

**City of Huntington Beach  
Surf City Lifeguard Employees Association (SCLEA)  
SCLEA Counterproposal #2, April 18th, 2022**

Article #	Subject	Proposal
<b>Article I Term of MOU</b>	Term	Pay Period Following City Council Approval (~May 2022) – May 31st, 2023
<b>Article VIII Salary Schedules</b>	New Salary Ranges	<p>Effective pay period following Council approval, shift to a new master salary schedule that includes seven-steps (A – G) with five percent (5%) between each step; and one percent (1%) between each range.</p> <p>Eliminate Junior Guard Instructors I &amp; II and Junior Lifeguard Program Coordinator II positions; rename Junior Lifeguard Program Coordinator I to Coordinator. Realign classifications and pay based on internal and market-based salary ranges, as shown in the table below. All employees currently possessing the title of Junior Lifeguard Instructor 1 or 2 will retain the opportunity to work as a Junior Lifeguard Instructor, unless they voluntarily decline the position. Any action taken to involuntarily remove an employee from the Junior Lifeguard Program will be categorized as an adverse employment action.</p> <p>All employees will be placed on the step in the new salary range that would result in no less than a 5% pay increase.</p>
<b>Article XI Special Pay</b>	Junior Guard Instructor Pay	Employees will receive 5% special assignment pay for hours worked serving as a Junior Guard Instructor.

<b>Job Description</b>	<b>Proposed Salary Range</b> Master Pay Schedule, Steps A-G
Ocean Lifeguard I	Range 125, \$19.24 - \$25.78
Ocean Lifeguard II	Range 140, \$22.33 - \$29.93
Ocean Lifeguard III	Range 156, \$26.19 - \$35.09
Junior Lifeguard Program Coordinator	Range 156, \$26.19 - \$35.09

<b>Article XI Holiday Pay</b>	Holiday Pay	<p>A new section regarding Holiday Pay will be added to the MOU.</p> <p>Employees will receive Holiday Pay (1.5 times their base hourly rate) for all hours worked on the following holidays:</p> <ol style="list-style-type: none"> <li>1. New Year's Day</li> <li>2. Martin Luther King Birthday Holiday</li> <li>3. Presidents' Day</li> <li>4. Memorial Day</li> <li>5. Independence Day</li> <li>6. Labor Day</li> <li>7. Veterans Day</li> <li>8. Thanksgiving Day</li> <li>9. Day After Thanksgiving</li> <li>10. Christmas Day</li> </ol> <p>Any day declared by the President of the United States to be a national holiday, or by the Governor of the State of California to be a State holiday, and adopted as an employee holiday by the City Council of Huntington Beach.</p>
<b>Article IV Uniform Allowance</b>	Equipment Stipend	Employees will receive a \$200 equipment stipend per calendar year, contingent on the employee's requalification.