



California Surf Lifesaving Association

Southwest Region - United States Lifesaving Association
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Lifeguard Job Titles Ad Hoc Committee Report - October 2008 October 16, 2008

Background - In spring 2007, an ad hoc committee was formed to discuss the alignment of job titles and to make recommendations to assist in standardizing job titles. This project is one of many pieces of a larger goal of enhancing and promoting the profession of lifesaving.

Although an ultimate goal for this project would be to help standardize job titles in our region, a first step was developed to create a CSLSA "Job Title Equivalency Matrix". The matrix identifies current titles and structures utilized by various agencies. This matrix will be used to help develop models for job titles that are consistent with other similarly structured lifesaving agencies.

Project Status – The Committee has continued working towards identifying existing job titles and structures within lifeguard agencies. The project has been broken into three work groups based on county: Los Angeles, Orange, and San Diego. Following is a breakdown of progress by each county.

Los Angeles County: Work on this project was coordinated by Scott Davey from LA County Fire. LA County's matrix has been finalized and is included in this report as Attachment #1.

Orange County: Work on this project was coordinated by the Orange County Lifeguard Chiefs Association (OCLCA). The OCLCA finalized and approved an initial matrix on March 13, 2008. This matrix was presented to the CSLSA on April 10, 2008. However, some members believed the matrix could be detrimental to their agency or may step into "meet and confer" issues. Therefore, the OCLCA re-reviewed their matrix on October 2, 2008 and voted to approve the following changes in order to address these concerns. The revised matrix is included in this report at Attachment #2. Significant changes from the original matrix include:

- In order to clarify that the matrix is solely intended as a structural analysis of current lifeguard job titles and structures in place; and to specifically address concerns that the matrix may be used for compensation purposes or other "meet and confer" issues, the following notation has been added to the matrix:

"This document is a structural representation only. This does not constitute a job classification review for compensation purposes. Job classifications, duties, and responsibilities may and will vary from agency to agency."

(Note: This comment has been added to San Diego's matrix as well.)

- Similarly, to emphasize that this document is not a job or classification analysis, descriptions of structural levels have been removed (now listed by level only). This was designed to specifically address the concern that multiple page job descriptions had been reduced to one sentence job descriptions.

- The OCLCA reiterated that this is a “living” document, subject to change or modification as necessary. The goal is simply to identify existing titles and structures as a first step toward a long term goal of working toward creating unified job titles.
- Numbers designating employees in each position have been added. It should be noted that the California State Lifeguards actually operate in two distinct sections in Orange County, each as an independent sector: North and South. Therefore, two people are identified at level one. The OCLCA will amend their bylaws in the future to recognize the North and South sectors within OC as distinct entities (similar to San Diego’s matrix as shown on Attachment #3).

San Diego County: Work on this project was coordinated by Rich Hidalgo from Imperial Beach. SD County’s matrix has been finalized and is included in this report as Attachment #3.

Conclusion - In addition to serving as a general update, the purpose of this report is to:

- Recommend that the CSLSA Board of Directors accept the three attached matrices as tools to: 1) identify current job titles and structures in place; and, 2) to help develop models for job titles that are consistent with other similarly structured lifesaving agencies.
- Request representation in today’s committee meeting from counties not currently addressed in order to create matrices for those counties.
- Request assistance in committee to begin work to develop recommended models for job titles/structures for lifeguard agencies with the CSLSA. The committee recognizes that one model will not fit all agencies. Therefore, two or three models will be developed with an ultimate goal of having these models endorsed and encouraged by the CSLSA.

Respectfully submitted,

Scott Davey, Committee Chairman
Bill Humphreys, Committee Vice-Chairman

September 22, 2008

LOS ANGELES LIFEGUARD JOB TITLE MATRIX

Level	LA County Fire	#'s	Long Beach Fire	#'s	LA County Lakes	#'s	LA City Rec & Parks	#'s
1	Chief Lifeguard	1	Marine Safety Chief	1	Chief Lake Lifeguard	1	Aquatic Director	1
1A	Assistant. Chief Lifeguard	1						
2	Lifeguard Section Chief	5	Marine Safety Captain	3	Lake Aquatics Manager	2	Aquatic Facility Manager III	1
3	Beach Captain RB Boat Captain	33 21	Sergeant/RB Operator	11	Supervising Lake Lifeguard	6	Aquatic Facility Manager II	3
4	Ocean Lifeguard Specialist	103	Marine Safety Officer	11	Senior Lake Lifeguard	26	Aquatic Facility Manager I	4

Abbreviations:

Abbreviation	Reference
RB	Rescue Boat

October 2, 2008

ORANGE COUNTY LIFEGUARD JOB TITLE MATRIX

Level	CA State	#	HB	#	LB	#	LMV	#	NB	#	SC	#	SB	#	USOS	#
1	LG Sup. II	2	Chief	1	Chief	1	Captain	1	Deputy Chief	1	Chief	1	Captain	1	Dir.	1
2	LG Sup. I	5	Lt.	3	Captain	1	Lt.	1	Battalion Chief	4	Lt.	1	Lt.	1	Asst. Dir.	1
3	Perm. LG	25	MSO II	10	Lt.	2			Captain	8	MSO	3	Marine Yearly LG	1	Perm. Man.	1
4					MSO	3			FT LG Officers	4						

Abbreviations:	
Abbreviation	Reference
FT	Full time
HB	Huntington Beach
LB	Laguna Beach
LG	Lifeguard
LMV	Lake Mission Viejo
Lt.	Lieutenant
Man.	Manager
MSO	Marine Safety Officer
NB	Newport Beach
Ops.	Operations
Perm.	Permanent
SB	Seal Beach
SC	San Clemente
Sup.	Supervisor
USOS	U. S. Ocean Safety

Notes:

1. CA State: Includes multiple sectors in OC – North, Crystal, and South.
2. This document is a structural representation only. This does not constitute a job classification review for compensation purposes. Job classifications, duties, and responsibilities may and will vary from agency to agency.

SAN DIEGO COUNTY LIFEGUARD JOB TITLE MATRIX

Level	SD	#	Encin.	#	Solana Beach	#	Del Mar	#	Cor.	#	IB	#	Ocean.	#	CP	#	NASNI	#	State Parks (North Sector)	#	State Parks (South Sector)	#
1	Lg. Chief	1	MS Capt.	1	MS Capt.	1	Dir. Comm. Serv./ Lg. Chief	1	Lg. Capt.	1	Lg. Capt.	1	Lg. Chief	1	Lg. Chief	1	Aqua. Dir. Rec. Dept. MWR	1	PO Sup. II (Lg.)	1	PO Sup I (Lg.)	1
2	Lg. Capt.	1	MS Lt.	1	MS Lt.	1	Dep. Lg. Chief	1	Lg. Sgt.	1	Lg. Sgt.	1	Lg. Capt.	1	Lg. Lt.	2	Lg. Capt.	1	PO Sup I (Lg.)	3	PO (Lg.)	3
3	Lg. Lt.	4	MS Sgt.	2	MS Sgt.	1	Lg. Sgt.	2	Seas. Lg. Sgt.	1	FT Lg. II	2	Lg. Lt.	2	Lg. Sgt.	4	Lg. Lt.	1	PO (Lg.)	4	Lg. Seas.II	6
4	Lg. Sgt.	17	Senior Lg. PERS	2			Lg./ Comm. Services Officer	1			Seas. Lg. II	10	Lg. Sgt.	4	Lg. Sgt. Seas.	1	Lg. Lt. (No Benefits)	1	Lg. Seas.II	14		
5	Lg. II & III																					

Abbreviations							
Abbreviation	Reference	Abbreviation	Reference	Abbreviation	Reference	Abbreviation	Reference
Aqua	Aquatics	Dir.	Director	MS	Marine Safety	Rec.	Recreation
Capt.	Captain	Encin.	Encinitas	MWR	Morale, Welfare, and Recreation	Seas.	Seasonal
Comm.	Community	FT	Full Time	NASNI	Naval Air Station North Island	Serv.	Services
Cor.	Coronado	IB	Imperial Beach	Ocean.	Oceanside	Sgt.	Sergeant
CP	Camp Pendleton	Lg.	Lifeguard	PO	Peace Officer	Sup.	Supervisor
Dept.	Department	Lt.	Lieutenant	SD	San Diego		

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