



**City of Huntington Beach**  
**SCLEA Proposal to the City**  
**Dated: March 3, 2016**  
**Term: 10/1/2015 - 9/30/2017**

MOU Item # Description	Rate / \$	FY 2015/16 Estimated Impact	FY 2016/17 YOY Estimated Impact	Total Estimated Annual Impact	Note:
Article IV: Uniform Manufacturer Choice	\$ 150.00	\$ 22,500		\$ 22,500	Based on 150 SCLEA Members; unknown true cost
Article VII: Medical coverage for Recurrent Ocean Lifeguards		\$ 142,800		\$ 142,800	Based on updated proposal and analysis by HR
Article XI: Special Pay					
EMT Pay for Ocean Lifeguards		\$ 83,722		\$ 83,722	Does Not include 6% & 4% Raises
Article VIII: Salary Schedule Restructures:					
Ocean Lifeguard I Salary Step Adjustment: "C": now "A"		\$ 89,008		\$ 89,008	Does Not include 6% & 4% Raises; reflects 11% raise
Ocean Lifeguard II Salary Step Adjustment: "C": now "A"		\$ 37,612		\$ 37,612	Does Not include 6% & 4% Raises; reflects 11% raise
Junior Guard Instructor I: Adjust Steps to 5% below Ocean Lifeguard I		\$ 40,616		\$ 40,616	Does Not include 6% & 4% Raises; reflects 20% raise
Junior Guard Instructor II: Adjust Steps to 5% below Ocean Lifeguard II		\$ 15,223		\$ 15,223	Does Not include 6% & 4% Raises; reflects 20% raise
Article VIII: Salary Increases for All Classifications					
Effective in FY 2015/16; full annualized cost	6.00%	\$ 136,691		\$ 136,691	Includes Salary Schedule Restructure
Effective in FY 2016/17; full annualized cost	4.00%		\$ 104,133	\$ 104,133	Includes Impact of All Items Proposed except Uniforms
Article X: Work Day; Work Week					
Ensure two (30) minute breaks		\$ 82,567		\$ 82,567	Potential public safety impact; 45 days/yr; Equivalent of 2 Ocean Lifeguard II positions
Article XI: Special Pay					
Holiday Pay: 1.5 times Normal Pay*		\$ 33,550		\$ 33,550	Based on 55 SCLEA Members; includes the raises
Required/subpoenaed proceedings outside of normal assignment		\$ -		\$ -	Current practice, no impact
Article XIII: Miscellaneous					
Exchange accrued sick time for 50% prevailing wage		\$ 26,004		\$ 26,004	
Increase sick days to more than existing 3 days					Fiscal impact unknown due to insufficient detail
<b>Estimated Proposal Impact Only**</b>		<b>\$ 710,293</b>	<b>\$ 104,133</b>	<b>\$ 814,426</b>	

These estimates are subject to change and represent Management's best estimate and analysis of the fiscal impact and costs of the above proposal, given the information that is available at this time.

Note: FY 15/16 is full annual impact, pro-rated cost will be included at the time of Council adoption.

\* Additional Holiday hours proposal include: President's Day, Memorial Day, 4th of July and Labor Day.

\*\*Does not include the impact of normally occurring CalPERS Rate increases that will increase City costs based on prior MOUs and CalPERS Rate changes.