

# SCLEA Negotiations

City Proposal #4

April 19, 2018

| Item  | Proposal   |                |           |           |              |           |           |                   |       |       |       |       |              |                    |       |       |       |       |              |                     |       |       |       |       |              |                           |       |       |       |       |              |                            |       |       |       |       |              |  |       |       |       |       |              |   |       |       |       |       |              |
|---|--|----------------|-----------|-----------|--------------|-----------|-----------|-------------------|-------|-------|-------|-------|--------------|--------------------|-------|-------|-------|-------|--------------|---------------------|-------|-------|-------|-------|--------------|---------------------------|-------|-------|-------|-------|--------------|----------------------------|-------|-------|-------|-------|--------------|--|-------|-------|-------|-------|--------------|---|-------|-------|-------|-------|--------------|
| <b>Article I<br/>Term of MOU</b>            | <b>January 1, 2018 through June 30, 2019</b>   |                |           |           |              |           |           |                   |       |       |       |       |              |                    |       |       |       |       |              |                     |       |       |       |       |              |                           |       |       |       |       |              |                            |       |       |       |       |              |  |       |       |       |       |              |   |       |       |       |       |              |
| <b>Article VIII<br/>Salary<br/>Schedule</b> | <p>City agrees to modify the salary table as follows, effective the beginning of the pay period <u>following</u> City Council <u>final approval</u>.</p> <table border="1" style="margin-left: auto; margin-right: auto; border-collapse: collapse; text-align: center;"> <thead> <tr> <th style="padding: 5px;">Classification</th> <th style="padding: 5px;">Step<br/>A</th> <th style="padding: 5px;">Step<br/>B</th> <th style="padding: 5px;">Step<br/>C</th> <th style="padding: 5px;">Step<br/>D</th> <th style="padding: 5px;">Step<br/>E</th> </tr> </thead> <tbody> <tr> <td style="padding: 5px;">Ocean Lifeguard I</td> <td style="padding: 5px;">16.75</td> <td style="padding: 5px;">17.67</td> <td style="padding: 5px;">18.65</td> <td style="padding: 5px;">19.68</td> <td style="padding: 5px;"><b>20.66</b></td> </tr> <tr> <td style="padding: 5px;">Ocean Lifeguard II</td> <td style="padding: 5px;">20.23</td> <td style="padding: 5px;">21.34</td> <td style="padding: 5px;">22.52</td> <td style="padding: 5px;">23.75</td> <td style="padding: 5px;"><b>24.94</b></td> </tr> <tr> <td style="padding: 5px;">Ocean Lifeguard III</td> <td style="padding: 5px;">24.25</td> <td style="padding: 5px;">25.59</td> <td style="padding: 5px;">27.00</td> <td style="padding: 5px;">28.49</td> <td style="padding: 5px;"><b>29.91</b></td> </tr> <tr> <td style="padding: 5px;">Junior Guard Instructor I</td> <td style="padding: 5px;">17.87</td> <td style="padding: 5px;">18.86</td> <td style="padding: 5px;">19.88</td> <td style="padding: 5px;">20.98</td> <td style="padding: 5px;"><b>22.03</b></td> </tr> <tr> <td style="padding: 5px;">Junior Guard Instructor II</td> <td style="padding: 5px;">20.23</td> <td style="padding: 5px;">21.34</td> <td style="padding: 5px;">22.52</td> <td style="padding: 5px;">23.75</td> <td style="padding: 5px;"><b>24.94</b></td> </tr> <tr> <td style="padding: 5px;">Junior Lifeguard Program Coordinator I</td> <td style="padding: 5px;">25.32</td> <td style="padding: 5px;">26.71</td> <td style="padding: 5px;">28.18</td> <td style="padding: 5px;">29.73</td> <td style="padding: 5px;"><b>31.22</b></td> </tr> <tr> <td style="padding: 5px;">Junior Lifeguard Program Coordinator II</td> <td style="padding: 5px;">29.12</td> <td style="padding: 5px;">30.72</td> <td style="padding: 5px;">32.41</td> <td style="padding: 5px;">34.20</td> <td style="padding: 5px;"><b>35.91</b></td> </tr> </tbody> </table> <p>Employees in all classifications will be moved to the new step which corresponds to their current base hourly rate of pay as of the effective date of this agreement.</p> <p>Work hours towards the 720 hours of merit step eligibility for employees currently eligible for a merit increase (employees on current steps A-D/NEW steps A-C) will not be impacted.</p> <p>For employees currently on Step E/New Step D, only those hours worked following the beginning of the pay period following final City Council approval of the wage change will count towards the 720 work hours for eligibility for a merit step increase.</p> <p>In any event, 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 required one year in service, 720 work hours and performance evaluation standards for the successive work calendar year (effective in 2018).</p> | Classification | Step<br>A | Step<br>B | Step<br>C    | Step<br>D | Step<br>E | Ocean Lifeguard I | 16.75 | 17.67 | 18.65 | 19.68 | <b>20.66</b> | Ocean Lifeguard II | 20.23 | 21.34 | 22.52 | 23.75 | <b>24.94</b> | Ocean Lifeguard III | 24.25 | 25.59 | 27.00 | 28.49 | <b>29.91</b> | Junior Guard Instructor I | 17.87 | 18.86 | 19.88 | 20.98 | <b>22.03</b> | Junior Guard Instructor II | 20.23 | 21.34 | 22.52 | 23.75 | <b>24.94</b> | Junior Lifeguard Program Coordinator I | 25.32 | 26.71 | 28.18 | 29.73 | <b>31.22</b> | Junior Lifeguard Program Coordinator II | 29.12 | 30.72 | 32.41 | 34.20 | <b>35.91</b> |
| Classification                              | Step<br>A  | Step<br>B      | Step<br>C | Step<br>D | Step<br>E    |           |           |                   |       |       |       |       |              |                    |       |       |       |       |              |                     |       |       |       |       |              |                           |       |       |       |       |              |                            |       |       |       |       |              |  |       |       |       |       |              |   |       |       |       |       |              |
| Ocean Lifeguard I                           | 16.75  | 17.67          | 18.65     | 19.68     | <b>20.66</b> |           |           |                   |       |       |       |       |              |                    |       |       |       |       |              |                     |       |       |       |       |              |                           |       |       |       |       |              |                            |       |       |       |       |              |  |       |       |       |       |              |   |       |       |       |       |              |
| Ocean Lifeguard II                          | 20.23  | 21.34          | 22.52     | 23.75     | <b>24.94</b> |           |           |                   |       |       |       |       |              |                    |       |       |       |       |              |                     |       |       |       |       |              |                           |       |       |       |       |              |                            |       |       |       |       |              |  |       |       |       |       |              |   |       |       |       |       |              |
| Ocean Lifeguard III                         | 24.25  | 25.59          | 27.00     | 28.49     | <b>29.91</b> |           |           |                   |       |       |       |       |              |                    |       |       |       |       |              |                     |       |       |       |       |              |                           |       |       |       |       |              |                            |       |       |       |       |              |  |       |       |       |       |              |   |       |       |       |       |              |
| Junior Guard Instructor I                   | 17.87  | 18.86          | 19.88     | 20.98     | <b>22.03</b> |           |           |                   |       |       |       |       |              |                    |       |       |       |       |              |                     |       |       |       |       |              |                           |       |       |       |       |              |                            |       |       |       |       |              |  |       |       |       |       |              |   |       |       |       |       |              |
| Junior Guard Instructor II                  | 20.23  | 21.34          | 22.52     | 23.75     | <b>24.94</b> |           |           |                   |       |       |       |       |              |                    |       |       |       |       |              |                     |       |       |       |       |              |                           |       |       |       |       |              |                            |       |       |       |       |              |  |       |       |       |       |              |   |       |       |       |       |              |
| Junior Lifeguard Program Coordinator I      | 25.32  | 26.71          | 28.18     | 29.73     | <b>31.22</b> |           |           |                   |       |       |       |       |              |                    |       |       |       |       |              |                     |       |       |       |       |              |                           |       |       |       |       |              |                            |       |       |       |       |              |  |       |       |       |       |              |   |       |       |       |       |              |
| Junior Lifeguard Program Coordinator II     | 29.12  | 30.72          | 32.41     | 34.20     | <b>35.91</b> |           |           |                   |       |       |       |       |              |                    |       |       |       |       |              |                     |       |       |       |       |              |                           |       |       |       |       |              |                            |       |       |       |       |              |  |       |       |       |       |              |   |       |       |       |       |              |
| <b>Article XII -<br/>Overtime</b>           | Effective the first calendar date of the named holiday commencing <u>subsequent to City Council approval</u> of this agreement, employees shall receive 1.5 times their base   |                |           |           |              |           |           |                   |       |       |       |       |              |                    |       |       |       |       |              |                     |       |       |       |       |              |                           |       |       |       |       |              |                            |       |       |       |       |              |  |       |       |       |       |              |   |       |       |       |       |              |

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|                    |   |
|--------------------|---|
| <b>Holiday Pay</b> | hourly rate of pay for all hours worked on the <u>City Observed Holiday</u> of <b>Independence Day</b> (July 4). Employees who meet or exceed 40 work hours in the FLSA work period as of the <u>City Observed Holiday</u> will receive 1.5 times their base hourly rate of pay for all hours worked on the <u>City Observed Holiday</u> . (No double-time and one-half/2.5). |
|                    | All other items contained in the (expired) memorandum of understanding between the Surf City Lifeguard Employees' Association and the City of Huntington Beach shall remain unchanged through 06/30/19.   |

## Tentative Agreement – April 26, 2018

### City

\_\_\_\_\_  
Lori Ann Farrell-Harrison, Assistant City Manager

\_\_\_\_\_  
Michele Warren, Director of Human Resources

\_\_\_\_\_  
Michael Baumgartner, Marine Safety Division Chief

### SCLEA

\_\_\_\_\_  
Ryan Camps, SCLEA President

\_\_\_\_\_  
David Wagner, SCLEA Vice President

\_\_\_\_\_  
Peter Eich, SCLEA Secretary