



**FLSA: NON EXEMPT**  
**EMPLOYMENT STATUS: PART TIME**  
**UPDATED: JANUARY 2026**

## **LIFEGUARD**

### **DEFINITION**

Under general supervision, performs lifeguard duties and enforces all rules and regulations related to patron safety at an aquatic facility. Lifeguards are responsible for monitoring pool activities, responding to emergencies, and maintaining a safe and welcoming environment for patrons. Some mornings, evenings, and weekends are required.

### **SUPERVISION RECEIVED AND EXERCISED**

Receives direct supervision from the Recreation Coordinator, Recreation Manager, or designee. General on shift direction from Recreation Program Assistant and Head Lifeguards. Exercises no supervision of staff.

### **CLASS CHARACTERISTICS**

This is an entry level lifeguard classification within the Recreation Department. Incumbents are responsible for performing assigned lifeguard duties and supporting daily aquatic operations under direction. This position is distinguished from Head Lifeguard by the absence of on shift leadership responsibilities.

### **EXAMPLES OF TYPICAL JOB FUNCTIONS (Illustrative Only)**

*Management reserves the right to add, modify, change, or rescind work assignments as necessary.*

- Maintain continuous surveillance of patrons in assigned areas
- Enforce all aquatic facility rules and regulations consistently and professionally
- Identify hazards or unsafe conditions and take appropriate action to prevent accidents
- Respond to emergencies, including rescues, first aid, and activation of emergency action plans (EAPs)
- Assist with accidents and injuries and complete required incident and accident reports
- Use and maintain rescue equipment and safety devices properly while on duty
- Maintain required certifications and successfully complete skill testing as required
- Present a professional appearance and provide courteous customer service to patrons
- Assist with maintaining a clean and orderly pool deck, locker rooms, and surrounding areas
- Attend required in service trainings and staff meetings
- Complete assigned checklists and tasks during each shift
- May be assigned to perform Recreation Leader duties as appropriate
- Perform other related duties as assigned

## **QUALIFICATIONS**

### **Knowledge of:**

Principles and practices of aquatic safety, rescue techniques, and emergency response. Emergency action plans (EAPs) and incident response procedures. Use and care of lifesaving and safety equipment. Customer service principles and public interaction techniques. Applicable laws, policies, and regulations related to aquatic facility operations.

### **Ability to:**

Monitor pool activities and respond appropriately to unsafe conditions. Assess emergency situations quickly and act decisively. Communicate clearly and effectively with patrons, staff, and supervisors. Enforce rules and policies consistently and professionally. Complete accurate reports and documentation. Remain calm and exercise sound judgment in stressful or emergency situations. Follow oral and written instructions. Establish and maintain effective working relationships.

## **EDUCATION AND EXPERIENCE**

Any combination of education and experience that would provide the required knowledge, skills, and abilities is qualifying. A typical way to obtain the required qualifications would be possession of a high school diploma or G.E.D. equivalent. Must possess current Standard First Aid, Lifeguard Training, and Title 22 certifications, or the ability to obtain them prior to hire. The Parks and Recreation Department will provide required training and certifications as needed. Bilingual skills are desirable.

## **LICENSES AND CERTIFICATIONS**

- Current American Red Cross Lifeguard Certification (includes CPR, AED, and First Aid)

## **PHYSICAL DEMANDS**

Must possess the mobility to work in a pool setting and use standard aquatic equipment, as well as hearing and speech to communicate in person. This position requires standing, walking, and sitting for extended periods and moving between work areas. Incumbents may bend, stoop, kneel, reach, push, and pull as needed. Must be able to lift, carry, push, and pull materials and objects weighing up to 50 pounds and perform water rescues, including pulling patrons out of the water.

## **ENVIRONMENTAL ELEMENTS**

Employees work in an open environment with moderate noise levels, cold and hot temperature conditions, and direct exposure to the sun. Employees may interact with upset staff and/or public and private representatives in interpreting and enforcing departmental policies and procedures.

The City of Calistoga is an Equal Opportunity Employer. In compliance with the Americans with Disabilities Act, Calistoga will provide reasonable accommodations to qualified individuals with disabilities and encourages both prospective and current employees to discuss potential accommodations with the employer.