



## Legislation Details (With Text)

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**File created:** 5/6/2022      **In control:** City Council/Public Financing Authority

**On agenda:** 5/17/2022      **Final action:** 5/17/2022

**Title:** Introduction of the Proposed Memorandum of Understanding (MOU) Between the Surf City Lifeguard Employees' Association (SCLEA) and the City of Huntington Beach for June 11, 2022, through June 30, 2025

**Attachments:** 1. Att#1 Summary of MOU Modifications, 2. Att#2 Fiscal Impact Report, 3. Att#3 SCLEA Legislative Draft

Date	Ver.	Action By	Action	Result
5/17/2022	2	City Council/Public Financing Authority	approved	Pass

### REQUEST FOR CITY COUNCIL ACTION

**SUBMITTED TO:** Honorable Mayor and City Council Members

**SUBMITTED BY:** Sean Joyce, Interim City Manager

**VIA:** Brittany Mello, Administrative Services Director

**PREPARED BY:** Brittany Mello, Administrative Services Director

**Subject:**

**Introduction of the Proposed Memorandum of Understanding (MOU) Between the Surf City Lifeguard Employees' Association (SCLEA) and the City of Huntington Beach for June 11, 2022, through June 30, 2025**

**Statement of Issue:**

The Memorandum of Understanding (MOU) between the City of Huntington Beach and the Surf City Lifeguard Employees' Association (SCLEA) expired on June 30, 2019. The City and SCLEA have engaged in good-faith discussions and reached tentative agreement in May 2022 on new MOU terms for a 3-year contract covering the period of June 11, 2022, through June 30, 2025.

**Financial Impact:**

Pursuant to the terms agreed upon with SCLEA, the Finance Department estimates the total projected average annual cost increase of the MOU to be \$169,479.67 per year during the life of the agreement.

**Recommended Action:**

Approve the introduction of the proposed Memorandum of Understanding between the Surf City Lifeguard Employees' Association and the City of Huntington Beach for June 11, 2022, through June 30, 2025.

### **Alternative Action(s):**

Do not approve the introduction of the proposed successor MOU for SCLEA employees, and direct staff to: (1) continue to meet and confer with the Association, or (2) utilize the impasse procedures contained within the City's Employer-Employee Relations Resolution.

### **Analysis:**

The Surf City Lifeguard Employees' Association (SCLEA) represents approximately 200 part-time employees in the City. Representatives for the City and SCLEA engaged in active discussions over an extended period, ultimately reaching tentative agreement on contract terms for a 3-year period.

Key changes in the proposed MOU include the following:

### **Term of Agreement**

June 11, 2022, through June 30, 2025

### **Salary Range Adjustment**

- Beginning at the start of the pay period following City Council approval, employees will shift to a new, seven-step salary range (A - G).
- The Junior Guard Instructor I and II job classifications will be merged with the Ocean Lifeguard I and II, respectively. The Junior Lifeguard Program Coordinator II job classification will be eliminated, and the Junior Lifeguard Program Coordinator I will be retitled to Junior Lifeguard Program Coordinator.
- The Ocean Lifeguard I, II, and III, and the Junior Lifeguard Program Coordinator classifications will be realigned based on market and internal salary ranges.
- 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 this transition results in less than a two percent (2%) wage increase, the employee will be placed onto the next nearest step.
- Employees who meet performance standards are eligible to move to the next step on the salary range on an annual basis.

### **Special Assignment Pay**

- Junior Guard Instructor Pay - 5% special assignment pay provided for hours worked serving as a Junior Guard Instructor.

### **Holiday Pay**

- Holiday Pay provided at time and a half (1.5x) for all hours worked on ten (10) recognized holidays.

### **Uniform Allowance**

- Equipment Stipend - \$200 stipend per calendar year to replace equipment that has worn out over time for Recurrent Ocean Lifeguards.

These key changes and all other negotiated provisions are included in the proposed Memorandum of Understanding.

**Environmental Status:**

Not applicable.

**Strategic Plan Goal:**

Non Applicable - Administrative Item

**Attachment(s):**

1. Summary of Memorandum of Understanding Modifications
2. Fiscal Impact Report
3. Proposed Memorandum of Understanding