Non-Exempt Aquatic Staff Pay Ranges
2026-27

Experience	Lifeguard / Instructor	Head Lifeguard	Water Safety Instructor
Less than 1 year	$16.64	$18.72	$18.72
Up to 2	$16.90	$18.98	$18.98
Up to 3	$17.16	$19.24	$19.24
Up to 4 years	$17.42	$19.50	$19.50
Up to 5 years	$17.68	$19.76	$19.76

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