



Classification Specification Title: Lifeguard 3

Department	Community Development	Grade: GS.05
Supervision Received	Aquatics Program Manager	FLSA Status: Non-Exempt
Supervisory Responsibility	None	Established: Jun 29, 2007
		Revision: Mar 13, 2026

CLASSIFICATION SUMMARY:

Monitor daily operations of the pool facilities with priority given to the safety of patrons. Enforce water safety rules, rescue persons in distress, perform first aid and CPR as needed, complete reports, and perform required maintenance. Must be comfortable working independently with minimal supervision. Provides leadership to the team on a daily basis, monitors pool chemistry, assigns daily tasks, opens and closes facilities, and responds to emergencies.

SERIES LEVEL: The Lifeguard 3 is the third level in a three-level lifeguard series.

ESSENTIAL FUNCTIONS: *(The following duties ARE NOT intended to serve as a comprehensive list of all duties performed by all employees in this classification, only a representative summary of the primary duties and responsibilities. Incumbent(s) may not be required to perform all duties listed and may be required to perform additional, position-specific duties.)*

Participate in pre-season training and orientations. Attend staff meetings (as assigned). Complete a minimum of four hours of in-service training every month.

Be familiar with the aquatic division policies and procedures manual. Knows, understands, and consistently applies safety rules, policies, and guidelines for the pool and aquatic area.

Must have a thorough understanding of all EAP (emergency action plans) for all incidents in pools, such as missing swimmer, active shooter, fight, weather, and drowning emergencies.

Maintain or improve your current level of swimming fitness. Must be able to meet the certification requirement and demonstrate lifeguard skills at any time during employment. Failure to do so will result in reduced hours until skills have been passed (as needed).

Supervise pool patrons while in and out of the water. Maintain active surveillance of the pool area.

Evaluates potentially dangerous situations, responds to all emergencies immediately, performs the appropriate required rescue for the situation, and provides proper first aid as needed (daily).

Complete reports as necessary-all rescues must be documented and recorded on the rescue map. Communicates any problems and/or concerns to the supervisor on hand.

Maintenance and cleaning of pool area: i.e., hosing of locker areas, deck, hallways, emptying trash, picking up trash, as outlined on the daily maintenance log. Report facility maintenance needs to the supervisor (daily). Examines the playing surface before every game to ensure safe playing conditions;

use appropriate signals and mechanics; report unsafe conditions to the supervisor (daily). Inspects sporting equipment and/or examines participants in order to ensure compliance with event and safety regulations.

Pick up the deck after programs and keep the pool area free of clutter and debris, break down the activity area, and put equipment up at the end of games if needed.

Work non-standard hours and substitute as needed (frequently).

Establish and maintain effective relations with patrons and fellow employees. Maintain a high level of sportsmanship and penalize unsporting behavior (daily).

Be familiar with pool programs and schedules, and answer all inquiries from the public (daily). Communicate with other sporting officials, coaches, facility managers, subordinates, or the public by telephone, in written form, e-mail, or in person in order to provide information, coordinate activities, and discuss problems.

Must meet regular attendance requirements.

Must be able to maintain good interpersonal relationships with staff, co-workers, managers, and citizens.

Must accomplish the essential functions of the job, with or without reasonable accommodations, in a timely manner.

Performs other duties as assigned.

DEPARTMENT SPECIFIC DUTIES (if any):

None

MINIMUM QUALIFICATIONS

Must be at least 15 years old. Possess effective written and verbal communication skills and the ability to understand and follow through with directions.

LICENSING AND CERTIFICATIONS

The incumbent must have a current American Red Cross, YMCA, or Ellis lifeguard certification, be enrolled in a class, or have the ability to obtain a valid lifeguard certification prior to the employee's employment start date.

Boy Scouts of America lifeguard certification will not be accepted.

KNOWLEDGE AND SKILLS

Ability to read and comprehend written material. Ability to write. Ability to listen and apply information and instructions. Ability to understand mathematical concepts and to include basic math. Ability to see possible dangerous situations and quickly respond to those situations. Ability to operate pool cleaning equipment, test kits, and use rescue equipment.

PHYSICAL DEMANDS

Positions in this class typically require sight, hearing, speech, walking, stooping/bending, standing, sitting, reaching, coordination, manual dexterity, climbing, and mental alertness. Sight—seeing well enough to locate possible hazards in and around the pool. Hearing—hear well enough to determine sounds of distress. Speech—speak well enough in a loud voice to communicate hazards and dangerous conditions to others, and communicate with patrons. Walking—frequently walking around the pool area. Stooping and bending—frequently during maintenance duties and instructing swim lessons. Stand/sit—frequently sitting or standing to supervise pools and facilities. Reaching—frequently when using rescue techniques. Coordination—frequently to swim and perform water rescue techniques. Manual dexterity—frequently performing routine maintenance and filling out records and forms. Climbing—frequently being able to climb pool ladders, entering and exiting pool and lifeguard stands. Mental alertness—frequently observing/scanning the pool area while sitting or standing for extended periods of time. Swimming proficiency—must be able to swim the lifeguard prerequisite swim at all times.

WORK ENVIRONMENT

Medium Work: Exerting up to 50 pounds of force occasionally and/or up to 20 pounds of force frequently and/or up to 10 pounds of force constantly to move objects. Incumbents may be subjected to moving mechanical parts, electrical currents, vibrations, fumes, odors, dusts, gases, poor ventilation, chemicals, oils, extreme temperatures, inadequate lighting, work space restrictions, intense noises, and travel.

SPECIAL REQUIREMENTS

Safety Sensitive: YES NO Child Sensitive: YES NO Dept of Transportation (CDL): YES NO

The City of Chattanooga, Tennessee, is an Equal Opportunity Employer. In compliance with the Americans with Disabilities Act, the City will provide reasonable accommodations to qualified individuals with disabilities and encourage both prospective and current employees to discuss potential accommodations with the employer.

Revision History: 4/02/25; 11/17/23; 10/20/23; 5/01/23