



Job Hazard Assessment Aquatic Center Pool Attendant

550 E. Hospitality Lane, Suite 200, San Bernardino, CA 92408
Phone: 909-388-6900 • www.sbccd.edu

Job Title(s):	This 'Job Hazard Assessment' applies to the following job classification(s) within the San Bernardino Community College District: Aquatic Center Pool Attendant
Date:	February 2025
Reviewed by:	Office of Human Resources, Safety & Risk Management Department

Applicable Personal Protective Equipment (PPE) Required as per the Assigned Job Duties:	
- District-Approved Closed-toed and Non-slip Shoes - Gloves (work/nitrile/neoprene) - Protective Clothing (Long Sleeves and Pants)	- Respiratory Protection - Safety Glasses/Goggles

Required Trainings:	
- Back Safety - Bloodborne Pathogens - Certified Pool & Spa Operator Certificate - Chemical Hygiene - Chemical Spills - Driving/Transportation - Electrical Safety - Ergonomics - Fire Prevention - Hand and Power Tools	- Hazard Communication - Hearing Conservation - Heat Illness Prevention - Injury and Illness Prevention - Ladder Safety - Lithium Battery Safety - Personal Protective Equipment - Slips, Trips, and Falls - Venomous Snake Awareness - Wildfire Smoke Protection
Equivalent training may be provided through Certified Pool & Spa Operator (CPO) Certificate and can be accepted in lieu of District created training so long as CPO Certificate is maintained current.	
This is not an exhaustive list of all training that will be required for this job classification(s), only of the training that is directly related to the job hazards.	

TASK	POTENTIAL HAZARDS	CONTROLS
This column identifies specific tasks which may expose employees to potential hazards. *Tasks are listed from the highest likelihood of occurrence to the lowest.	This column identifies hazards employees may encounter while completing assigned tasks. These hazards may cause injury or illness to employees when not properly mitigated or prevented through appropriate safety measures.	This column identifies control measures which when followed may help prevent or control identified potential hazards.



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TASK	POTENTIAL HAZARDS	CONTROLS
1. Working in and/or near a swimming pool.	Drowning, electrocution, and exposure to insufficiently maintained water.	• Complete and adhere to Certified Pool & Spa Operator (CPO) Certificate training. Maintain a current CPO Certificate. • Maintain full awareness of surroundings when working in or around swimming pools and pool decks to avoid walking in non-designated areas, colliding into people and/or slip, trip, or fall hazards. • Wear appropriate PPE such as district-approved close-toed and non-slip shoes and protective clothing (long sleeves and pants, as needed). • Consider personal swimming ability prior to engaging in any aquatic activities, and inform your manager should certain medical conditions increase risk of drowning. • Ensure there is sufficient lighting (i.e., in the pool and the surrounding deck area) and water clarity prior to engaging in any aquatic activities. Report and request assistance for lighting and water clarity repairs. • Ensure swimming pool is free of debris (e.g., floating scum, trash, etc.) that could impose a hazard. Report and remove debris if present. • Maintain a full understanding of various features suggesting chemical imbalance (e.g., eye and skin irritation, etc.) and damage to pool equipment (e.g., murky appearance, etc.). Report features identified and complete appropriate water tests and maintenance. • Request additional assistance to complete repairs and maintenance. • Know where emergency safety equipment is located. • Maintain a full understanding, and adhere to, how to operate emergency safety equipment. Direct questions to manager before attempting task.
2. Constant standing and walking across work sites.	Strain, sprain, discomfort, temporary or permanent injury.	• Complete and adhere to Back Safety training. • Perform ergonomic stretches as needed and approved by manager. • Encourage and maintain good standing posture — feet should be about shoulder-width apart, with weight evenly distributed on your feet. • Stand tall with your shoulders upright and avoid leaning weight onto one side. • Take seated breaks to release back compression as approved by manager.



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3. Slip, trip, and fall hazards (both in office and outdoors).	Cuts, bruises, sprains, strains, broken bones, head trauma, and other similar temporary or permanent injuries.	• Complete and adhere to Slips, Trips, and Falls training. • Wear appropriate PPE such as district-approved close-toed and non-slip shoes. • Request assistance to reach any objects stored higher than what can be safely reached on a step stool or ladder. • Avoid and report wet or slippery areas with a wet floor sign, and report/mark any slip, trip, or fall hazards immediately. • Keep walkways clear and well-lit. • Secure items stored on the top shelf of storage cabinets. • Close storage drawers and put away step stools/other equipment after use. • Use cord covers when cords are located in walkways.
4. Use of ladders.	Falls, bumps, bruises, sprains, strains, broken bones, head trauma.	• Complete and adhere to Ladder Safety training. • Avoid setting up ladders by environmental hazards (i.e., electrical, spills, etc.) • Read and adhere to all labels and warnings on the ladder. • Do not exceed the maximum load limit of the ladder. • Place ladder on stable and level surface, in accordance with manufacturer's instructions. • Secure the ladder base and ensure it doesn't move by making sure all locks are in place and a barricade to keep others from the ladder is present. • Check cleats, rungs, and steps are firmly in place before use. • Wear appropriate PPE such as district-approved close-toed and non-slip shoes. • Choose correct height and placement of ladder for the job required. • If possible, have someone else hold ladder in place. • Do not move the ladder once someone is on it. • Center your body between the rails, do not lean to the side to avoid a fall. • Always maintain a 3-point (two hands and a foot or two feet and a hand) contact on the ladder when climbing.



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5. Constant work outside.	Heat-related illness, sunburn, cold-related illness, frostbite, wildfire, severe weather (i.e., wind, rain, etc.).	• Complete and adhere to the Heat Illness Prevention, Wildfire Smoke Prevention, and Venomous Snake Awareness trainings. • When possible, work during times of day with cooler temperatures. • Welcome to bring weather appropriate gear, such as sun-protective gear (i.e., hat, sunscreen, cooling rags) or layered clothing (i.e., gloves, jackets, etc.). • Drink plenty of water and supplement with electrolytes when needed. • Take rest breaks as needed and approved by manager. • Encourage manager-approved modifications of procedures that align with current weather conditions (i.e., air quality, wind, rain, lightning storms, etc.). • Use appropriate PPE such as district-approved close-toed and non-slip shoes and respiratory protection.
6. Work in the Mechanical Room.	Hearing loss, electric shock, and pinch and/or crush injuries.	• Complete and adhere to Hearing Conservation and Certified Pool & Spa Operator (CPO) Certificate trainings. Maintain a current CPO Certificate. • Maintain a full understanding, and adhere to, Cal/OSHA permissible exposure limits (PEL) for noise based on sound levels (decibels) and duration of exposure. • Encourage use of earplugs in mechanical room when decibels exceed Cal/OSHA permissible exposure limits (PEL). • Practice timely and regular maintenance. • Add material to reduce vibration (damping) and minimize sound.



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7. Handling chemicals and cleaning products for pool maintenance.	Burns, rashes, toxic/chemical exposure, and other human health hazards.	• Complete and adhere to Chemical Spills, Personal Protective Equipment, and Hazard Communication trainings. • Refer to each product's SDS to determine appropriate respiratory protection and other PPE requirements. • Wear appropriate PPE such as safety glasses/goggles, respiratory protection, protective clothing (long sleeve and pants, as needed), and nitrile gloves. • Replace PPE when damaged. • Follow the manufacturer's instructions for a product's appropriate application, storage, and disposal. • Ensure when working with pool chemicals that application technique is utilized which reduces spills, splashes, and other incidental contact. • Work in ventilated areas to avoid vapors and open doors/windows/vents to help with air movement. • Ensure vapor concentrations and nuisance/respirable dusts (i.e., sodium bicarbonate, calcium, etc.) are within Permissible Exposure Limits (PELs). • Store chemicals in an appropriate manner that meets manufacturer and HazMat storage requirements (e.g., temperatures, environment, etc.). • Ensure adequate ventilation is available to minimize exposure to all potential airborne hazards including, but not limited to, odors, gasses, powders, aerosols, and irritants from chemical storage areas, when storage protocols cannot sufficiently contain these hazards. • Do not ingest chemicals. • Avoid inhaling chemical vapors and nuisance/respirable dusts. • Avoid direct contact with bare skin. • Follow mixing instructions. • Wash hands regularly, after handling chemicals and removing PPE.



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8. Use and/or maintain powered equipment (i.e., recirculation, dremel, electrical, pneumatic, hydraulic, etc.)	Cuts, crushed limbs, pinches, electrical shock.	• Complete and adhere to Hand and Power Tool and Lithium Battery Safety trainings. • Maintain a full understanding, and adhere to, proper use of equipment to ensure safe use. Direct questions to manager before attempting task. • Do not use equipment that is damaged and report if equipment needs repair or replacement. • Make sure safety guards are in place. • Disconnect from power sources before servicing. • Wear appropriate PPE such as safety glasses/goggles and work gloves. • Do not wear loose-fitting clothes that could get caught in moving parts and tie hair back if necessary. • Maintain active awareness of direct tasks and surroundings when completing a task using powered equipment, make sure path is clear and well-lit. • If using drill bits, make sure they are sharp and not cracked. • Position yourself and bystanders away from the plane of a rotating accessory. • Maintain a firm grip on the powered equipment and position your body and arm to allow you to resist kickback force. • Always keep proper footing and balance. • Never position equipment so it becomes a tripping hazard. • Maintain adequate and accurate signage visible location when applicable. • Maintain neutral position/postures for wrists, arms, and shoulders. • Always power down equipment before cleaning or inspecting the machine. • Never lay powered equipment down until it has completely shut down. • Never try to catch a falling tool. • Store tools appropriately. Place tools at the back of a counter when not in use, with blades covered or sharp edges away from you.



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9. Use and/or maintain sharp tools and equipment (i.e., blades, hand tools, etc.)	Cuts, punctures, lacerations.	• Maintain a full understanding, and adhere to, proper cutting techniques to ensure safe use. Direct questions to manager before attempting task. • Use the right tool for the job and only use the tool the way it was designed. • Wear PPE such as work gloves and safety glasses/goggles. • Do not use equipment that is damaged and report any equipment that needs repair or replacement. • Make sure tool blades are sharp and replace blades if dull. • Work in a well-lit space. • Ensure all guards and safety devices are in place and functioning properly. • If possible, use mechanical device to hold item in place. • Cut away from body and make sure no body parts are in the cutting path. • Do not use excessive pressure when cutting. • Maintain active awareness of direct tasks and surroundings when completing a task using sharp tools or equipment. • If the machine involves moving parts, do not wear loose-fitting clothes that could get caught in moving parts and tie hair back if necessary. • Unplug devices before dislodging items, disassembling, or cleaning. • Carry tools in a tool belt or raise and lower them with a hand line, using only one tool at a time. • Never reach towards a blade or into any sharp part of the equipment. • Never try and catch a falling tool. • If tool has a retractable blade, retract blade immediately after use. • Store tool appropriately. Place tools at the back of a counter when not in use, with blades covered or sharp edges away from you.



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10. Frequent lifting, carrying, pushing, and/or pulling of light to moderate amounts of weight up to 50 pounds.	Strain, sprain, discomfort, temporary or permanent injury.	• Complete and adhere to Back Safety training. • Use a step stool or ladder to safely reach/lift and request assistance to reach any objects other than what can be safely reached/lifted. • Store heavy equipment and items on lower shelves/storage units. • Avoid placing equipment higher than can be safely reached. • When carrying objects, ensure to hold objects close to the center of the body, with arms and elbows tucked close to the body before moving. • Use proper lifting techniques, lifting with bent knees using leg and an upright/straight back. • Use the palms of your hands and fingers to grip the load. • Avoid bending down into non-ergonomic body contortions. When needed, bend or squat, bend with the knees and waist (hinge) to avoid back strain. • Check your route for clearances and obstacles. • Breakdown large & heavy objects to make them more manageable. • Team lift large and/or heavy objects that cannot be broken down. • Work directly in front of you. Do not twist your body while carrying a load. • Use a dolly or cart when feasible, to push not pull a heavy load. • If working on a surface that is elevated or low, use equipment with adjustable long handle to reach area safely. • For additional lifting guidance, contact your manager.



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11. Use of electrical equipment (e.g., extension cords, GFCI's, etc.).	Electric shock, fires, bodily injury.	• Complete and adhere to Electrical Safety training. • Inspect equipment, including electrical cords before use, to ensure safety devices and equipment are in good condition and functioning properly. • Do not use equipment that is damaged and report any equipment that requires repair or replacement. • Avoid having open liquid containers near electrical panels and equipment and be cautious when liquids are present nearby. • Do not plug or unplug electric equipment when hands or body are wet. • Disconnect equipment from power source before servicing. • Use ground-fault circuit interrupters (GFCI's) where necessary. • Do not daisy-chain extension cords (i.e., plugging in an extension cord into another extension cord for extended use). • Use cord guards when necessary and make sure cords are not in an area where trips or tangles are possible. • Pull plug from the head, not the cord.
12. Exposure to bodily and/or unknown fluids.	Exposure to bloodborne pathogens, and other various human health and life hazards.	• Complete and adhere to Bloodborne Pathogens Microlearning training. • Notify custodial services immediately of any bodily and/or unknown fluids found in the workspace for cleaning. • Block off and mark the area of with found fluids with a sign. • Do not touch fluid with bare skin.



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13. Work around moving vehicles (e.g., traffic control, incidents near traffic, etc.).	Cuts, bruises, sprains, broken bones, head trauma, exposure to harmful chemicals, fires and explosions.	• Identify and adhere to designated vehicle routes and walking areas. • Maintain awareness of surroundings when working around vehicles to avoid walking in non-designated areas and/or collisions into people or vehicles. • Do not be distracted by radio/phone while traveling in the workplace. • Keep vehicle routes and walking areas free of obstructions (with spills or new obstructions being cleaned up promptly). • Maintain adequate and accurate barriers or signage of routes and hazards.
14. Operating a vehicle.	Cuts, bruises, sprains, broken bones, head trauma, exposure to harmful chemicals, fires and explosions.	• Complete and adhere to all appropriate Driving/Transportation trainings. • Wear a seatbelt while in a vehicle. • Follow traffic rules and laws. • Maintain full awareness of surroundings while operating a vehicle (i.e., checking mirrors, blind spots, etc.). • Use defensive driving techniques (i.e., maintaining awareness of surroundings, keep distance, monitor speed to legal limits, etc.) to anticipate and avoid dangerous driving situations. • Park in authorized spaces and do not obstruct traffic. • Do not use hand-held radio/phone while operating vehicles. • Never leave a vehicle unattended while the engine is still running. • Place the car in park gear and engage the emergency brake before exiting. • Turn off the engine and allow for the vehicle to sufficiently cool down before touching engine and related components. • Maintain awareness when filling fuel tanks to ensure no spills. • Never use a source of fire or sparks (i.e., smoking, cell phones, etc.) when refueling.



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15. Occasional static postures, frequent and/or repetitive movements.	Strain, sprain, discomfort, temporary or permanent injury. Carpal Tunnel Syndrome from writing and typing.	- Complete and adhere to Ergonomics training. - Perform ergonomic stretches as needed and approved by manager. - Adjust workstation to personal settings that align with ergonomic standards. - Ensure the computer monitor is adjusted to allow neutral lines of eyesight.
16. Occasional computer work.	Eye strain due to improper lighting or excess screen time on computers.	- Use adequate lighting adjustments to the individual as needed. - Use "No Glare" screens where possible or adjust the placement of the monitor to eliminate glare. - Encourage use of "Blue-Light" glasses to protect eyes and reduce the amount of ultraviolet light exposure. - Follow the 20/20/20 rule. For every 20 consecutive minutes looking at a computer monitor, look at something 20 feet away, for 20 seconds.
17. Environmental hazards.	Cuts, bruises, sprains, strains, broken bones, head trauma, and other similar temporary or permanent injuries.	- Open only one drawer at a time and close when finished to prevent file cabinets from tipping. - Place storage/furniture to allow for appropriate flow of traffic in office space. - Maintain awareness of surroundings when traveling through office to avoid collisions into furniture/fixtures or people. - Identify sharp edges of furniture/fixtures and cover when available. - Avoid using furniture/fixtures or equipment that is damaged and report any furniture/fixtures or equipment that needs repair or replacement.
18. Fire safety and emergency preparedness.	Various human health and life hazards.	- Complete and adhere to Fire Extinguisher and Fire Prevention trainings. - Know where fire extinguishers and other emergency safety equipment are located in work areas. - Know emergency routes and emergency preparedness plans. - Always keep all exits and stairways free and clear of obstructions. - Participate in mock emergency drills.



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Safety trainings required based on Representative Skilled Duties:

	Regulation	Aquatic Center Pool Attendant (6 hours 27 minutes)	Time (min)	Frequency
Safety	Cal/OSHA 5191(f)	Chemical Hygiene Plan	25	One-Time
	Cal/OSHA 5191(f)	Chemical Spills Overview	24	One-Time
	SBCCD AP 7420	Defensive Driving	60	One-Time
	Cal/OSHA 3314	Electrical Safety	27	One-Time
	Cal/OSHA 1707	Hand & Power Tools Safety	30	Initial + Annually
	Cal/OSHA 5098(a)(4), 5097(d)(5)(A)&(B), 5099(a)	Hearing Conservation	30	Initial + Annually
	Cal/OSHA 3395, 3396	Heat Illness Prevention	23	Initial + Annually
	Cal/OSHA 3276 (f)	Ladder Safety (Cal/OSHA)	25	One-Time
	Cal/OSHA 5185	Lithium Battery Safety	5	One-Time
	Cal/OSHA 3380(c)	Personal Protective Equipment	60	One-Time
	SBCCD AP 7420	Utility Cart Safety	19	One-Time
	Cal/OSHA 3362	Venomous Snake Awareness	34	One-Time
	Cal/OSHA 5141.1(c)	Wildfire Smoke Protection	25	One-Time
TOTAL MINUTES		387 minutes (6 hours 27 minutes)		

***NOTE:** Equivalent training may be provided through Certified Pool & Spa Operator (CPO) Certificate and can be accepted in lieu of District created training so long as CPO Certificate is maintained current. All employees must complete required training to ensure they can safely perform their assigned duties. These trainings will be assigned at the time of hiring, when entering a different position with new assigned duties, and periodically throughout their employment. Training may also be assigned periodically due to updates in policies or procedures and/or following any injuries or instances of non-compliance, etc. The outlined frequency represents the minimum training intervals required following hiring to maintain competence and compliance.