

# SCLEA Negotiations

SCLEA Proposal

February 2, 2016

Esteemed members of the Huntington Beach City Council,

Huntington Beach is a world class destination. Over 12.5 million people came to the beach last year, and tourism is a vital engine to the local economy. The primary factor in our tourism is safe and secure beach access. Without the beach, Huntington Beach would not be "Surf City." Without safe and secure beaches, Huntington Beach will struggle to monetize and promote "Surf City." The recent massive economic projects being built on Pacific Coast Highway, including Pacific City and the creation of a new Hilton tower, will only further increase the number of visitors to Huntington Beach's waters, and make it more crucial than ever that the beaches stay safe and secure.

Even prior to the improvement and economic projects along the coast, Huntington Beach, per mile, has been the busiest beach, in terms of rescue related activities, in the United States. The City of Huntington Beach has generally made safety professionals one of its highest priorities over the last few decades. The Fire and Police Department are among the top paid departments in all of Southern California. This has led to the top candidates consistently applying for these positions. Having the best safety professionals boosts the perception and economic viability of the city.

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.

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	
<b>Huntington City</b>	<b>\$16.99</b>	

It hasn't always been this way. Huntington Beach was once one of the highest paid lifeguard departments in Orange County and Los Angeles. During that time, there was an abundance of candidates vying to be a Huntington Beach Lifeguard. There was not heavy turnover, and as a result only the best of the best were hired to work at Huntington Beach. It used to be routine to only have 3-5 new Lifeguards a year, while turnover now often leads to over 20 hires per year, meaning that the Lifeguards protecting Huntington Beach's beach are not nearly as experienced as they once were. In addition to hiring more lifeguards each year, the 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. 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. Unfortunately, though, rather than remedy the problem, this will only serve to perpetuate it. While this pattern of behavior may allow the 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. While we saw an increase in our pay last year, so did all of the other surrounding beaches. Just this last year, LA County's lifeguards, whose starting pay will be 45% above the starting pay for a Huntington Beach

# SCLEA Negotiations

SCLEA Proposal

February 2, 2016

lifeguard this summer, received a three year contract for a 10% net raise. In order to ensure that the city's beaches stay safe, there needs to be some changes to the city's current approach to paying Lifeguards.

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.

Item	Proposal
<p><b>Article I Term of MOU</b></p>	<p>October 1, 2015 through September 30, 2017</p>
<p><b>Article II Representation</b></p>	<p>Add language that states:</p> <ul style="list-style-type: none"> <li>• Marine Safety Division (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.</li> <li>• SCLEA will be provided at least 5 minutes at all departmental staff meetings (not to include weekly continuing education trainings) with SCLEA members to be used for representational business.</li> </ul> <p>SCLEA would like to have reasonable access to its unit members to disseminate pertinent information to recurrent employees.</p>
<p><b>Article VII Annual Physical &amp; Technical Testing</b></p>	<ul style="list-style-type: none"> <li>• The City shall provide medical coverage to the Recurrent Ocean Lifeguard employees. The City will pay the following scaled cost of the HMO plan rate for the employee only. Family coverage can be added at full cost to the employee. The City will pay <ul style="list-style-type: none"> <li>• 0% for employees working 80-499 hours in the previous year's employment</li> <li>• 25% for employees working 500-749 hours in the previous year's employment</li> <li>• 50% for employees working 750-999 hours in the previous year's employment</li> <li>• 75% for employees working 1000-1249 hours in the previous year's employment</li> <li>• 100% for employees working over 1250 hours in the previous year's employment</li> </ul> </li> <li>• All employees will receive a minimum of 8 hours of recertification training and skills testing each year during the annual requalification process.</li> <li>• All Junior Guard and Lifeguard III personnel need to be given ongoing</li> </ul>

# SCLEA Negotiations

SCLEA Proposal

February 2, 2016

	<p>continuing education and skills training similar to the 2 one-hour trainings provided for the Lifeguard Is &amp; IIs.</p> <p>With pension reform reshaping the future lifesaving workforce, it is imperative to ensure that employees are healthy and medically insured. As the age of our employees continues to rise, ensuring our lifeguards have quality health coverage can go a long way to limiting the City's worker's comp liabilities. Continuing education is essential to ensuring our lifeguards meet the high standards the Huntington Beach Community has come to expect from its public safety organizations. Ensuring that we will have minimum levels of yearly training will help to ensure that we can meet those high expectations year-after-year.</p>
<b>Article IV Uniform Allowance</b>	<ul style="list-style-type: none"><li>• Add Section that states; All unit employees shall be paid an amount of \$150 for the replacement of necessary, self-selected equipment including sunglasses, fins, binoculars, watches, and other personal items. Paid annually to all employees of record on June 1<sup>st</sup> of each calendar year.</li></ul> <p>The MSD and its administration spend a great deal of time and money supplying lifeguards with equipment. However, since the employees have never had any input into the equipment provided and the cost for preferred equipment rises, much of it supplied equipment goes unused and/or uncared-for. This stipend would allow personnel to self-select personal equipment required to perform their lifeguarding duties and alleviate the costs, in time and money, to the division in terms of purchasing, maintaining, and storing equipment.</p>
<b>Article VIII Salary Schedule</b>	<ul style="list-style-type: none"><li>• 6.00% wage increase for all classifications covered by this agreement, effective the beginning of the pay period following City Council approval. The wage increase offered shall not be retro-active.</li><li>• 4.00% wage increase for all classifications covered by this agreement, effective the beginning of the pay period following 6/15/2017.</li><li>• 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.</li><li>• Adjust Junior Guard Instructor I pay scale to 5% below Lifeguard II pay scale.</li><li>• Adjust Junior Guard II pay scale to 5% below the Lifeguard III pay scale.</li></ul> <p>As discussed earlier, the City of Huntington Beach is having a difficult time recruiting and retaining lifeguard candidates. The starting pay for Huntington City Beach is lower than all other municipal beaches in Orange County. Recognizing that our starting lifeguard pay was not competitive, the City of Huntington Beach eliminated pay steps many years ago. Rather than raising the pay scale, the starting wage was artificially elevated by eliminating merit increases and bringing in personnel without job related experience at higher pay steps. Through cooperative efforts between the City Council and SCLEA we have replaced one (1) of the three (3) eliminated pay steps in the last 10 years. Reestablishing the remaining pay steps will bring the lifeguards into alignment with all other city employees that are hired on the first step of their respective pay scale. The Junior</p>

# SCLEA Negotiations

SCLEA Proposal

February 2, 2016

	<p>Guard Instructor positions are promotions from the Lifeguard I ranks. This promotion requires many different skills and enhanced levels of responsibility that are not reflected in the minimal differences in between the respective pay scales.</p>
<p><b>Article X Work Day; Work Week</b></p>	<ul style="list-style-type: none"> <li>• 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.</li> </ul> <p>Mental and physical fatigue is of great concern to all Marine Safety personnel. Currently, lifeguards are only guaranteed two (2) – 15 minute breaks per day, regardless of how many hours the employee works. Increasing the minimum break time will ensure that employees have enough time to get food, use the restroom, and take appropriate actions to ensure they return to their assignment fit for duty.</p>
<p><b>Article XI Special Pay</b></p>	<ul style="list-style-type: none"> <li>• Amend subsection 2, of Section A to include all unit members.</li> <li>• 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.</li> <li>• 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.</li> </ul> <p>The Emergency Medical Technician (EMT) certification is a highly desirable qualification amongst lifeguards. This certification is a prerequisite to promotion throughout the MSD and leads to a higher medical standard of care for all beach patrons. Many other MSD employees are not required to complete necessary continuing education on their own time, and this should be extended to all employees. Holiday Pay is a benefit that all employees within the City of Huntington Beach enjoy. Incorporating this into our MOU brings SCLEA into alignment will all other groups within the city.</p>
<p><b>Article XIII Miscellaneous</b></p>	<ul style="list-style-type: none"> <li>• 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."</li> <li>• Enhance language to AB-1522 provision that allows unit members to exchange accrued sick time for 50% of the employee's prevailing base rate, and to use more than 3 sick days in a yearly period.</li> </ul> <p>SCLEA has sought to create a grievance process that moves outside of our department. This will allow for a clear pathway for SCLEA unit members to take a grievance beyond the scope of the Fire Department. Based on the current language of the Healthy Families Act, employees are limited to 3 paid sick days within a 365 day year regardless of the length or nature of the illness. It is SCLEA's position that employees should be allowed to use as many sick days as</p>

# SCLEA Negotiations

SCLEA Proposal

February 2, 2016

	<p>they have accrued in order to achieve wellness. Additionally, language in the Healthy Families Act creates a maximum sick time that can be accrued. As a result, employees will be more likely to take sick days for illness/wellness appointments that could otherwise be avoided in an attempt to maintain their consistent sick time accrual. This will put undue stress on our staffing levels that could otherwise be avoided.</p>
--	--