



City of Huntington Beach

File #: 22-462

MEETING DATE: 6/7/2022

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:

Adopt Resolution No. 2022-30 approving and implementing the 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, reaching 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. The MOU was approved for introduction at the May 17, 2022, meeting, and pursuant to the City's municipal code, is being brought back for formal consideration by the City Council.

Financial Impact:

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

Recommended Action:

A) Adopt Resolution No. 2022-30, "A Resolution of the City Council of the City of Huntington Beach Approving and Implementing the Memorandum of Understanding Between the Surf City Lifeguard Employees' Association and the City of Huntington Beach for June 11, 2022, through June 30, 2025;" and,

B) Authorize appropriations for all costs related to implementation of Resolution No. 2022-30.

Alternative Action(s):

Do not adopt the Resolution approving the 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 II, respectively and I. 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 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. Resolution No. 2022-30
4. Memorandum of Understanding - Exhibit "A"
5. PowerPoint Presentation