



Introduction of Proposed Memorandum of Understanding with Surf City Lifeguard Employees' Association (SCLEA)

City Council Meeting
September 16, 2025

Meyers-Milias Brown Act (MMBA)

- 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

Receive and consider the proposed Memorandum of Understanding with SCLEA pursuant to City of Huntington Beach Ordinance No. 4154.



Questions?

