

BENEFITS FOR EMPLOYEE MEMBERS OF THE LAGUNA BEACH MARINE SAFETY ASSOCIATION

[Current MOU Governs July 1, 2013 to June 30, 2016]

~~SALARY AND COMPENSATION ~~

Pay Plan: The basic pay ranges are composed of seven (7) steps.

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, excluding Rookie Lifeguards, shall receive a pay advance of two (2) pay steps after obtaining their EMT certificate.

Equipment Allowance: All unit employees shall be paid one hundred and sixty dollars (\$160) for necessary, self-procured equipment, including sunglasses, masks, snorkels, fins, binoculars, and a jacket. This provision shall recur every season.

~~MISCELLANEOUS BENEFITS~~

Retirement: Eligible employees are enrolled in the Public Agency Retirement System (PARS). The City deducts 3.75% of the gross pay from the employees' bi-weekly paychecks and contributes an equal amount (3.75%), on the employees' behalf.

For Recurrent Hourly Lifeguards, the City contributes the entire seven and one-half percent (7.5%) of the employees' gross pay into the PARS account.

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.

This report is for informational purposes only.

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ASSOCIATION continued**

Flexible Spending Plan for Recurrent Hourly Lifeguards: Each year, the City will deposit a lump sum amount of \$500 into a flexible spending account for each Recurrent Hourly Lifeguard; the money is to be used for qualified health expenses.

Skin Cancer Screenings: Annual skin cancer screening examinations shall be provided at a facility selected by the City. Screenings will be performed off duty and employees will be paid for one (1) hour of compensation.