

**SCLEA Negotiations**  
**City Counter Proposal**  
*May 31, 2017*  
**REVISED – June 7, 2017**

Item	Proposal																																																
Article I Term of MOU	October 1, 2015 through <u>June 30, 2018</u> <del>December 31, 2018</del>																																																
Article II Representation	Marine Safety Division will provide space for a bulletin board in Lifeguard Headquarters for all SCLEA members to receive information.																																																
Article VII Annual Physical & Technical Testing	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.																																																
Article VIII Salary Schedule	<p><u><b>B. Wage Increases (Select ONE OPTION ONLY)</b></u>  <u><b>4% across the board wage increase for all unit classifications, effective the beginning of the pay period following City Council approval or the pay period beginning August 26, 2017, whichever is later.</b></u></p> <p><u><b>OR</b></u></p> <p>City agrees to modify the salary table for the classifications of Ocean Lifeguard I,II and III, Junior Guard Instructor I and II, Junior Lifeguard Program Coordinator I and II, as follows, effective <b>August 26, October 7, 2017</b> or the beginning of the pay period following City Council approval – whichever is later.</p> <table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <thead> <tr> <th>Classification</th> <th>Step A</th> <th>Step B</th> <th>Step C</th> <th>Step D</th> <th>Step E</th> </tr> </thead> <tbody> <tr> <td>Ocean Lifeguard I</td> <td>16.11</td> <td>16.99</td> <td>17.93</td> <td>18.92</td> <td>19.67</td> </tr> <tr> <td>Ocean Lifeguard II</td> <td>19.45</td> <td>20.52</td> <td>21.65</td> <td>22.84</td> <td>23.75</td> </tr> <tr> <td>Ocean Lifeguard III</td> <td>23.32</td> <td>24.61</td> <td>25.96</td> <td>27.39</td> <td>28.48</td> </tr> <tr> <td>Junior Guard Instructor I</td> <td>17.18</td> <td>18.13</td> <td>19.12</td> <td>20.17</td> <td>20.98</td> </tr> <tr> <td>Junior Guard Instructor II</td> <td>19.45</td> <td>20.52</td> <td>21.65</td> <td>22.84</td> <td>23.75</td> </tr> <tr> <td>Junior Lifeguard Program Coordinator I</td> <td>24.35</td> <td>25.68</td> <td>27.09</td> <td>28.59</td> <td>29.73</td> </tr> <tr> <td>Junior Lifeguard Program Coordinator II</td> <td>28.00</td> <td>29.54</td> <td>31.16</td> <td>32.88</td> <td>34.20</td> </tr> </tbody> </table> <p>Employees in all classifications will be moved to the new step which corresponds to their <u>current base hourly rate of pay</u>. <u><b>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-</b></u></p>	Classification	Step A	Step B	Step C	Step D	Step E	Ocean Lifeguard I	16.11	16.99	17.93	18.92	19.67	Ocean Lifeguard II	19.45	20.52	21.65	22.84	23.75	Ocean Lifeguard III	23.32	24.61	25.96	27.39	28.48	Junior Guard Instructor I	17.18	18.13	19.12	20.17	20.98	Junior Guard Instructor II	19.45	20.52	21.65	22.84	23.75	Junior Lifeguard Program Coordinator I	24.35	25.68	27.09	28.59	29.73	Junior Lifeguard Program Coordinator II	28.00	29.54	31.16	32.88	34.20
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	<p><u>C) will not be impacted.</u> However, no employee in any classification as of the effective date of this provision shall be eligible for movement to the successor step until after he/she has met the <b>required</b> 720 work hours and performance evaluation standards <del>for the successive work calendar year (2018).</del></p>
<p><b>Article XI Special Pay</b></p>	<p>Unit employees required/subpoenaed to attend proceedings that occur either on unscheduled work days and/or outside of scheduled work hours, which are directly related to Marine Safety employment, will be paid at the employee's base hourly rate for time in attendance at said proceedings.</p>
<p><b>Article XII - Overtime Holiday Pay</b></p>	<p>Employees shall receive 1.5 times their base hourly rate of pay for all hours worked on the City <u>Observed Holidays</u> of Memorial Day 2018 (05/28/18) and Labor Day, 2017 (09/04/17)<sup>8</sup>. Employees who meet or exceed 40 work hours in the FLSA work period as of the City <u>Observed Holiday</u> will receive 1.5 times their base hourly rate of pay for all hours worked on the City <u>Observed Holidays</u>. <b>(No double-time and one-half/2.5).</b></p>
	<p>All other items contained the (expired) memorandum of understanding between the Surf City Lifeguard Employees' Association and the City of Huntington Beach shall remain unchanged through <b>06/30<del>12</del>/31/18</b>.</p>

The City respectfully rejects the SCLEA Proposal received April 24, 2017, in its entirety.