

BENEFITS FOR EMPLOYEE MEMBERS OF THE LAGUNA BEACH MARINE SAFETY ASSOCIATION

[Current MOU Governs July 1, 2019 to June 30, 2022]

~~SALARY AND COMPENSATION~~

Pay Plan: The basic pay ranges are composed of seven (8) steps.

Salary Adjustments: Effective 7/1/19 – 2.25%; 7/1/21 – 2.5%

Overtime/Compensatory Time: All unit employees shall be compensated at a rate of time and one-half for all hours worked in excess of forty (40) hours per workweek.

Recurrent Hourly Lifeguards may request compensatory time off subject to approval by the appointing authority. They may accumulate a maximum of eight (8) hours of compensatory time at the employee's option. An additional sixteen (16) hours of compensatory time may accumulate with management approval. Use of compensatory time is subject to management approval on a request by request basis.

Special Pay: All unit employees shall receive a pay advance of two (2) pay steps after obtaining their EMT certificate.

Equipment Allowance: Effective July 1, 2019, all unit employees shall be paid an amount of \$200.00 for necessary, self-procured equipment, including sunglasses, mask, snorkel, fins, binoculars and a jacket.

Effective July 1, 2020, all unit employees shall be paid an amount of \$210.00 for necessary, self-procured equipment, including sunglasses, mask, snorkel, fins, binoculars and a jacket.

~~MISCELLANEOUS BENEFITS~~

Retirement: The City shall deduct 3.75% of the gross pay from eligible unit employees' bi-weekly paychecks and contribute such amount to the Public Agency Retirement System ("PARS") accounts of all said eligible "Seasonal Ocean Lifeguards," or to another qualified retirement program that has been agreed upon by the parties and is applicable to "Seasonal Ocean Lifeguards." Additionally, the City shall contribute the equivalent of 3.75% of unit employees' gross pay into eligible unit employees' PARS accounts.

For Recurrent Hourly Lifeguards only, the City shall contribute the equivalent of 7.5% of unit employees' gross pay into the eligible employees' PARS accounts, or to another qualified retirement program that has been agreed upon by the parties and is applicable to Recurrent Hourly Lifeguards.

This report is for informational purposes only.

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Deferred Compensation Plan: Effective July 1, 2019, all Recurrent Hourly Lifeguards will be eligible to make voluntary contributions to one of the City's 457(b) deferred compensation plans.

Health: For Recurrent Hourly Lifeguards only, medical coverage will be provided as follows: The City will pay the full cost of the HMO plan rate for employee only; family coverage will be offered at full cost to employee.

Part-time unit members who qualify for medical coverage under the Affordable Care Act will be offered access to the City's HMO plan. Eligible employees who elect coverage under the City's plan shall pay the entire premium amount, with no contribution from the City.

Flexible Spending Plan for Recurrent Hourly Lifeguards: Each January, the City will deposit a lump sum amount of five hundred dollars (\$500) into a flexible spending plan for each Recurrent Hourly Lifeguard to use for eligible IRS 125 expenses (medical, prescription, dental, vision).

Skin Cancer Screenings: Annual skin cancer screening examinations shall be provided to all unit employees at a facility selected by City. Unit employees who are screened off duty will be paid one (1) hour of compensation.

Sick Leave: Effective July 1, 2015, employees accrue one hour of paid sick leave for every 30 hours actually worked, up to 3 days or 24 hours, whichever is greater, per 12 month period. Employees may carry over accrued sick days to the following year, with a maximum cap of 6 days or 48 hours, whichever is greater. Accrued sick leave will be restored if an employee separates from the City but returns within 12 months.