

**SUBMITTAL TO THE BOARD OF SUPERVISORS
COUNTY OF RIVERSIDE, STATE OF CALIFORNIA**



ITEM: 3.34
(ID # 30695)

MEETING DATE:
Tuesday, June 23, 2026

FROM : HUMAN RESOURCES AND Parks and Open Space District

SUBJECT: HUMAN RESOURCES & PARKS AND OPEN SPACE DISTRICT: Classification and Compensation recommendation to adjust the salaries of the Lifeguard - Parks and Senior Lifeguard - Parks job classes; and amend Ordinance No. 440 Pursuant to Resolution No. 440-9532, All Districts. [Current Year Cost – \$0, Ongoing Cost - \$0 – 100% Department Budgets]

RECOMMENDED MOTION: That the Board of Supervisors:

1. Approve the recommendation to adjust the salaries of the Lifeguard - Parks and Senior Lifeguard - Parks job classes; and
2. Amend Ordinance No. 440 pursuant to Resolution No. 440-9532.

ACTION:Policy


Tami Douglas-Schatz, Director of Human Resources

6/10/2026



Kyla R. Brown, General Manager

6/10/2026

MINUTES OF THE BOARD OF SUPERVISORS

On motion of Supervisor Perez, seconded by Supervisor Gutierrez and duly carried by unanimous vote, IT WAS ORDERED that the above matter is approved as recommended.

Ayes: Medina, Spiegel, Washington, Perez, and Gutierrez
Nays: None
Absent: None
Date: June 23, 2026
xc: HR, Parks

Kimberly A. Rector
Clerk of the Board
By: 
Deputy

**SUBMITTAL TO THE BOARD OF SUPERVISORS COUNTY OF RIVERSIDE,
STATE OF CALIFORNIA**

FINANCIAL DATA	Current Fiscal Year:	Next Fiscal Year:	Total Cost:	Ongoing Cost
COST	\$0	\$0	\$0	\$0
NET COUNTY COST	\$0	\$0	\$0	\$0
SOURCE OF FUNDS: 100% Department Budget			Budget Adjustment: No	
			For Fiscal Year: 25/26	

C.E.O. RECOMMENDATION: Approve

BACKGROUND:

Summary

The Riverside County Regional Park and Open-Space District oversees a network of parks, trails, and open spaces that serve as sanctuaries for wildlife and gathering places for members of the community. The department’s mission is to preserve land with sensitive habitats and provide opportunities for the community to enjoy equitable access through recreation and education. As a part of this mission, the department oversees various recreational areas that allow members to swim. To ensure the safety of the public, the department has the *Lifeguard - Parks* and *Senior Lifeguard - Parks* job classes available for use. Neither position is filled at the moment, and records show that as a County, we have not actively recruited for Lifeguards since 2016 when the County owned and operated pool facilities directly. However, in the event the department needs to use these classifications due to operational demands, it is the department’s intent that they are market competitive.

As a result, the Human Resources Department - Classification and Compensation (Class and Comp) Division received a request from the Parks and Open Space District to conduct a market review on the *Lifeguard - Parks* and *Senior Lifeguard - Parks* job classes to ensure that salaries are market competitive. A market review was conducted for both levels using the 5-County market. While data was found for the *Lifeguard - Parks* (Attachment 1), there was insufficient data for the *Senior Lifeguard - Parks* class. Based on the market findings, Class and Comp recommends adjusting the salary of the *Lifeguard - Parks* job class from \$38,873 - \$46,766/year to \$43,483 - \$52,611/year.

For the *Senior Lifeguard - Parks* classification, Class and Comp recommends adjusting the salary range from \$38,873 - \$52,892/year to \$45,874 - \$59,503/year to ensure proper growth opportunity between the *Lifeguard - Parks* classification. Currently, the minimums of both classes are the same, which does not provide adequate salary growth among the levels. The recommended adjustment will establish a standard 5.5% difference between the minimums of the salary ranges and maintaining the historical 13.10% difference between the maximums of the salary ranges.

The proposed salary adjustments ensure Riverside County’s pay is competitive in the regional market for the skills and experience associated within similar agencies.

Salary Adjustments:

**SUBMITTAL TO THE BOARD OF SUPERVISORS COUNTY OF RIVERSIDE,
STATE OF CALIFORNIA**

Lifeguard - Parks: It is recommended to adjust the salary plan/grade PKG 104 (\$38,873 - \$46,766/year) to salary plan/grade PKG 165 (\$43,483 - \$52,611/year).

Senior Lifeguard - Parks: It is recommended to adjust the salary plan/grade PKG 130 (\$38,873 - \$52,892) to salary plan/grade PKG 181 (\$45,874 - \$59,503/year).

Additional Fiscal Information

There are no upfront costs associated with the adjustments. The department has approved the recommended salary adjustment, and a budget adjustment is not required.

Impact on Residents and Businesses

These adjustments do not have a direct impact on residents and businesses but will ensure that the classifications are market competitive and have proper salary progression. This will allow the department to adequately recruit and fill vacant positions.

ATTACHMENTS

1. Attachment 1: Lifeguard - Parks Market Survey
2. Resolution No. 440-9532


Charissa Leach, Assistant CEO

6/11/2026


Sarah Franco, Assistant County Executive Officer

6/17/2026

1 RESOLUTION NO. 440-9532

2
3 BE IT RESOLVED by the Board of Supervisors of the County of Riverside, State of California, in
4 regular session assembled on June 23, 2026, that pursuant to Section 8(c) of Ordinance No. 440, the Director
5 of Human Resources is authorized to amend the Class and Salary Listing of Ordinance No. 440, operative
6 at the beginning of the pay period following the date of approval, as follows:
7

8	<u>Job</u>		<u>From Salary</u>	<u>To Salary</u>
9	<u>Code</u>	<u>Class Title</u>	<u>Plan/Grade</u>	<u>Plan/Grade</u>
10	85048	Lifeguard - Parks	PKG 104	PKG 165
11	85078	Senior Lifeguard - Parks	PKG 130	PKG 181

12 ROLL CALL:

13 Ayes: Medina, Spiegel, Washington, Perez, and Gutierrez

14 Nays: None

15 Absent: None

16 Abstain: None

17
18 The foregoing is certified to be a true copy of a resolution duly adopted by said
19 Board of Supervisors on the date therein set forth.

20 KIMBERLY A. RECTOR, Clerk of said Board

21 
22 By: _____
23 Deputy

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27 /kc
06/08/2026
28 440 Resolutions\KC

06/23/2026 Item 3.36

Job Classification	Current Salary		Market Salary		Proposed Salary		Notes
	Min	Max	Min	Max	Min	Max	
Senior Lifeguard - Parks	\$38,874	\$52,892	\$47,495	\$60,192	\$45,874	\$59,503	Min based on standard 5.5%.
	0.00%	13.10%	9.23%	14.41%	5.50%	13.10%	Max based on historical difference.
Lifeguard - Parks	\$38,874	\$46,766	\$43,483	\$52,611	\$43,483	\$52,611	Based on market.

Proposed Salary						
Job Classification	Hourly		Monthly		Annually	
	Min	Max	Min	Max	Min	Max
Senior Lifeguard - Parks	\$22.0549	\$28.6071	\$3,823	\$4,959	\$45,874	\$59,503
Lifeguard - Parks	\$20.9051	\$25.2936	\$3,623.55	\$4,384	\$43,483	\$52,611

Compaction Review		
Job Classification	Max	Notes
Park Ranger Supervisor - Parks	\$87,510	No compaction issues
Percentage Difference	47.07%	
Senior Lifeguard - Parks	\$59,503	

External Market Survey I

Classification Name: Lifeguard - Parks

Riv Co Class Code: 85048

Market Research							Survey Data	
Jurisdiction	Job Code	Title	Min Salary	Max Salary	Spread	Midpoint	Midpoint Hourly	Outlier
Los Angeles County	2964	Pool Lifeguard	\$42,876	\$46,464	8.37%	\$44,670	\$21.48	
Los Angeles County	2923	Ocean Lifeguard	\$62,748	\$82,285	31.14%	\$72,517	\$34.86	e
Los Angeles County	2948	Lake Lifeguard, Parks And Recreation	\$50,132	\$65,751	31.16%	\$57,941	\$27.86	
Orange County	NA	No comparable classification	NA	NA		#VALUE!	#VALUE!	
San Bernardino County	16409	Public Service Employee (Regional Parks Lifeguard)	\$37,440	\$43,680	16.67%	\$40,560	\$19.50	
San Diego County	NA	No comparable classification	NA	NA		#VALUE!	#VALUE!	
Ventura County	1071	Lifeguard I	NA	\$54,548		#VALUE!	#VALUE!	
Ventura County	1072	Lifeguard II	NA	\$59,829		#VALUE!	#VALUE!	e

County Mean:	\$43,483	\$52,611	20.99%	\$48,047	\$23.10
County Median:	\$42,876	\$50,506	17.79%	\$46,691	\$22.45

Riverside County	85048	Lifeguard - Parks	\$38,874	\$46,766	20.30%	\$42,820	\$20.59
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Dollar difference from mean:	-\$4,609	-\$5,845
Percentage difference from mean:	-10.60%	-11.11%
Percentage adjustment to equal the mean:	11.86%	12.50%

Dollar difference from median:	-\$4,002	-\$3,740
Percentage difference from median:	-9.33%	-7.40%
Percentage adjustment to equal the median:	10.30%	8.00%

PICs:

Notes: For LA County, Lake and Pool Lifeguard classifications best align with COR's non-ocean lifeguard duties. Ocean Lifeguard was included for reference but marked as an outlier due to ocean-specific hazards and higher emergency response requirements (EMR) exceeding the COR classification's scope. OC lifeguards are run by "OC Lifeguards" program as seasonal lifeguards; these roles do not appear in the County's class-spec page. SB County lifeguards are filled as seasonal Public Service Employee (PSE) roles via job bulletins. SD County's lifeguards are operated by the City of SD, not by the County. For Ventura County, Lifeguard I and II have identical duties and differ only by experience requirements, excluding the Lifeguard II since it has an experience requirement.

Prepared by:

Date Prepared:

Date Revised:

External Market Survey I

Classification Name: Senior Lifeguard - Parks

Riv Co Class Code: 85078

Market Research							Survey Data	
Jurisdiction	Job Code	Title	Min Salary	Max Salary	Spread	Midpoint	Midpoint Hourly	Outlier
Los Angeles County	2949	Lake Lifeguard Specialist	\$64,789	\$87,303	34.75%	\$76,046	\$36.56	e
Los Angeles County	2965	Senior Pool Lifeguard	\$47,495	\$51,505	8.44%	\$49,500	\$23.80	
Orange County	NA	No comparable classification	NA	NA		#VALUE!	#VALUE!	
San Bernardino County	NA	No comparable classification	NA	NA		#VALUE!	#VALUE!	
San Diego County	NA	No comparable classification	NA	NA		#VALUE!	#VALUE!	
Ventura County	1660	Senior Lifeguard	NA	\$68,878		#VALUE!	#VALUE!	

County Mean:	\$47,495	\$60,192	26.73%	\$53,843	\$25.89
County Median:	\$47,495	\$60,192	26.73%	\$53,843	\$25.89

Riverside County	85078	Senior Lifeguard - Parks	\$38,874	\$52,892	36.06%	\$45,883	\$22.06
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Dollar difference from mean:	-\$8,621	-\$7,299
Percentage difference from mean:	-18.15%	-12.13%
Percentage adjustment to equal the mean:	22.18%	13.80%

Dollar difference from median:	-\$8,621	-\$7,299
Percentage difference from median:	-18.15%	-12.13%
Percentage adjustment to equal the median:	22.18%	13.80%

PICs:

Notes: For LA County, Senior Pool Lifeguard closely aligns with Riverside's lead-level lifeguard duties. Lake Lifeguard Specialist is included but marked as an outlier as higher complexity due to advanced certifications and expanded enforcement responsibilities (EMT, boat operations, enforcement authority). Orange County lifeguards are run by "OC Lifeguards" program as seasonal lifeguards; these roles do not appear in the County's class-spec page. San Bernardino County lifeguards are filled as seasonal Public Service Employee (PSE) roles via job bulletins. San Diego County's lifeguards are operated by the City of San Diego, not by the County.

Prepared by:

Date Prepared:

Date Revised: