



# **Consideration of Proposed Memorandum of Understanding with Surf City Lifeguard Employees' Association (SCLEA)**

City Council Meeting  
October 7, 2025

# Overview

- Pursuant to the MMBA, the City has been meeting and conferring in good faith with SCLEA since May 2025
- A Tentative Agreement was reached in August
- The Tentative Agreement and proposed Memorandum of Understanding (MOU) are being presented to the City Council to formally review and consider



# Proposed Memorandum of Understanding

- 3-year term; July 1, 2025 – June 30, 2028
- Added language consistent with AB 119
- New three-step salary schedule with increases in years 2 and 3 depending on step
- Step progression for Reserve Lifeguards depending on hours worked



# Proposed Memorandum of Understanding (continued)

- Updates to uniforms issued to new employees to match current practice
- Shift cancellation provision
- Set minimum age for Junior Guard Instructors to 18
- City to pay for PC 832 classes for Supervising Ocean Lifeguards



# Fiscal Impact

Projected Cost	
Year 1	\$283,463
Year 2	\$98,733
Year 3	\$164,470
Projected Total	\$546,667



# Recommended Action

- Adopt Resolution No. 2025-63, approving the successor MOU with SCLEA, and
- Authorize the City Manager or designee to take all administrative and budgetary actions necessary for implementation of Resolution No. 2025-63.



# Alternative Action

- Do not adopt Resolution No. 2025-63 and direct staff to continue the meet and confer process with SCLEA.



# Questions?

