

SCLEA Negotiations
City Counter Proposal
May 31, 2017

Item	Proposal																																																
Article I Term of MOU	October 1, 2015 through December 31, 2018																																																
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,II and III, Junior Guard Instructor I and II, Junior Lifeguard Program Coordinator I and II, as follows, effective October 7, 2017 or the beginning of the pay period following City Council approval – whichever is later.</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>16.11</td> <td>16.99</td> <td>17.93</td> <td>18.92</td> <td>19.67</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>23.75</td> </tr> <tr> <td>Ocean Lifeguard III</td> <td>23.32</td> <td>24.61</td> <td>25.96</td> <td>27.39</td> <td>28.48</td> </tr> <tr> <td>Junior Guard Instructor I</td> <td>17.18</td> <td>18.13</td> <td>19.12</td> <td>20.17</td> <td>20.98</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>23.75</td> </tr> <tr> <td>Junior Lifeguard Program Coordinator I</td> <td>24.35</td> <td>25.68</td> <td>27.09</td> <td>28.59</td> <td>29.73</td> </tr> <tr> <td>Junior Lifeguard Program Coordinator II</td> <td>28.00</td> <td>29.54</td> <td>31.16</td> <td>32.88</td> <td>34.20</td> </tr> </tbody> </table> <p>Employees in all classifications will be moved to the new step which corresponds to their <u>current base hourly rate</u> of pay. However, no employee in any classification 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).</p>	Classification	Step A	Step B	Step C	Step D	Step E	Ocean Lifeguard I	16.11	16.99	17.93	18.92	19.67	Ocean Lifeguard II	19.45	20.52	21.65	22.84	23.75	Ocean Lifeguard III	23.32	24.61	25.96	27.39	28.48	Junior Guard Instructor I	17.18	18.13	19.12	20.17	20.98	Junior Guard Instructor II	19.45	20.52	21.65	22.84	23.75	Junior Lifeguard Program Coordinator I	24.35	25.68	27.09	28.59	29.73	Junior Lifeguard Program Coordinator II	28.00	29.54	31.16	32.88	34.20
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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.																																																
Article XII - Overtime	<u>Employees shall receive 1.5 times their base hourly rate of pay for all hours worked on the City <u>Observed</u> Holidays of</u>																																																

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Holiday Pay	Memorial Day and Labor Day, 2018. Employees who meet or exceed 40 work hours in the FLSA work period as of the City <u>Observed</u> Holiday will receive 1.5 times their base hourly rate of pay for all hours worked on the City <u>Observed</u> Holidays.
	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 April 24, 2017, in its entirety.