

SCLEA Negotiations

SCLEA Proposal

April 24, 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:

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 four 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 C and creating new Step E. This in turn creates one new step. With hours starting to accumulate June 1st 2017 but step increases not being implemented until January 1st, 2018.

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

	A	B	C	D	E
Ocean Lifeguard I	16.62	17.49	18.38	19.29	20.26
Ocean Lifeguard II	20.07	21.13	22.19	23.30	24.46
Junior Guard Instructor I	17.73	18.67	19.60	20.59	21.61
Junior Guard Instructor II	20.07	21.13	22.19	23.30	24.47

*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.

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

Six percent raise	\$40,000
Modified Salary Schedule	\$0
Guaranteed 8 Hours of Recertification Training	\$0 Additional Cost
Holiday Pay	0 first year, \$16,000 2nd
Total Projected Cost over the next two years.(Based on 2015/2016 Fiscal Budget)	\$56,000

Item	Proposal
Article I Term of MOU	October 1, 2015- January 2 nd , 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>

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<p>Article VIII Salary Schedule</p>	<ul style="list-style-type: none"> • A Three percent net pay raise increase Dated 5/1/2017 <p>* Approximate True Cost of \$40,000</p> <ul style="list-style-type: none"> • For employees in classification below salary step has moved from step D to C starting 12/31/2016. Below also reflects the 3 percent raise. With hours starting to accumulate June 1st 2017 but step increases not being implemented until January 1st, 2018. <p style="text-align: center;">Starting 12/31/16</p> <table border="1" style="margin-left: auto; margin-right: auto; border-collapse: collapse; text-align: center;"> <thead> <tr style="background-color: #cccccc;"> <th></th> <th>A</th> <th>B</th> <th>C</th> <th>D</th> <th>E</th> </tr> </thead> <tbody> <tr> <td>Ocean Lifeguard I</td> <td>16.62</td> <td>17.49</td> <td>18.38</td> <td>19.29</td> <td>20.26</td> </tr> <tr> <td>Ocean Lifeguard II</td> <td>20.07</td> <td>21.13</td> <td>22.19</td> <td>23.30</td> <td>24.46</td> </tr> <tr> <td>Junior Guard Instructor I</td> <td>17.73</td> <td>18.67</td> <td>19.60</td> <td>20.59</td> <td>21.61</td> </tr> <tr> <td>Junior Guard Instructor II</td> <td>20.07</td> <td>21.13</td> <td>22.19</td> <td>23.30</td> <td>24.47</td> </tr> </tbody> </table>		A	B	C	D	E	Ocean Lifeguard I	16.62	17.49	18.38	19.29	20.26	Ocean Lifeguard II	20.07	21.13	22.19	23.30	24.46	Junior Guard Instructor I	17.73	18.67	19.60	20.59	21.61	Junior Guard Instructor II	20.07	21.13	22.19	23.30	24.47
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<p>Article XI Special Pay</p>	<ul style="list-style-type: none"> <input type="checkbox"/> 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>Article XIII Miscellaneous</p>	<ul style="list-style-type: none"> <input type="checkbox"/> 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." 																														