



Consideration of the Proposed Memorandum of Understanding with Surf City Lifeguard Employees' Association

City Council Meeting
June 7, 2022

Overview

- On May 17, 2022, the City Council voted affirmatively to introduce the Surf City Lifeguard Employees' Association (SCLEA) labor agreement for formal consideration
 - ~200 part-time employees
 - MOU expired in June 2019



Proposed Memorandum of Understanding

Surf City Lifeguard Employees' Association (SCLEA)

- 3-year agreement (June 11, 2022 – June 30, 2025)
- Wage realignment based on market & internal salary ranges
- Merging Ocean Lifeguard & Junior Guard job series
- 5% Junior Guard Instructor special pay
- Overtime rate for hours worked on recognized holidays
- \$200 equipment stipend per year
- The average annual cost of this overall agreement is \$169,479.67



City Council Options

- Approve the proposed successor Memorandum of Understanding with SCLEA
- Do not approve the adoption of the proposed agreement, and direct staff to:
 - Continue to meet and confer with the Association, or
 - Utilize the impasse procedures contained within the City's Employer-Employee Relations Resolution



Questions?

