

Exhibit D

**Lifeguard/Instructor  
Salary Survey Data  
December 2022**

<b>Agency</b>	<b>Classification</b>	<b>Min Monthly</b>	<b>Max Monthly</b>
Oceanside, City of	Seasonal Pool Lifeguard	\$3,195	\$3,701
Glendale, City of	Lifeguard II	\$3,214	\$3,578
Escondido, City of	Lifeguard	\$2,822	\$3,526
Corona, City of	Lifeguard	\$2,763	\$3,359
Riverside, County of	Lifeguard - Parks	\$2,852	\$3,320
Murrieta, City of	Lifeguard/Water Safety Instructor	\$2,730	\$3,318
Costa Mesa, City of	Lifeguard	\$2,687	\$3,266
Burbank, City of	Lifeguard	\$2,783	\$3,227
Pasadena, City of	Lifeguard	\$3,124	\$3,124
Long Beach, City of	Pool Lifeguard	\$2,898	\$2,898
<b>Riverside, City of</b>	<b>Lifeguard/Instructor</b>	<b>\$2,686</b>	<b>\$2,790</b>
Ontario, City of	Lifeguard	\$2,706	\$2,706
Huntington Beach, City of	No equivalent position		
Anaheim, City of	No equivalent position		
Fullerton, City of	No equivalent position		
Redlands, City of	No equivalent position		

- Average Compensation of Max Salary: \$3,275 monthly
- City of Riverside Comparison against Average: -17.37%