

Huntington Beach Marine Safety Management Association

Proposal June 15, 2016

1. Salary:

Effective at the beginning of the pay period that includes October 1, 2016, each MSMA member shall receive a wage increase of 2%.

2. Health Benefits:

Effective at the beginning of the pay period following City Council approval of this agreement, City contributions to medical premiums shall be:

TIER	PORAC
Employee Only	\$699.00/month
Two-Party	\$1399.00/month
Family	\$1719.00/month
Opt-Out	\$322.61 bi-weekly

3. On Call:

Effective the beginning of the pay period that includes January 1, 2017, each MSMA member scheduled to be on-call shall be compensated three (3) hours at the straight pay rate per night. MSMA members assigned on-call during holidays will receive four (4) hours at the straight pay rate per night. On-call assignments shall not overlap the normal operational period.

Note: The Huntington Beach Marine Safety Division was a 24-hour operation until budget reductions as a result of Proposition 13. The City of Huntington Beach population was significantly less then and downtown redevelopment had not even begun. With a current population of 200,000 residents, extensive downtown redevelopment, special events on the beach and an overnight camper facility on the beach, service demands on the Marine Safety Operation have increased dramatically. Nighttime emergency calls are now a regular occurrence. Marine Safety Officers are not on duty for 6 to 14 hours per night depending on the time of year and length of day light.

4. Disparity Adjustment for Marine Safety Lieutenants:

Due to compaction, effective at the beginning of the pay period that includes January 1, 2017, increase Marine Safety Lieutenant base pay by 5%.

Note: Marine Safety Lieutenant base salary is currently 12.40% above Marine Safety Officer II and 25.02% below Marine Safety Division Chief.

5. Term of Agreement:

April 1, 2016 - September 30, 2017