

# *Huntington Beach Marine Safety Management Association*

Proposal 3-13-2019

Term of MOU March 31, 2018 to March 31, 2020

1. Title Alignment Commensurate with Fire Dept. Job Titles

MSO I = Marine Safety Officer

MSO II = Marine Safety Captain

Lieutenant = Marine Safety Battalion Chief

(Based on job function analysis in actual job descriptions- see submitted documentation.)

2. MSMA agrees to drop previous proposal items #2 and #3 (Emergency Medical Technician Stipend and Shift Commander Stipend) if City agrees to contribute \$50 per paycheck to each member's 457 plan effective upon council approval.

3. On-Call Modification

a) Service will provide an additional MSO to be assigned "On-Call" unit for aquatic emergencies after hours. (Currently there is no assigned safety back-up for high risk night emergencies in IDLH environments.)

b) No increase to On-Call pay. On-Call pay will be per 6 hour period or any part thereof.

4. City Contribution to Health Insurance

The City will provide an allowance of \$95 per pay period (not to exceed \$2500 annually) for each unit member to be used towards the purchase of health insurance or paid to a member's Family Savings Account at the member's choice effective on council approval.

Note: The MSMA has not received a cost of living increase in over 10 years with the exception of an increase matched by employee-paid PERS pick up net 1%.

*P.O. Box 602, Huntington Beach, CA 92648*