

County of Santa Cruz

INVITES YOU TO APPLY FOR:



LIFEGUARD

Extra Help

Supplemental Questionnaire Required

Open and Promotional

Job # 26-GK1-CC

Salary: \$20.44 – 21.55 / Hour*¹

*Includes \$2.00 / Hour Extra Help Differential

**Swim Lesson Instructors (Lifeguard Instructors)
receive a differential of \$1.25 / Hour**

Closing Date: Friday, May 1, 2026

County Equity Statement

Equity in action in Santa Cruz County is a transformative process that embraces individuals of every status, providing unwavering support, dignity, and compassion.

Through this commitment, the County ensures intentional opportunities and access, fostering an environment where everyone can thrive and belong.

THE JOB: Under supervision, perform lifeguard duties; provide swimming instruction and assistance at a swimming facility; maintain close surveillance over swimming activities; enforce water safety rules and regulations; perform rescues; perform first aid and resuscitation; maintain pool deck and adjacent areas such as locker rooms; notify supervisor of emergencies, disturbances or problems; prepare routine records and reports; instructor assist in instruction of recreational aquatics classes; set up and tear down accommodations for special events, programs, and facility rentals; required to open and close swimming facilities; provide customer service; cashier; and perform other related duties as required.



SPECIAL REQUIREMENTS: For Lifeguards and Instructors: Possession of a valid American Red Cross Lifeguard Training Certificate (LGT) **AND** a valid CPR Certificate* *Proof of certification must be submitted prior to performance assessment.*

***Acceptable Lifeguard and CPR Certifications include:**

American Red Cross Lifeguarding/First Aid/CPR/AED

OR

American Red Cross Lifeguarding/First Aid

WITH

The American Red Cross CPR for the Professional Rescuer.

OR

The American Heart Association Basic Life Support (BLS) for the Healthcare provider.

OR

The American Red Cross CPR – AED for Lifeguards

Post-employment certifications required within six months of hire:

1. Santa Cruz County Instructor Training Program;
OR
American Red Cross Water Safety Instructor (WSI)
AND
2. Attain one of the following:
 - First Aid for Public Safety Personnel (Title 22)
 - ARC Emergency Responder
 - First Responder or
 - Emergency Medical Technician (EMT).

You must submit a copy of each certificate you possess with your application in one of the following ways: e-mail (HumanResources@santacruzcountyca.gov) / fax (831-454-2240) / or bring the copies to the Human Resources Department.

IF HIRED, APPLICANTS UNDER 18 YEARS OF AGE MUST SUBMIT A WORK PERMIT. STUDENTS CAN OBTAIN WORK PERMITS FROM THE ADMINISTRATION OFFICE AT THEIR SCHOOL.

Background Investigation: Fingerprinting is required for persons 18 and older. Minors will be fingerprinted with parental/guardian consent.

SPECIAL WORKING CONDITIONS: Exposure to variable temperatures and weather conditions; strong and unpleasant odors and fumes such as chlorine; noise from children; allergens such as poison oak, pollen, and bee stings; pool chemical fluctuations which might cause irritation to eyes and skin; and the possibility of administering first aid and resultant exposure to infections which could cause chronic disease or death.

Knowledge: Working knowledge of swimming hazards; lifeguard training techniques; first aid and cardio-pulmonary resuscitation (CPR). Some knowledge of the techniques and principles of swimming instruction is required for some positions.

Ability to: Plan, Remain vigilant and act quickly in making rescues and rendering aid; perform rescues under difficult conditions; enforce water safety standards and departmental regulations; work and lifeguard all swimming programs and events; maintain effective relations with the public and staff; communicate effectively with public and staff; maintain records and prepare periodic reports; perform simple arithmetic calculations to make change and record hours worked; maintain a clean and safe work area; accept constructive criticism and direction from supervisors; effectively deal with stressful and emergency situations; swim 300 yards continuously; maintain knowledge and skills required to pass the lifeguard training course; administer first aid; perform tasks requiring physical strength and stamina to effectively rescue victims, administer first aid and CPR; perform work which involves frequent lifting, pushing and pulling of heavy objects; hear and distinguish a variety of sounds in a noisy environment such as participants in need of assistance, whistles, or co-workers requesting assistance in a rescue effort; see program participants in need of assistance within their zone of responsibility; speak loudly to warn program participants of impending danger; and successfully complete all training provided by the department.

THE EXAMINATION: Candidates meeting minimum requirements will be forwarded to the Parks and Recreation Department for a performance assessment of lifeguard skills covered in the American Red Cross Lifeguard Training Course and a determination of employment duties (pass/fail). Candidates must have the American Red Cross Lifeguard Training and CPR Courses completed by the date of the performance assessment. Eligibility will be valid for up to one year.

HOW TO APPLY: Apply online at www.santacruzcountyjobs.com or mail/bring an application and supplemental questionnaire to: Santa Cruz County Human Resources Department, 701 Ocean Street, Room 510, Santa Cruz, CA 95060. For information, call (831) 454-2600. Hearing Impaired TDD/TTY: 711. Applications will meet the final filing date if received: 1) in the Human Resources Department by 5:00 p.m. on the final filing date, 2) submitted online before midnight of the final filing date.

Women, people of color and people with disabilities are encouraged to apply. If you have a disability that requires test accommodation, please call (831) 454-2600.

To comply with the 1986 Immigration Reform and Control Act, Santa Cruz County verifies that all new employees are either U.S. citizens or persons authorized to work in the U.S.

Some positions may require fingerprinting and/or background investigation.

LIFEGUARD – SUPPLEMENTAL QUESTIONNAIRE

The supplemental questions are designed specifically for this recruitment. Applications received without the required supplemental information will be screened out of the selection process. Employment experiences referred to in your response must also be included in the Employment History section of the application.

1. List any lifeguard, water safety, CPR or First Aid certificates that you hold. Include the issue date and the expiration date for each certificate. **Submit a copy of each certificate to the County Human Resources Department by the final filing date of this recruitment.**
2. List any lifeguard, water safety, CPR or First Aid classes in which you are currently enrolled. Include the scheduled completion date for each class, the name of the agency where the class is offered and the agency phone number for verification of your enrollment.

EMPLOYEE BENEFITS: This recruitment is for extra-help (temporary) employment that is of limited duration. Extra-help employees are used for employment on short-term projects; on a seasonal basis to meet recurrent work peaks; employment on an as-needed basis to meet peak workload, emergency, or other unusual situations. Extra-help employees cannot work more than 999 hours in a fiscal year and are covered by Social Security.

¹CalPERS retirees are not eligible for \$2 Extra Help Differential due to CalPERS rule.

Note: Provisions of this bulletin do not constitute an expressed or implied contract.

County of Santa Cruz
www.santacruzcountyjobs.com

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