

SCLEA Negotiations

SCLEA Proposal

March 20, 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. As such, in this offer, SCLEA has provided the anticipated real life financial impact ("True Cost") the Proposal will have on the City for the 2017 financial year. An explanation of our Proposal and the True Costs of our Proposal are as follows:

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

- In the first year we will be asking for a 3 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 moving Step D to Step B and creating new Steps D-E. This in turn creates two new steps.

(Example scale reflects both the 3% raise and additional pay steps excluding LG III classification)

	A	B	C	D	E
Ocean Lifeguard I	17.49	18.38	19.29	20.26	21.27
Ocean Lifeguard II	21.13	22.19	23.30	24.46	25.68
Junior Guard Instructor I	18.67	19.60	20.59	21.61	22.69
Junior Guard Instructor II	21.13	22.19	23.30	24.47	25.69

*Excluding the 3% pay increase, the adjustment to the pay scale steps will result in a zero-net increase in the current fiscal year budget.

- In the second year we are proposing:
 - A 3 percent pay raise.
 - Holiday Pay for each Unit Member working on Labor Day, Independence Day, and Memorial Day.
 - Equipment stipend of one hundred and fifty dollars.

Projected two year **Cost to the City, based on 2015/2016 Budget Expenses**

Six percent raise	\$80,000
Modified Salary Schedule	\$0
Guaranteed 8 Hours of Recertification Training	\$0 Additional Cost

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Equipment Stipend	\$22,500
Holliday Pay	\$16,000
Total Projected Cost over the next two years.(Based on 2015/2016 Fiscal Budget)	\$118,500

Item	Proposal												
Article I Term of MOU	October 1, 2015- December 31,2018												
Article II Representation	<p>Add language that states:</p> <ul style="list-style-type: none"> <input type="checkbox"/> 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. 												
Article VII Annual Physical & Technical Testing	<ul style="list-style-type: none"> <input type="checkbox"/> All employees will receive a minimum of 8 hours of recertification training and skills testing each year during the annual requalification process. <p>*Additional True Cost of \$0.00.</p>												
Article IV Uniform Allowance	<ul style="list-style-type: none"> <input type="checkbox"/> Starting 12/17: Employees to receive a yearly one-hundred and fifty-dollar stipend to spend on necessary gear for employment <p>*True Cost of \$22,500</p>												
Article VIII Salary Schedule	<ul style="list-style-type: none"> • A Three percent net pay raise increase Dated 12/31/2016 • A Three percent net pay raise increase starting 12/31/2017 <p>* Approximate True Cost of \$80,000 Over Two Years</p> <ul style="list-style-type: none"> • For employees in classification below salary step has moved from step D to B including the three percent wage above. Below also reflects the 3 percent raise. <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th></th> <th style="text-align: center;">A</th> <th style="text-align: center;">B</th> <th style="text-align: center;">C</th> <th style="text-align: center;">D</th> <th style="text-align: center;">E</th> </tr> </thead> <tbody> <tr> <td>Ocean Lifeguard I</td> <td style="text-align: center;">17.49</td> <td style="text-align: center;">18.38</td> <td style="text-align: center;">19.29</td> <td style="text-align: center;">20.26</td> <td style="text-align: center;">21.27</td> </tr> </tbody> </table>		A	B	C	D	E	Ocean Lifeguard I	17.49	18.38	19.29	20.26	21.27
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	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 40%;">Ocean Lifeguard II</td> <td style="width: 10%;">21.13</td> <td style="width: 10%;">22.19</td> <td style="width: 10%;">23.30</td> <td style="width: 10%;">24.46</td> <td style="width: 10%;">25.68</td> </tr> <tr> <td>Junior Guard Instructor I</td> <td>18.67</td> <td>19.60</td> <td>20.59</td> <td>21.61</td> <td>22.69</td> </tr> <tr> <td>Junior Guard Instructor II</td> <td>21.13</td> <td>22.19</td> <td>23.30</td> <td>24.47</td> <td>25.69</td> </tr> </table> <p style="text-align: center; color: red;">(Pay Scale adjustment results in \$0 True Cost to Current Fiscal Year)</p>	Ocean Lifeguard II	21.13	22.19	23.30	24.46	25.68	Junior Guard Instructor I	18.67	19.60	20.59	21.61	22.69	Junior Guard Instructor II	21.13	22.19	23.30	24.47	25.69
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<p style="text-align: center;">Article X Work Day; Work Week</p>	<ul style="list-style-type: none"> □ All unit members will receive one (1) 30 minute break throughout the duration of the work day for the first four hours worked and one (1) additional 30 minute break throughout the duration of the work day for any shift of eight hours or more. Select specific operational positions as determined by Marine Safety Management may be given one (1) 60 minute break instead of the two 30 minute breaks for work shifts of eight hours or more. In the event that the Marine Safety Division is unable to provide the appropriate duration of break time, the unit member shall immediately notify his/her supervisor before the end of the work shift and will receive additional pay for an equal amount of time as is equivalent to the missed break 																		
<p style="text-align: center;">Article XI Special Pay</p>	<ul style="list-style-type: none"> □ Starting 12/31/17: Holiday Pay; All unit members who work on Memorial Day, Independence Day, and Labor Day will receive 1.5 times their normal base pay. 																		
<p style="text-align: center;">Article XIII Miscellaneous</p>	<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." 																		