

**City of Huntington Beach  
Surf City Lifeguard Employees' Association (SCLEA)  
Tentative Agreement  
May 10, 2022**

| Article #                               | Subject                  | Proposal   |
|---|--------------------------|--|
| <b>Article I<br/>Term of MOU</b>        | Term                     | June 11, 2022 – June 30, 2025  |
| <b>Article IV<br/>Uniform Allowance</b> | Equipment Stipend        | Employees will receive a \$200 equipment stipend per calendar year, contingent on the employee's requalification.  |
| <b>Article VIII<br/>Salary Schedule</b> | Modified Salary Schedule | <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; retitle 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.</p> <p>All employees will be placed on the step in the new salary range that is closest to their current base salary step without being less.</p> <p>In the event that the transition to the new salary range results in less than a 2% wage increase, the employee will be moved to the next highest step.</p> <p>This does not apply to the Junior Lifeguard Instructor Is &amp; IIs who will be merging with the Ocean Lifeguard Is &amp; IIs, as they will be receiving the 5% Junior Guard Instructor Pay (described below).</p> <p>Employees will have the opportunity to earn a merit-based increase to the next step on an annual basis, provided that they meet performance standards.</p> |

**Table 1. Proposed Salary Ranges**

| Job Description                      | Range | A     | B     | C     | D     | E     | F     | G     |
|--------------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|
| Ocean Lifeguard I                    | 125   | 19.24 | 20.20 | 21.21 | 22.27 | 23.38 | 24.55 | 25.78 |
| Ocean Lifeguard II                   | 140   | 22.33 | 23.45 | 24.62 | 25.85 | 27.15 | 28.50 | 29.93 |
| Ocean Lifeguard III                  | 156   | 26.19 | 27.50 | 28.87 | 30.31 | 31.83 | 33.42 | 35.09 |
| Junior Lifeguard Program Coordinator | 156   | 26.19 | 27.50 | 28.87 | 30.31 | 31.83 | 33.42 | 35.09 |

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|-----------------------------------|--------------------------------|---|
| <b>Article XI<br/>Special Pay</b> | Junior Guard<br>Instructor Pay | Employees will receive 5% special assignment pay for hours worked serving as a Junior Guard Instructor.   |
| <b>Article XI<br/>Special Pay</b> | Holiday Pay                    | <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> |

**MOU language clean up: Modernize MOU and FLSA language, and make other non-substantive language changes.**

**CITY OF HUNTINGTON BEACH**

**HUNTINGTON BEACH  
SURF CITY LIFEGUARD EMPLOYEES’ ASSOCIATION**

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