

AQUATICS DIRECTOR/LIFEGUARD SALARY SCHEDULE
Effective April 18, 2026

Aquatics Director	\$24.00
Senior Lifeguard	\$22.00
Lifeguard	\$20.00



AGENDA ITEM NO. 23.

CITY OF HAWTHORNE City Council AGENDA BILL

For the meeting of 04/14/2026
Originating Department: City
Manager

City Manager:

Department Head:

SUBJECT:

Approval of Updated Lifeguard Pay Scale to Support Recruitment, Retention, and Public Safety

RECOMMENDED MOTION:

Staff recommends that the City Council approve the proposed update to the hourly pay scale for Aquatics staff positions to improve recruitment and retention and ensure continued safety at City aquatic facilities.

DISCUSSION:

The City of Hawthorne operates aquatic programs that require certified and qualified lifeguards to ensure the safety of residents and visitors using City pools and aquatic facilities. In recent years, cities across Los Angeles County have experienced increased competition for trained lifeguards, driven by high demand and a limited pool of available lifeguards. Staff has evaluated current compensation levels and compared them with those of surrounding jurisdictions to determine whether adjustments are necessary to remain competitive in the regional labor market.

After reviewing regional compensation data and assessing the operational needs of the City's aquatic programs, staff worked with the City Manager and Finance Director to develop a revised pay structure that better aligns with neighboring cities. Recruiting and retaining qualified lifeguards is critical to maintaining safe aquatic operations. Adequate staffing ensures that pools can operate safely, programs can continue without interruption, and emergency response capabilities remain strong.

Staff believes the proposed pay adjustments will:

- Improve the City's ability to recruit qualified lifeguards
- Increase retention of trained seasonal and returning staff
- Maintain high safety standards at City aquatic facilities
- Keep the City competitive with surrounding agencies

The City of Hawthorne's current pay rates for aquatic staff are as follows:

Lifeguard: \$17.04 per hour

Senior Lifeguard: \$19.06 per hour

Aquatics Director: \$21.96 per hour

Staff is proposing the following updated hourly pay rates:

Lifeguard: \$20.00 per hour

Senior Lifeguard: \$22.00 per hour

Aquatics Director: \$24.00 per hour

These rates were developed after reviewing compensation offered by nearby agencies.

REGIONAL PAY COMPARISON

City of Inglewood

Pool Supervisor: \$25.75

Senior Lifeguard: \$21.28

Lifeguard: \$18.00

City of El Segundo

Senior Lifeguard: \$26.00

Lifeguard: \$22.00

City of Torrance

Senior Lifeguard: \$26.77 – \$29.88 (step system)

Lifeguard: \$20.51 – \$23.57 (step system)

City of Gardena

Senior Lifeguard: \$21.02 – \$26.83

Lifeguard: \$19.53 – \$24.93

City of Los Angeles

Senior Lifeguard: \$21.02 – \$26.83

Lifeguard: \$23.92

Maintaining safe aquatic facilities requires highly trained and dependable lifeguards. Adjusting the pay scale will strengthen the City's recruitment and retention efforts while ensuring the safety of residents and visitors who utilize City aquatic facilities. Staff respectfully recommends that the City Council approve the updated aquatics pay scale.

ECONOMIC DEVELOPMENT STRATEGIC PLAN:

N/A

FISCAL IMPACT:

The proposed pay adjustments will have a modest fiscal impact and can be accommodated within the existing Community Services Department budget allocated for seasonal aquatic staffing.

NOTICING PROCEDURE:

72 Hours posted notice pursuant to the Ralph M. Brown Act.