Human Resources
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Lifeguard

JOB CODE	JOB FAMILY	PROFILE
JCV114	**Community & Recreational Services**	**Lifeguard**
PAY TYPE	**PAY RANGE**	**REVISION DATE**
Hourly	**$15.55 - $20.01**	**October 20, 2026**

The Lifeguard ensures the safety of all individuals at County pool facilities by monitoring swimming areas, enforcing rules, and responding to emergencies. Supports aquatics programming, assists with water quality maintenance, and promotes a clean and safe environment.

Job Description

DUTIES AND RESPONSIBILITIES

- Monitors swimming areas to prevent accidents and enforces safety rules.
- Responds to emergencies in the pool area, performs rescues, initiates emergency procedures, and administers first aid.
- Assists with routine monitoring of pool water chemistry and adjusts chemical levels to maintain safety standards.
- Supports the implementation and instruction of County-sponsored swim programs.
- Inspects and cleans pool facilities; assists with pool maintenance, including refilling and routine upkeep.
- Officiates or assists with swim meets and aquatic events.
- Develops and delivers aquatic programs such as swim lessons and water safety instruction; maintains accurate records.

- Handles sensitive or confidential information in accordance with County policies.
- *The above information is intended to outline the general nature and scope of the duties required for this position. It is not an exhaustive list and may vary depending on specific job assignments and responsibilities.

MINIMUM QUALIFICATIONS

- Requires current enrollment in High School, High School Diploma, or GED.
- Must be 15 years or older.
- Cardiopulmonary Resuscitation (CPR) certified.
- Successfully complete the New Mexico lifeguard and safety training.

*Any equivalent combination of related education and/or experience may be considered for the above requirements.

SUPPLEMENTAL INFORMATION

SCREENING AND COMPLIANCE

The offer of this Bernalillo County position requires compliance with the following:

- Successful completion of a post-offer employment medical examination and background investigation.
- Adherence to all County safety guidelines.
- Complete all FEMA training(s) assigned to this position.
- Possession of a valid New Mexico driver’s license by the date of hire and maintenance of a valid license while employed in this position.
- Complete required supervisor training, if applicable.
- Required certification(s) must remain current during employment with the Bernalillo County Parks and Recreation Department and Human Resources Department.

WORKING CONDITIONS

- Employee is outdoors 75% of time when assigned to outdoor pool; employee is outdoors 25% of time when assigned to inside pool.
- Indoor duties are performed in a temperature-controlled environment; however, worker is exposed to wet cement and mat surfaces while working. Outdoor surfaces include concrete, asphalt, ramps, stairs, wood decks, and ladder chairs.
- Work hazards or potential work hazards include the exposure to dangerous emergency situations involving rescue, hazardous chemicals, and possible exposure to bodily fluids from persons with life-threatening diseases.

EQUIPMENT, TOOLS, AND MATERIALS

- Employee handles writing utensils, various paperwork, files and reports in the documentation of statistical reports, daily pool chemistry logs, daily bank deposits, and ordinary office record keeping.
- Employee handles hazardous materials (possible cancer-causing particles), to include chlorine gas, chlorine bleach, hydrochloric acid, sodium bisulfate, sodium thiosulfate, carbon dioxide gas, sodium bicarbonate, calcium chloride, muriatic acid, calcium hypochlorite, and other such pool chemicals.
- Employee utilizes a filter mask when handling some hazardous chemicals.

Additional Description

This job profile is classified as safety-sensitive. Employees with safety-sensitive job profiles are subject to pre-employment, reasonable suspicion, post-accident, return-to-duty, and random drug & alcohol testing in accordance with the organization’s Drug and Alcohol Testing Policy.

Duties that require a Commercial Driver’s License (CDL), firearm(s) use, or are otherwise regulated under the Federal Aviation Administration (FAA), Federal Motor Carrier Safety Administration (FMCSA), or the Omnibus Transportation Employee Testing Act, are subject to all applicable federal drug and alcohol testing requirements. Employees in these federally regulated positions must comply with all DOT testing procedures, including enrollment in a DOT-compliant random testing pool.