

Huntington Beach Marine Safety Management Association

Proposal 01-30-2019

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. Emergency Medical Technician Stipend
Emergency Medical Technician (EMT) stipend of \$2000 per year per member in lieu of 1.67% EMT pay. (Fire Dept. EMT's currently receive 1.67% pay for valid EMT certification.)
3. Shift Commander Stipend
"Move up" stipend of \$100 per shift, or any part thereof, in lieu of 12.5% pay for MSO assigned to Relief Lieutenant, Boat Operator, Training Officer, or Night Supervisor. (Lieutenants assigned to replace the Division Chief currently receive 12.5% shift commander pay.)
4. 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) On-Call pay will be 3 hours of straight time or comp earned per 6 hour period or any part thereof. On holidays, pay will be 4 hours or CE per each 6 hour period or any part thereof.
5. City Contribution to Health Insurance
The City will provide an allowance of \$100 per month for each unit member to be used towards the purchase of health insurance, co-pays, health care costs, etc., retroactive to 3/31/2018. Effective on 3/31/2019, this allowance will increase by \$100 per month.

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%.