

Coach Staffing and Compensation Models

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Description: Review successful coach staffing and compensation models and understand what works where and why.

Key Points:

- Coach compensation is likely going to be one of the largest expenses (60-75% of revenue)
 - Masters Swim Coaches may be grossly underpaid compared to other sports
 - There are different models and you have to figure out what works locally for you
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Summary:

- % of annual budget to coach compensation -
 - 75% revenue goes back to coaches
 - 60% revenue goes to coaches
 - Unknown because part of a larger USA Swim Club
- Rental of water space formats: Facility collects fees and takes a percentage; Stair step range of rental fees; Per swimmer; Average what's been paid over period of time and use that rate instead of per swimmer
- Range of pay to asst coaches, incentives, etc
 - Base Rates of Coach Pay:
 - Pool rental - 75 minute workout - \$30-33/workout (pre-covid was \$25-29)
 - School district employee - \$16/hour (ends up \$20-25/workout)
 - Pool Rental - 75 minute workout - \$25/workout
 - increase rate over time
 - Private lessons - usually need to be negotiated with facility
 - Incentives for Coaches: Bonus if reached a specific number of swimmers, Pay for continuing Ed, Reimburse for travel to nationals, feed them private lessons,
 - Can this be a Primary Income? Team owner this can be primary income, Most coaches are very part time and this isn't a primary income
 - Employee status? Hired as an employee based on facility contract & can swim for free
- Growth takes time and you may not be able to pay what you want initially until that growth happens.

<Trim summary and key points so that session notes are no longer than one page long>