

**City of Covington Job Posting**  
**Fitness Leader (Part-Time)**  
**(5am-10am Shift OR 3pm-8pm Shift)**

**Date:** May 2026  
**Department:** Parks and Recreation

**Job Status:** Part-Time; Hourly  
**FLSA Status:** Non-Exempt

**GENERAL PURPOSE**

Responsible for the daily operation of the fitness/wellness center, all fitness related equipment, ensuring patron satisfaction, and generally assisting users of the Parks and Recreation facilities.

**SUPERVISION RECEIVED:** Works under the immediate supervision of the Fitness Coordinator.

**SUPERVISION EXERCISED:** None.

**ESSENTIAL DUTIES AND RESPONSIBILITIES**

Monitors and operates the fitness room and the use of exercise and fitness equipment.

Ensures proper and safe use of exercise equipment by participants.

Conducts fitness assessments.

Conducts equipment orientations

Performs daily preventive maintenance of all equipment.

Performs custodial duties as assigned.

Assist with clerical duties as necessary.

Performs all duties in conformance to appropriate safety and security standards.

Other duties as business need dictates.

**PERIPHERAL DUTIES:** Fill in for other facility employees as required, i.e., front desk clerk, recreation leader.

**DESIRED MINIMUM QUALIFICATIONS**

Education and Experience:

(A) Any equivalent combination of education and experience which demonstrates the capability to perform the essential duties and responsibilities of the position.

(B) Knowledge of exercise fundamentals and techniques, human anatomy/physiology, first aid methods and safety precautions;

(B) Skill in operation and maintenance of isometric exercise equipment, weight benches, powered treadmills and ellipticals.

(D) Ability to perform heavy lifting of exercise equipment; work safely; establish and maintain effective working relationships with patrons, supervisors and the public; understand and carry out written and oral instructions.

## **SPECIAL REQUIREMENTS**

Valid State Driver's license, or ability to obtain one.

## **TOOLS AND EQUIPMENT USED**

Isometric exercise equipment, powered treadmills, weight benches.

## **PHYSICAL DEMANDS**

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodation may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly required to use hands to finger, handle, feel or operate objects, tools, or controls and reach with hands and arms. The employee frequently is required to stand and walk and sit. The employee is occasionally required to hear and talk.

The employee must regularly lift and/or move up to 65 pounds and occasionally lift and/or move up to 100 pounds. Specific vision abilities required by this job include close-range and far-range vision, color vision, peripheral vision, depth perception, and the ability to adjust focus.

## **WORK ENVIRONMENT**

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodation may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee regularly works inside. The employee frequently works near moving mechanical parts.

## **SELECTION GUIDELINES**

Formal application, rating of education and experience; oral interview and reference check; job related tests may be required. Post-offer, pre-employment background check, physical, and drug screen required of selected applicant.

The duties listed above are intended only as illustrations of the various types of work that may be performed. The omission of specific statements of duties does not exclude them from the position if the work is similar, related or a logical assignment to the position.

The job description does not constitute an employment agreement between the City and employee and is subject to change by the City as the needs of the City and requirements of the job change.

## **COMPENSATION AND BENEFITS**

The compensation listed in this job description is specific to this position and takes into account a number of variables. The fixed hourly rate for this role based on the variables previously mentioned is **\$10/hr.** Benefits include discounted membership rates at the City of Covington Sportsplex and Aquatic Center.

## **EEOC Statement**

*The City of Covington is committed to a policy of equal employment opportunity for all applicants and employees. The City will comply with all applicable laws prohibiting discrimination against employees and applicants for employment on the basis of race, creed, color, religion, sex, age, gender, national origin, disability, veteran status, genetic information, pregnancy, sexual orientation, gender identity, or any other status protected by applicable law. Such compliance will occur in all employment decisions and*

*actions regarding matters such as recruitment, hiring, promotions, transfers, layoffs, disciplinary action, termination, compensation, benefits, and City-sponsored training, education, and education assistance.*