



# California Surf Lifesaving Association

Southwest Region - United States Lifesaving Association  
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## Lifeguard Job Titles Ad Hoc Committee Fall Report

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**Background** - In spring 2007, an ad hoc committee was formed to make recommendations to assist in standardizing job titles. This project is one of many pieces designed to enhance and promote the lifesaving profession. Since that time, this committee has been working with representatives from Los Angeles, Orange, and San Diego Counties to on this project.

After extensive work attempting to capture job titles and structures currently in place, this committee met in October of 2008 and determined that the “next step” in this project is to begin work on draft models for job titles. The committee recognized that one model will not fit all agencies, therefore, two or three models were initially considered. Initial committee suggestions were to develop three models for consideration: 1) a “Fire” model for agencies under fire departments; 2) a “Police” model for agencies aligned with Peace Officer status (mainly Ca. State); and, 3) a stand-alone “Lifeguard” model for Independent agencies.

The majority of the work on the project has been conducted by the Orange County Lifeguard Chief’s Association (OCLCA). In those discussions, the OCLCA members decided to formally drop the “Police” model from consideration. Additionally, it was suggested that development of a “Fire” model be placed on hold. These suggestions stemmed from the recognition that it will be extremely difficult to develop models for lifeguard departments or divisions that align perfectly with structures from fire or police departments. Since our primary focus is on lifesaving, we can increase our effectiveness and chances of success by initially focusing on the one model we have the most control over – a simple model for lifeguard agencies. Once we have reached that goal, further models can be developed as necessary. However, this is for consideration only and lifeguard and fire models will be presented.

These models are not intended to be representative of what is currently in place. Rather, the goal is to develop a model (or models) that agencies can strive for as they seek job title changes in the future. It will be up to each agency to determine if they choose to work toward implementing job titles that are consistent with other similarly structured lifesaving agencies.

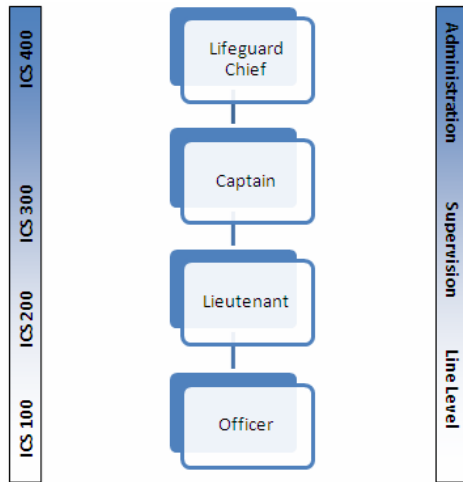
On the following page are three draft models. Lifeguard model #1 and Fire model #1 were developed by the OCLCA. Lifeguard model #2 was suggested by a committee member. All three are still “works in progress” and are to be considered drafts. They are presented as ideas for consideration to help this committee with this project.

Respectfully submitted,

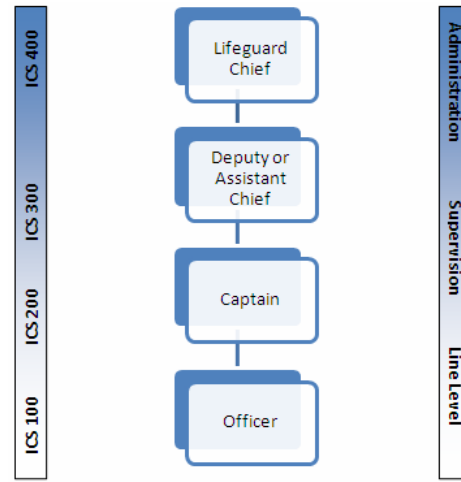
Bill Humphreys

## Draft Models

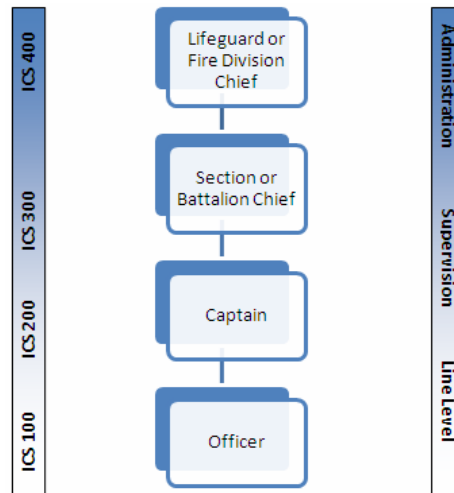
### Draft Lifeguard Model #1



### Draft Lifeguard Model #2



### Draft Fire Model #1



#### Notes:

1. Fire and Lifeguard models are not intended to correlate with each other in terms of job responsibilities or duties. These are possible job titles corresponding to levels within organizations. They should be treated as independent models. They have been placed on one page for purpose of consolidating data only.
2. Once the positions in the models have been filled, agencies with more than four job classifications may add additional titles as necessary. Examples for lifeguard model #1 include: Deputy or Assistant Chief, Officer I or II, etc. Examples for lifeguard model #2 include: Lieutenant or Sergeant under Captain, Officer I or II, etc. Examples for fire model include: Deputy/Assistant Chiefs and Assistant Section Chiefs.