



# California Surf Lifesaving Association

Southwest Region - United States Lifesaving Association  
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World Wide Web: [www.cslsa.org](http://www.cslsa.org)

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## Lifeguard Job Titles Ad Hoc Committee Minutes October 17, 2008

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In committee yesterday, the following was discussed:

- I. Job title matrices have been created by San Diego, Orange, and Los Angeles Counties, reflecting job structures currently in place. Committee noted that there were two errors in San Diego's matrix which will be corrected (matrix should only include full time positions; and, Ca. State lifeguards need consistency between sectors). It was recommended that the CSLSA Board of Directors accept the three 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.
- II. Committee requested that agencies in counties outside the three above create similar matrices. Those counties include: Ventura, Santa Barbara, and San Louis Obispo.
- III. Committee 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.
- IV. Committee discussed the "next step" toward job title standardization. It was recognized that this will need to be an individual effort from each agency, subject to their internal constraints. Therefore, the committee will focus on developing "recommended" job structures which can be used as a target goal.
- V. The committee recognized that one recommended structure will not fit all agencies. Therefore, two or three models are being considered. Drafts of these models will be presented in the Spring:
  - A. Fire model for agencies under fire departments.
  - B. Police model for agencies aligned with Peace Officer status (mainly Ca. State).
  - C. Generic lifeguard or military model for independent agencies.
- VI. Suggestions for including overlays to the models were presented. These included: 1) management, supervision, and line level designations; and, 2) ICS training requirements for each level of the model(s). Committee will develop models with and without these overlays for consideration.

Respectfully submitted,

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