



California Surf Lifesaving Association

Southwest Region - United States Lifesaving Association
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Lifeguard Job Titles Ad Hoc Committee Report - Spring 2008 April 10, 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 to a larger goal of enhancing and promoting the lifesaving profession.

Although an ultimate goal for this project would be to help standardize job titles in our region, a first step is to develop a CSLSA "Job Title Equivalency Matrix". The matrix will be a tool that individual agencies may utilize to help their governing body determine more appropriate professional job titles if necessary. Some agencies may elect to retain their current titles, while others agencies may choose to work towards implementing job titles that are consistent with other similarly structured lifesaving agencies.

Project Status – The Committee has continued with the current plan to work toward categorizing existing job titles and identifying positions that are roughly equivalent in terms of job duties and responsibilities. After over two and a half years of work on this project by the Orange County Lifeguard Chiefs Association (OCLCA) beginning in September of 2005, the OCLCA finalized and approved an equivalency matrix for Orange County agencies on March 13, 2008 (see Attachment #1).

Preliminary information has been gathered from Los Angeles and San Diego County agencies (Attachments #2 and #3, respectively). *These are draft documents and do not have consensus from all agencies.*

Respectfully submitted,

Bill Humphreys, Committee Co-Chairman

Full Time Job Equivalency Matrix - Orange County

Level		CA State	HB	LB	LMV	NB	SC	SB	USOS
Level 1	First in Command	LG Sup. II	Chief	Chief	Captain	Deputy Chief	Chief	Captain	Dir.
Level 2	Second in Command	LG Sup. I	Lt.	Captain	Lt.	Battalion Chief	Lt.	Lt.	Asst. Dir.
Level 3	Third in Command	Perm. LG	MSO II	Lt.		Captain	MSO	Marine Yearly LG	Perm. Man.
Level 4	Fourth in Command			MSO		FT LG Officers			

Examples of Typical Job Duties

Level 1: Oversee, direct, and manage **all** programs and activities of Marine Safety.

Level 2: Supervise, plan, and coordinate daily or sectional activities of Marine Safety.

Level 3: Assist with duties of Level 2 personnel.

Level 4: Field Supervisor.

Abbreviations:	
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

Full Time Job Equivalency Matrix - Los Angeles County

Level	LA County Fire	#'s	Long Beach Fire	#'s	LA County Lakes	#'s	LA City Rec & Parks	#'s
1	Chief Lifeguard	1	Chief Lifeguard	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	10	Supervising Lake Lifeguard	6	Aquatic Facility Manager II	3
4	Ocean Lifeguard Specialist	103	Marine Safety Officer	12	Senior Lake Lifeguard	26	Aquatic Facility Manager I	4

Abbreviations:**RB Rescue Boat**

Level		San Diego	Encinitas	Solana Beach	Del Mar	Coronado	Imperial Beach	Oceanside	Camp Pendleton	NASNI
Level 1	Dept./Div. Manager	Lifeguard Chief	MS Captain	MS Captain	Dir. Comm. Services/ Lifeguard Chief	Fire Chief	Lifeguard Captain	Lifeguard Chief	Lifeguard Chief	Aquatics Director Recreation Dept. MWR
Level 2	Program or Ops Man.	Lifeguard Captain	MS Lt.	MS Lt.	Deputy Lifeguard Chief	Lifeguard Captain	Lifeguard Sergeant	Lifeguard Captain	Lifeguard Lieutenant	Lifeguard Captain
Level 3	Level II Supervisor	Lifeguard Lt.	MS Sergeant	MS Sergeant	Lifeguard Sergeant	Lifeguard Sergeant	F/T Lifeguard II	Lifeguard Lt.	Lifeguard Sergeant	Lifeguard Lt.
Level 4	Level I Supervisor	Lifeguard Sergeant					Seasonal Lifeguard II	Lifeguard Sgt.	Lifeguard Sergeant (Seasonal)	Lifeguard Lt. (No Benefits)
		Lifeguard II & III								

Abbreviations:	
Lt.	Lieutenant
MS	Marine Safety
Sgt.	Sergeant
Dir. Comm.	Director Community

Examples of Typical Job Duties

Level 1: Direct and manage all programs and activities of a Marine Safety Department or Division. Develop goals and policies; develop budgets; oversee administration of department; forecasts funding needs; and oversight of contracts.

Level 2: Supervise, plan and coordinate daily Marine Safety activities and operations; oversight of personnel issues (recruitment, training, discipline, etc.); develop procedures as directed; assist with policies; coordinate/oversee special programs such as Junior Lifeguards and Public Education.

Level 3: Second line supervisor; oversight of equipment; assist with special programs; provide specialized training to employees; area supervisor. In some departments, personnel in this category will also perform direct supervision of employees.

Level 4: First line supervisor, dispatcher, assist with special projects, etc.