please sign below if you wish to use an Aquatic Director for your facility.



Management Package Pricing



Silver

Gold

Platinum

1 Year \$26,440.00

Add \$217.00

Add \$4,980.00

- Advertise
- Recruit
- Interview
- Hire
- Onboard
- Certification training
- Onsite Training
- Provide staff
- Schedules
- Daily Operations Management
- Payroll
- Support water safety
- Risk Management
- Audits

- Advertise
- Recruit
- Interview
- Hire
- Onboard
- Certification training
- Onsite Training
- Provide staff
- Schedules
- Daily Operations Management
- Payroll
- Support water safety
- Risk Management
- Audits
- *Staff wages are \$2.00 higher per hour

- Advertise
- Recruit
- Interview
- Hire
- Onboard
- Certification training
- Onsite Training
- Provide staff
- Schedules
- Daily Operations Management
- Payroll
- Support water safety
- Risk Management
- Audits
- *Staff wages are \$5.00 higher per hour



Aquatic Management Agreement

THIS AGREEMENT, between USA Pools of Texas (the "Company") and City of Johnson City (the "Owner"), is to provide management services by the Company of the Owner's aquatic facility located in Blanco County, TX, in accordance with the specification, conditions, and terms set forth herein.

1. OPERATIONAL TIMES

DATES OF OPERATION:

June 1, 2022 through September 5, 2022

Aquatic Facility will be open weekends only while local, public schools are in session.

HOURS OF OPERATION:

Monday Closed	Thursday 10:00am-8:00pm	Sunday Closed
Tuesday 10:00am-8:00pm	Friday 10:00am-8:00pm	Holidays 10:00am-8:00pm
Wednesday 10:00am-8:00pm	Saturday 10:00am-8:00pm	

2. SCOPE OF SERVICES:

Advertising	Onboarding	Terminations
Recruitment	Certifications (if needed)	Uniforms
Pre-screening	Training	Supervision
Interviewing	Support Water Safety	Schedules
Hiring	Manage Daily Operations	Risk Management
Promote Programs and Events	Provide Staff	

3. PAYMENTS : The Company hereby proposes to perform the work and services set forth above for the price of \$26,440.00 for 2022 (1 year) swim year upon specification, conditions and terms as set forth herein. Payments by Owner to Company shall be made in accordance with the following schedule:

DUE

Total Contract Price	Sign/Renew	1-Dec	1-Feb	1-Apr	1-Jun	1-Jul	1-Aug
1 Year \$26,440.00	\$1,322.00	\$1,322.00	\$1,322.00	\$2,644.00	\$7,932.00	\$7,932.00	\$3,966.00

Note: if payment schedule is past the month of signing, payments must be caught up to reflect the payment schedule

****Contract Price listed is reflective of Silver Package pricing.**

Add Alternate 1: _____ (initial to accept)

Aquatic Director \$7,680.00 (Payments – 10% Signing, Equal payments May 1 through August 1)

Add Alternate 2: _____ (initial to accept)

On Call Team Member \$1,620.00 (Payments – 10% Signing, Equal payments May 1 through August 1)

4. PROPOSAL EXPIRATION OPTION: This contract is void at the Company's option if not executed by the Owner and returned to the Company 14 days after March 30, 2022.

5. ACCEPTANCE: Acceptance of this Agreement by Owner through signatures below, along with any payments due above will constitute a contract entered into in accordance with the specifications, terms and conditions and addenda attached hereto. If Owner elects the three year option price, the renewal date in the Effective Date section of the Agreement will be waived during the term of the three year period. Owner may cancel the Agreement for nonperformance by the Company as provided in the Cancellation section of the Agreement. Owner acknowledges that it owns and/or operates the pool facility and has legal capacity and authority to enter into this agreement and bind the property owner of the pool facility. Owner agrees to the contract specifications in the proceeding body Agreement. Any actual changes must be listed in a separate Addendum.

USA Pools of Texas

City of Johnson City

By: USA Management, LLC

Name: _____

By: Contract Department

Date: March 30, 2022

By: _____

Authorized Agent - "Owner"

Date: _____

Check 1YR _____ or 3YR _____

CUSTOMER CONTACTS

Please complete upon signing

PRIMARY CONTACT:

Name: _____
Title or Position: _____
Street: _____
City: _____ State: _____ Zip: _____
Telephone: () _____
Email: _____

SECONDARY CONTACT:

Name: _____
Street: _____
City: _____ State: _____ Zip: _____
Telephone: () _____
Email: _____

ACCOUNTING CONTACT:

Name: _____
Street: _____
City: _____ State: _____ Zip: _____
Telephone: () _____
Email: _____

BILLING ADDRESS:

Name: _____
Street: _____
City: _____ State: _____ Zip: _____

FACILITY INFORMATION:

Name: _____
Street: _____
City: _____ State: _____ Zip: _____
Telephone: () _____

Office Use ONLY:

Management _____ Maintenance _____ OWCW _____
Total Hours _____



USAMANA-01

AFRIEDMAN

CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)
1/24/2022

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER PRIME INSURANCE AGENCY 960 E County Line Road Lakewood, NJ 08701	CONTACT NAME: PHONE (A/C, No, Ext): (732) 886-5751 FAX (A/C, No): (732) 886-8422 E-MAIL Address: PRIME@primelns.com
	INSURER(S) AFFORDING COVERAGE INSURER A: Wesco Insurance Company
INSURED USA Management LLC 10800 Alpharetta Hwy Suite 208-522 Roswell Ga 30076	NAIC # 25011
	INSURER B:
	INSURER C:
	INSURER D:
	INSURER E:
	INSURER F:

COVERAGES **CERTIFICATE NUMBER:** **REVISION NUMBER:**

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
	COMMERCIAL GENERAL LIABILITY <input type="checkbox"/> CLAIMS-MADE <input type="checkbox"/> OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: <input type="checkbox"/> POLICY <input type="checkbox"/> PRO-JECT <input type="checkbox"/> LOC OTHER:						EACH OCCURRENCE \$ DAMAGE TO RENTED PREMISES (Ea occurrence) \$ MED EXP (Any one person) \$ PERSONAL & ADV INJURY \$ GENERAL AGGREGATE \$ PRODUCTS - COM/POP AGG \$ \$
	AUTOMOBILE LIABILITY <input type="checkbox"/> ANY AUTO OWNED AUTOS ONLY <input type="checkbox"/> HIRED AUTOS ONLY <input type="checkbox"/> SCHEDULED AUTOS <input type="checkbox"/> NON-OWNED AUTOS ONLY						COMBINED SINGLE LIMIT (Ea accident) \$ BODILY INJURY (Per person) \$ BODILY INJURY (Per accident) \$ PROPERTY DAMAGE (Per accident) \$ \$
	UMBRELLA LIAB <input type="checkbox"/> OCCUR EXCESS LIAB <input type="checkbox"/> CLAIMS-MADE DED RETENTION \$						EACH OCCURRENCE \$ AGGREGATE \$ \$
A	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NJ) <input type="checkbox"/> Y/N If yes, describe under DESCRIPTION OF OPERATIONS below	N/A		WWC3560687	12/24/2021	12/24/2022	<input checked="" type="checkbox"/> PER STATUTE <input type="checkbox"/> OTH-ER E.L. EACH ACCIDENT \$ 1,000,000 E.L. DISEASE - EA EMPLOYEE \$ 1,000,000 E.L. DISEASE - POLICY LIMIT \$ 1,000,000

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required) Certificate is subject to terms, limitations and exclusions of the actual terms at the time of issuance.

CERTIFICATE HOLDER 	CANCELLATION SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.
	AUTHORIZED REPRESENTATIVE



USAMANA-01

AGLUCK

CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)
3/2/2022

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER P&G Long Island Inc. 3923 Fort Hamilton Parkway Brooklyn, NY 11218	CONTACT NAME:		
	PHONE (A/C, No, Ext): (718) 854-2818	FAX (A/C, No):	
E-MAIL ADDRESS: info@pandginsurance.com			
INSURER(S) AFFORDING COVERAGE		NAIC #	
INSURED USA Management LLC 1595 Peach tree parkway Cumming, GA 30041	INSURER A: Scottsdale Insurance Company		15580
	INSURER B:		
	INSURER C:		
	INSURER D:		
	INSURER E:		
	INSURER F:		

COVERAGES **CERTIFICATE NUMBER:** **REVISION NUMBER:**

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
A	<input checked="" type="checkbox"/> COMMERCIAL GENERAL LIABILITY <input type="checkbox"/> CLAIMS-MADE <input checked="" type="checkbox"/> OCCUR			SFVSM-L	2/21/2022	2/21/2023	EACH OCCURRENCE \$ 1,000,000
							DAMAGE TO RENTED PREMISES (Ea occurrence) \$ 100,000
							MED EXP (Any one person) \$ 50,000
							PERSONAL & ADV INJURY \$ 1,000,000
							GENERAL AGGREGATE \$ 2,000,000
							PRODUCTS - COMP/OP AGG \$ 1,000,000
							PL \$ 1,000,000
	AUTOMOBILE LIABILITY						COMBINED SINGLE LIMIT (Ea accident) \$
	<input type="checkbox"/> ANY AUTO OWNED AUTOS ONLY						BODILY INJURY (Per person) \$
	<input type="checkbox"/> SCHEDULED AUTOS						BODILY INJURY (Per accident) \$
	<input type="checkbox"/> HIRED AUTOS ONLY						PROPERTY DAMAGE (Per accident) \$
	<input type="checkbox"/> NON-OWNED AUTOS ONLY						\$
	UMBRELLA LIAB						EACH OCCURRENCE \$
	EXCESS LIAB						AGGREGATE \$
							\$
	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY						PER STATUTE OTH-ER
	ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) <input type="checkbox"/> Y/N N/A						E.L. EACH ACCIDENT \$
	If yes, describe under DESCRIPTION OF OPERATIONS below						E.L. DISEASE - EA EMPLOYEE \$
							E.L. DISEASE - POLICY LIMIT \$

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)
 Proof Of Coverage

CERTIFICATE HOLDER **CANCELLATION**

Proof Of Coverage Proof Of Coverage	SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS. AUTHORIZED REPRESENTATIVE
--	---