

Tentative Agreement Between
the City of Huntington Beach and
the Surf City Lifeguard Employees' Association (SCLEA)

Article #	Subject	Proposal
I	Term	July 1, 2025 – June 30, 2028
II(B)	Representation – Employee and Union Rights	City to notify SCLEA of new employee orientation, provide opportunity to address new unit members during orientation, use of City facilities for association meetings upon reasonable notice, and provide SCLEA with employee email addresses to the extent City has same.
IV	Salary Schedules	Effective the pay period including July 1, 2025, each represented rank will be moved to a new three-step salary schedule as outlined on the attached exhibit.
		Effective the pay periods including July 1, 2026, and July 1, 2027, each step of the salary schedule shall be adjusted as follows: A \$0.50; B \$1.00; C \$1.50.
		Reserve Ocean Lifeguards must work a minimum of 80 hours in Operations to maintain Reserve status and are eligible for a salary increase after working 1 year or 400 hours, whichever is greater.
V	Uniform Allowance	Updates to uniform articles issued to new employees to reflect what is currently being provided.
		The City shall provide SPF 30 or higher sunscreen.
X(D)	Work Day; Work Week – Shift Cancellation	Any SCLEA employee whose shift is cancelled with less than 24 hours' notice will receive 2 hours of pay. The hours paid in the event of shift cancellation do not count toward the minimum hour requirement for reserve status.
XI(A)	Special Pay – Junior Guard Instructor Pay	The parties agree that unit employees assigned as Junior Guard Instructors must be a minimum of 18 years old.
XIII(F)	Miscellaneous – Required Training	The City shall pay for classes required to complete PC 832 training for Supervising Ocean Lifeguards, and the parties agree that any other classes required of any unit employee shall be performed on City time and at City expense.