

SCLEA Negotiations
City Counter Proposal
February 15, 2017

Item	Proposal																														
Article I Term of MOU	October 1, 2015 through December 31, 2017																														
Article II Representation	Marine Safety Division will provide space for a bulletin board in Lifeguard Headquarters for all SCLEA members to receive information.																														
Article VII Annual Physical & Technical Testing	All unit employees will receive recertification training and skills testing each year during the annual requalification process. The actual number of minimally required training hours will be determined annually, by Marine Safety Division Administration.																														
Article VIII Salary Schedule	<p><u>B. Wage Increases</u> City agrees to modify the salary table for the classifications of Ocean Lifeguard I, Ocean Lifeguard II and Junior Guard Instructor I and II as follows, effective the beginning of the pay period following City Council approval of the successor MOU.</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th>Classification</th> <th>Step A</th> <th>Step B</th> <th>Step C</th> <th>Step D</th> <th>Step E</th> </tr> </thead> <tbody> <tr> <td>Ocean Lifeguard I</td> <td>17.93</td> <td>18.92</td> <td>19.86</td> <td>20.86</td> <td>21.90</td> </tr> <tr> <td>Ocean Lifeguard II</td> <td>19.45</td> <td>20.52</td> <td>21.65</td> <td>22.84</td> <td>23.98</td> </tr> <tr> <td>Junior Guard Instructor I</td> <td>17.93</td> <td>18.92</td> <td>19.86</td> <td>20.86</td> <td>21.90</td> </tr> <tr> <td>Junior Guard Instructor II</td> <td>19.45</td> <td>20.52</td> <td>21.65</td> <td>22.84</td> <td>23.98</td> </tr> </tbody> </table> <p>For employees in the classification of Ocean Lifeguard I, employees currently at D-step of the existing pay range (\$17.93) will be moved to A-step of the new range. Employees currently at E-step of the existing range (\$18.92) will be moved to B-step of the new range. However, no employee in the Classification of Ocean Lifeguard I who is currently at either D-step or E-step (the new A-step and B-step) as of the effective date of the provision shall be eligible for movement to the successor step until he/she has met the 720 work hours and performance evaluation standards for the successive calendar year.</p> <p>For employees in the classification of Junior Guard Instructor I, employees will be moved to the closest step in the new range that provides for no loss of compensation. Employees shall not be eligible for movement to the successor step until after he/she has met the 720 work hours and performance evaluation standards for the successive calendar year.</p> <p>For employees in the classification of Ocean Lifeguard II and Junior Guard Instructor II, the employee will be placed on the new step that coincides with his/her current hourly rate of pay. Employees shall not be eligible for movement to the successor step until after he/she has met the 720 work hours and performance evaluation standards for the successive calendar year.</p>	Classification	Step A	Step B	Step C	Step D	Step E	Ocean Lifeguard I	17.93	18.92	19.86	20.86	21.90	Ocean Lifeguard II	19.45	20.52	21.65	22.84	23.98	Junior Guard Instructor I	17.93	18.92	19.86	20.86	21.90	Junior Guard Instructor II	19.45	20.52	21.65	22.84	23.98
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Article X Work Day/Work Week	<p>All unit members will receive one (1) 30 minute break throughout the duration of the work day for the first four hours worked and one (1) additional 30 minute break throughout the duration of the work day for any shift of eight hours or more.</p> <p>Select specific operational positions as determined by Marine Safety Management may be given one (1) 60 minute break instead of the two 30 minute breaks for work shifts of eight hours or more.</p> <p>In the event that the Marine Safety Division is unable to provide the appropriate duration of break time, the unit member shall immediately notify his/her supervisor before the end of the work shift and will receive additional pay for an equal amount of time as is equivalent to the missed break.</p>																														

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Article XI Special Pay	Unit employees required/subpoenaed to attend proceedings that occur either on unscheduled work days and/or outside of scheduled work hours, which are directly related to Marine Safety employment, will be paid at the employee's base hourly rate for time in attendance at said proceedings.
All other items contained the (expired) memorandum of understanding between the Surf City Lifeguard Employees' Association and the City of Huntington Beach shall remain unchanged through 09/30/18.	

The City respectfully rejects the SCLEA Proposal received February 2, 2017, in its entirety.

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