

City of Huntington Beach
Surf City Lifeguard Employees' Association (SCLEA)
Summary of MOU Modifications
May 5, 2022

Article #	Subject	Proposal
Article I Term of MOU	Term	June 11, 2022 – June 30, 2025
Article IV Uniform Allowance	Equipment Stipend	Employees will receive a \$200 equipment stipend per calendar year, contingent on the employee's requalification.
Article VIII Salary Schedule	Modified Salary Schedule	Effective pay period following Council approval, shift to a new master salary schedule that includes seven-steps (A – G) with five percent (5%) between each step; and one percent (1%) between each range. Eliminate Junior Guard Instructors I & II and Junior Lifeguard Program Coordinator II positions; retitle Junior Lifeguard Program Coordinator I to Coordinator. Realign classifications and pay based on internal and market-based salary ranges, as shown in the table below. All employees will be placed on the step in the new salary range that is closest to their current base salary step without being less. In the event that the transition to the new salary range results in less than a 2% wage increase, the employee will be moved to the next highest step. This does not apply to the Junior Lifeguard Instructor Is & IIs who will be merging with the Ocean Lifeguard Is & IIs, as they will be receiving the 5% Junior Guard Instructor Pay (described below). Employees will have the opportunity to earn a merit-based increase to the next step on an annual basis, provided that they meet performance standards.

Table 1. Proposed Salary Ranges

Job Description	Range	A	B	C	D	E	F	G
Ocean Lifeguard I	125	19.24	20.20	21.21	22.27	23.38	24.55	25.78
Ocean Lifeguard II	140	22.33	23.45	24.62	25.85	27.15	28.50	29.93
Ocean Lifeguard III	156	26.19	27.50	28.87	30.31	31.83	33.42	35.09
Junior Lifeguard Program Coordinator	156	26.19	27.50	28.87	30.31	31.83	33.42	35.09

Article #	Subject	Proposal
Article XI Special Pay	Junior Guard Instructor Pay	Employees will receive 5% special assignment pay for hours worked serving as a Junior Guard Instructor.
Article XI Special Pay	Holiday Pay	Employees will receive Holiday Pay (1.5 times their base hourly rate) for all hours worked on the following holidays: 1. New Year's Day 2. Martin Luther King Birthday Holiday 3. Presidents' Day 4. Memorial Day 5. Independence Day 6. Labor Day 7. Veterans Day 8. Thanksgiving Day 9. Day After Thanksgiving 10. Christmas Day Any day declared by the President of the United States to be a national holiday, or by the Governor of the State of California to be a State holiday, and adopted as an employee holiday by the City Council of Huntington Beach.

MOU language clean up: Modernize MOU and FLSA language, and make other non-substantive language changes.