

SCLEA Negotiations

SCLEA Proposal

June 12, 2017

Esteemed Council Members,

Thank you all for taking the time to meet with our team face-to-face over the last few weeks. Our conversations centered around the hiring and retention issues that have been plaguing our department. In conversing with the Council, it became apparent the extreme discrepancy between the theoretical and real life financial impact of SCLEA's proposal has been a major impediment to reaching a final MOU. Also as a unit we want to reiterate the importance of receiving a proposal for 2017.

Current Salary Ranking for Summer 2016		
Los Angeles County	\$24.66	
Los Angeles City	\$23.23	
Laguna Beach	\$19.63	
Long Beach	\$19.20	
Seal Beach	\$17.82	
Newport Beach	\$17.61	
San Clemente	\$17.31	
Huntington City	\$16.99	

1. To resolve the hiring and retention issues, we propose **a one year proposal**

- We will be asking for a 2.5 percent raise and the pay scale to be adjusted as such below;
 - Adjusting the Pay Scale for Ocean Lifeguard I & II, as well as Junior Guard Instructor I & II and Program coordinator I and II moving Step D to Step C and creating new Step E. This in turn creates one new step, **at the same 5 percent step increase as erased through changing hiring this year.**

SCLEA wants to reiterate it is looking only for a contract that will affect this summer and has no interest signing a proposal focused on the year 2018.

Item	Proposal
Article I Term of MOU	June 15 th 2017-December 31 st 2017
Article II Representation	Add language that states: <ul style="list-style-type: none"> □ MSD will provide space for a bulletin board, in Lifeguard Headquarters for all SCLEA members to receive information related to their terms/conditions of employment.

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SCLEA Proposal

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<p style="text-align: center;">Article VII Annual Physical & Technical Testing</p>	<p>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.</p> <p style="text-align: center;">*</p>																																										
<p style="text-align: center;">Article VIII Salary Schedule</p>	<ul style="list-style-type: none"> • A 2.5 percent net pay raise increase <u>effective 6/15/2017 or at the beginning of the first pay period after approved by the city council</u> • For employees in classification below salary step has moved from step D to C effective 6/15/2017 or at the beginning of the first pay period after approved by the city council. <table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <thead> <tr style="background-color: #d3d3d3;"> <th style="width: 40%;"></th> <th style="width: 10%;">A</th> <th style="width: 10%;">B</th> <th style="width: 10%;">C</th> <th style="width: 10%;">D</th> <th style="width: 10%;">E</th> </tr> </thead> <tbody> <tr> <td style="text-align: left;">Ocean Lifeguard I</td> <td>16.51</td> <td>17.33</td> <td>18.20</td> <td>19.11</td> <td>20.07</td> </tr> <tr> <td style="text-align: left;">Ocean Lifeguard II</td> <td>19.93</td> <td>20.93</td> <td>21.97</td> <td>23.07</td> <td>24.23</td> </tr> <tr> <td style="text-align: left;">Junior Guard Instructor I</td> <td>17.60</td> <td>18.48</td> <td>19.41</td> <td>20.38</td> <td>21.40</td> </tr> <tr> <td style="text-align: left;">Junior Guard Instructor II</td> <td>19.93</td> <td>20.93</td> <td>21.97</td> <td>23.07</td> <td>24.23</td> </tr> <tr> <td style="text-align: left;">Junior Lifeguard Coordinator 1</td> <td>24.95</td> <td>26.20</td> <td>27.51</td> <td>28.89</td> <td>30.33</td> </tr> <tr> <td style="text-align: left;">Junior Lifeguard Coordinator 2</td> <td>28.70</td> <td>30.13</td> <td>31.64</td> <td>33.22</td> <td>34.88</td> </tr> </tbody> </table> <p>➤ This chart is calculated off of COLA after 2.5 percent raise</p> <p>Employees in all classifications will be moved to the new step which corresponds to their current base hourly rate of pay. All hours worked following the effective date of the wage change for those employees currently on old Step E (New Step D), will count towards the 720 work hours for eligibility for a merit step increase. 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. However, no employee in any classification as of the effective date of this provision shall be eligible for movement to the successor step</p>		A	B	C	D	E	Ocean Lifeguard I	16.51	17.33	18.20	19.11	20.07	Ocean Lifeguard II	19.93	20.93	21.97	23.07	24.23	Junior Guard Instructor I	17.60	18.48	19.41	20.38	21.40	Junior Guard Instructor II	19.93	20.93	21.97	23.07	24.23	Junior Lifeguard Coordinator 1	24.95	26.20	27.51	28.89	30.33	Junior Lifeguard Coordinator 2	28.70	30.13	31.64	33.22	34.88
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	until after he/she has met the required 720 work hours and performance evaluation standards
Article XI Special Pay	<ul style="list-style-type: none">➤ Employees shall receive 1.5 times their base hourly rate of pay for all hours worked on the City Observed Holidays of Memorial Day, 4th of July , and Labor Day, 2017.
Article XIII Miscellaneous	<ul style="list-style-type: none">□ Add language at the end of Step 3 of the Grievance Process that states, "At that point, any unit member may file a law suit in any court of law without the need to file any further grievance procedures."

SCLEA respectfully rejects City proposal received 6/7/2017