

SCLEA Negotiations
City Counter Proposal – OPTION A
April 6, 2017

Item	Proposal	Notes/Comments																														
Article I Term of MOU	October 1, 2015 through December 31, 2018	No cost estimate																														
Article II Representation	Marine Safety Division will provide space for a bulletin board in Lifeguard Headquarters for all SCLEA members to receive information.	No cost estimate																														
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.	No additional cost – management determination																														
Article VIII Salary Schedule	<p><u>B. Wage Increases</u> 2.0% wage adjustment effective the pay period beginning September 9, 2017, or the beginning of the pay period following City Council approval of a successor MOU, whichever is later.</p> <p><u>One Time Cash Stipend</u> City agrees to provide each unit member a one-time cash stipend of \$150.00 to be paid effective the pay period beginning June 3, 2017, or the beginning of the pay period following City Council approval of a successor MOU, whichever is later. This shall be a singular, one-time payment subject to appropriate payroll tax provisions. This provision shall not continue with the expiration of the MOU or any extension thereof.</p> <p>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="width: 100%; border-collapse: collapse; text-align: center;"> <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 Step C and Step D of the existing pay range will be moved to A step of the new range (\$17.93). 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 C step, D step or E step (the new A step and B step, respectively) as of the effective date of this provision, shall 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 Junior Guard Instructor</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	<p>City withdraws this item – see replacement language below.</p>
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~~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.~~

City agrees to modify the salary table for the classification of Ocean Lifeguard I, effective the pay period beginning June 3, 2017 or the beginning of the pay period following City Council approval of this agreement, whichever is later:

Classification	Step A	Step B	Step C	Step D	Step E
Ocean Lifeguard I	\$16.11	\$16.99	\$17.93	\$18.92	\$19.86

For employees in the classification of Ocean Lifeguard I, employees currently at Step D (\$17.93) and Step E (\$18.92) of the existing range will be moved to Step C (\$17.93) and Step D (\$18.92) of the new range, respectively. However, no employee in the Classification of Ocean Lifeguard I who is currently at Step D (\$18.92) of the new range as of the effective date of this provision; shall 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 work calendar year (2018).

Article X
Work Day/Work
Week

~~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.~~

CITY WITHDRAWS THIS ITEM

~~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.~~

~~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.~~

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.

Current practice – no additional cost

Article XII -
Overtime

Employees shall receive 1.5 times their base hourly rate of pay for all hours worked in excess of 5 hours on the City

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Holiday Pay	Observed Holidays of Memorial Day, Independence Day and Labor Day, 2018. (Hours 1-5 at base hourly rate of pay, hours 5+ at 1.5 times base hourly rate of pay).
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 12/31/18	

The City respectfully rejects the SCLEA Proposal received March 20, 2017, in its entirety.

SCLEA Negotiations
City Counter Proposal – OPTION B
April 6, 2017

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Article I Term of MOU	October 1, 2015 through December 31, 2018	No cost estimate																														
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Article VIII Salary Schedule	<p><u>B. Wage Increases</u> 2.50% cost of living increase effective the beginning of the pay period that includes May 31, 2018.</p> <p>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="width: 100%; border-collapse: collapse; text-align: center;"> <thead> <tr> <th style="background-color: #f2f2f2;">Classification</th> <th style="background-color: #f2f2f2;">Step A</th> <th style="background-color: #f2f2f2;">Step B</th> <th style="background-color: #f2f2f2;">Step C</th> <th style="background-color: #f2f2f2;">Step D</th> <th style="background-color: #f2f2f2;">Step E</th> </tr> </thead> <tbody> <tr> <td style="text-align: left;">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 style="text-align: left;">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 style="text-align: left;">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 style="text-align: left;">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 Step C and Step D of the existing pay range will be moved to A step of the new range (\$17.93). 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 C step, D step or E step (the new A step and B step, respectively) as of the effective date of this provision, shall 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 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</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	<p>City withdraws this item – see replacement language.</p>
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Current practice – no additional cost

Article IV (F)
Uniform
Allowance

Bi-annually, beginning June 1, 2017, all unit employees on payroll as of June 1 will receive a one-time \$75.00 stipend to spend on necessary equipment (e.g. watch, binoculars, fins, sunglasses) for employment.

Article XII -
Overtime
Holiday Pay

Employees shall receive 1.5 times their base hourly rate of pay for all hours worked in excess of 5 hours on the City Observed Holidays of Memorial Day, Independence Day and Labor Day, 2017. (Hours 1-5 at base hourly rate of pay, hours 5+ at 1.5 times base hourly rate of pay).

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