

**Non-Exempt Aquatic Staff Pay Ranges
2025-26**

Experience	Lifeguard / Instructor	Head Lifeguard	Water Safety Instructor
Less than 1 year	\$16.00	\$18.00	\$18.00
Up to 2	\$16.25	\$18.25	\$18.25
Up to 3	\$16.50	\$18.50	\$18.50
Up to 4 years	\$16.75	\$18.75	\$18.75
Up to 5 years	\$17.00	\$19.00	\$19.00

ARC-Supervisor hourly is \$1.75/hr above ARC Lessons Rate

AM/Fri PM hourly is \$2/hr above guard rate

Additional Certifications may qualify for additional compensation such as:

LGI

EMT

AFO/CPO

ACE - Group Fitness/Personal Training

USMS Certified Coach

USA Triathlon Certified Coach