

SCLEA Negotiations

SCLEA Proposal
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Esteemed members of the Huntington Beach City Council,

All current city MOU proposals have only served to maintain the wage gap between Huntington Beach and its neighboring municipalities. SCLEA has been informed that the City Council, that failing to provide wage increases over time will result in an eventual and inevitable inability to attract and retain the best candidates. Given that SCLEA has endured long periods without wage enhancements, we have already

fallen behind neighboring cities; even though the Huntington City Beach Lifeguards are required to perform substantially more rescue activities.

Based on 2015 statistics Huntington Beach lifeguards are the busiest per mile in the state of California but are paid well below neighboring cities.

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	

SCLEA also wants to make it clear that the city should be providing the necessary equipment to adequately perform the responsibilities of the job.

The City's proposals so far have not adequately addressed the need for the basic necessary and required equipment needed. SCLEA wants to highlight the absence of holiday pay from the City's proposal. This seems to be a basic right for the vast majority of employees across the public and private sectors, yet completely ignored with the Recurrent Lifeguards. At this time, SCLEA feels that the city's 3rd proposal still fails to allow our members to be competitively compensated for their work at the busiest, per mile, beach in California. SCLEA believes, that the City has failed to see and/or factor the cost in recruiting and training new hires to replace lower retention levels.

There has been one group of safety professionals, Lifeguards, that has largely been ignored by the City of Huntington Beach. While Huntington Beach is the busiest beach in the United States, and the city of Huntington Beach heavily relies on beach safety for its economy, Huntington Beach Lifeguards are some of the lowest paid in Orange County and Los Angeles. This has made it increasingly difficult to recruit, hire, and retain the best lifeguard candidates, with many Lifeguards now choosing to work at different beaches, where they do not have as heavy a workload and receive higher pay. The Marine Safety Division (MSD) has been forced to relax the minimum requirements for an Ocean Lifeguard in an effort to hire enough new people to fill scheduled positions. While other safety groups within the City receive hundreds or thousands of applications per job opening, the MSD struggles to hire enough employees to function. With beach safety being so crucial to Huntington Beach's economy, and continued economic development, it is simply a bad business decision to let this situation continue.

To date, the city has made it clear in negotiations that it will not provide the Lifeguards with a bigger percentage raise than that which is provided to other city departments. While SCLEA respects the City's acknowledgement that year-over-year contracts without pay enhancements will make our safety positions less desirable, unlike other units within the City, SCLEA unit members are already at the bottom of comparable municipal lifeguard organizations. Continuing this practice with SCLEA will only serve to perpetuate the pay disparity and recruitment problems. While this pattern of behavior may allow the

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other departments to remain among the top paid, it will leave to the Lifeguards failing to even catch up to other cities, thereby perpetuating the problems of recruitment, retention, and experience.

In order to attract better candidates, better retain existing lifeguards, and increase the overall experience level of Huntington Beach lifeguards, thereby increasing public safety at our beaches, the solution is simple. Huntington Beach must increase salaries and improve working conditions so as to make them competitive with other local agencies, so that the best local candidates again become interested in working in Huntington Beach. While SCLEA understands it will be difficult to accomplish this in one year, SCLEA's proposal takes a second step toward remedying the problem over the course of a few years. Given that the revenues from beach parking alone are much higher than the current budget for beach personnel, the city has an adequate source of revenue for doing this, while still ensuring that there is a large profit from beach activities alone, without even including the indirect revenues brought to the city by beach tourism.

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Item	Proposal
Article I Term of MOU	January 1, 2017- December 31, 2018
Article II Representation	Add language that states: <ul style="list-style-type: none"> • MSD must provide space for a bulletin board, in Lifeguard Headquarters for all SCLEA members to receive information related to their terms/conditions of employment. • SCLEA will be provided at least 5 minutes at the annual “Crew Photo Meeting” and at a mutually agreed upon point during the 100 hour new-hire training process, which time shall be used for representational business.
Article VII Annual Physical & Technical Testing	<ul style="list-style-type: none"> • All employees will receive a minimum of 8 hours of recertification training and skills testing each year during the annual requalification process.
Article IV Uniform Allowance	<ul style="list-style-type: none"> • Employees to receive a yearly 150-dollar stipend to spend on necessary gear for employment <p>This is a widely-used practice by lifeguard departments in order to not have the chief or lieutenants spend time and money to order and supply workers with proper gear.</p>
Article VIII Salary Schedule	<ul style="list-style-type: none"> • 6.00% wage increase for all classifications covered by this agreement, effective the beginning of the pay period following 6/1/2017 • 4.00% wage increase for all classifications covered by this agreement, effective the beginning of the pay period following 6/1/2018. • Salary Schedule – The salary schedule of all classifications of Recurrent Lifeguard will be modified, effective the beginning of the pay period that includes July 1, 2016 to reflect a structural change deleting the current A-step and B-step hourly rate and restructuring the schedule making C-step the new A step. * • Adjust Junior Guard Instructor I pay scale to 5% below Lifeguard II pay scale. • Adjust Junior Guard II pay scale to 5% below the Lifeguard III pay scale. <p>*Currently we have been hiring at step C on the pay scale in order to inflate our starting wage. This year instead of offering raises to all current employees the Fire and Lifeguard chief have decided to start hiring on step D of our pay scale, thus offering our department only one merit increase.</p>
Article X	

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Work Day; Work Week	<ul style="list-style-type: none">• All unit members will receive at least two (2) 30 minute breaks or one (1) 60 minute (for specific operational positions) break(s) throughout the duration of their work day. In the event that the Marine Safety Division fails to provide the appropriate duration of break time, the unit member will receive additional pay for an equal amount of time to the missing break.
Article XI Special Pay	<ul style="list-style-type: none">• Amend subsection 2, of Section A to include all unit members.• Holiday Pay; all unit members who are normally required to work on an approved holiday should receive compensation at 1.5 times their normal base pay.• All unit employees required/subpoenaed to attend proceedings, resulting from Marine Safety employment, outside of their normal assignment will be paid their appropriate hourly rate for the duration of their time at said proceedings. Unit employees will also be paid for "on call" time related to said proceedings resulting from Marine Safety employment.
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."• Allow employees to buy back sick days for 50 Percent of worth. * <p>* This would actually reduce the sick time costs for the department. Currently when someone calls in sick it impacts the daily budge at 250 percent of daily employee pay (sick pay at 100 percent and extra employee at overtime pay of 150 percent). With the buyback, it would only cost the city 150 percent of daily employee pay. (daily pay of employee at 100 percent plus buy back of 50 percent)</p>