



# **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?

