

City of Huntington Beach
Marine Safety Management Association (MSMA)
Summary of MOU Modifications
November 23, 2021

Article #	Subject	Proposal																																											
Article I Term of MOU	Term	January 1, 2022 – December 31, 2024																																											
Article IV Salary Schedules	New Salary Range	<p>Effective January 1, 2022, shift to a new master salary schedule that includes seven-steps (A – G) with five percent (5%) between each step; and one percent (1%) between each range.</p> <p>Eliminate Marine Safety Officer position, and realign classifications and pay based on market-and internal salary ranges, as shown in the table below.</p> <p>All employees will be placed on the step in the new salary range that is closest to their current base salary step without being less.</p>																																											
<div>Table 1. Proposed Salary Ranges</div> <table><tr><th rowspan="2">Job Description</th><th rowspan="2">Range</th><th colspan="7">Proposed Salary Range</th></tr><tr><th>A</th><th>B</th><th>C</th><th>D</th><th>E</th><th>F</th><th>G</th></tr><tr><td>Ocean Lifeguard Specialist</td><td>161</td><td>27.52</td><td>28.90</td><td>30.34</td><td>31.86</td><td>33.45</td><td>35.13</td><td>36.88</td></tr><tr><td>Marine Safety Captain</td><td>206</td><td>43.07</td><td>45.22</td><td>47.48</td><td>49.86</td><td>52.35</td><td>54.97</td><td>57.72</td></tr><tr><td>Marine Safety Battalion Chief</td><td>226</td><td>52.55</td><td>55.18</td><td>57.94</td><td>60.83</td><td>63.88</td><td>67.07</td><td>70.42</td></tr></table>			Job Description	Range	Proposed Salary Range							A	B	C	D	E	F	G	Ocean Lifeguard Specialist	161	27.52	28.90	30.34	31.86	33.45	35.13	36.88	Marine Safety Captain	206	43.07	45.22	47.48	49.86	52.35	54.97	57.72	Marine Safety Battalion Chief	226	52.55	55.18	57.94	60.83	63.88	67.07	70.42
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Article V Special Pay	Performance Based Bonus	Employees will have the ability to earn up to 3% merit-based bonus after the employee hits top step at their next regularly scheduled performance evaluation date. This bonus will be provided as a lump sum and will not increase the employee’s base salary.																																											

<p>Article IX Health and Other Insurance Benefits</p>	<p>Employer Contribution to Health and Other Insurance Benefits</p>	<p>A modification to Article IX to increase the monthly maximum employer contribution towards flex benefits as follows:</p> <p>Effective the beginning of the pay period that includes January 1, 2022:</p> <p style="padding-left: 40px;">Single - \$745.83 Two party - \$1,468.95 Family - \$1,804.95</p> <p>Effective January 1, 2022, employees who opt out of vision coverage will no longer have the employee premium applied towards their medical premium.</p> <p>Effective the beginning of the pay period that includes January 1, 2023, City will increase the maximum contribution to health insurance by \$23.33/month, not to exceed the actual cost of the premium, as follows:</p> <p style="padding-left: 40px;">Single - \$769.16 Two party - \$1,492.28 Family - \$1,828.28</p>
<p>Article X Retirement</p>	<p>CalPERS Cost Sharing</p>	<p>Effective the pay period including January 1, 2023:</p> <p>Classic member employees shall cost share 2% for a total employee pension contribution of 11%.</p> <p>“New member” employees shall pay at least thirteen percent (13%) of pensionable compensation as their retirement contribution. If the required contribution per PEPR (half the normal cost) is less than thirteen percent (13%), employees shall pay the difference between the required PEPR contribution and thirteen percent (13%). If the required PEPR contribution is at least thirteen percent (13%) or more, new members will pay the required PEPR contribution.</p> <p>Effective the pay period including January 1, 2024:</p> <p>Classic member employees shall cost share an additional 2%, for a total cost share of 4%, increasing the employee pension contribution of 13%.</p>

Article XI Leave Benefits	Vacation and Sick Leave – Conversion to General Leave	<p>Effective January 1, 2022, the accrual for the vacation and sick leave benefit are eliminated and replaced with General Leave, which can be accrued as follows:</p> <table border="1" data-bbox="721 306 1495 705"> <thead> <tr> <th>Years of Service</th><th>General Leave Accrual 40-Hour Rate</th><th>General Leave Accrual 30-Hour Rate</th></tr> </thead> <tbody> <tr> <td>First through Fourth Year</td><td>176 Hours</td><td>132 Hours</td></tr> <tr> <td>Fifth through Ninth Year</td><td>200 Hours</td><td>150 Hours</td></tr> <tr> <td>Tenth through Fourteenth Year</td><td>224 Hours</td><td>168 Hours</td></tr> <tr> <td>Fifteenth Year and Thereafter</td><td>256 Hours</td><td>192 Hours</td></tr> </tbody> </table> <p>General Leave shall be capped at 640 hours, and leave accumulated in excess of the maximum accruals will be paid at the base hourly rate of pay, on the first pay day following such accumulation.</p> <p>Effective January 1, 2022, the City will also provide 96 hours of sick leave to employees that can be used as sick leave. This sick leave cannot be cashed out but used by employees as sick leave.</p> <p>Additional MOU language regarding General Leave will need to be written to address all of the Leave Benefits provisions.</p> <p>Update the Family Leave Benefit Entitlements provision:</p> <p>This benefit will continue in its current form so long as any other unit receives it, and will sunset in the same calendar year if eliminated as a result of contract negotiations.</p>	Years of Service	General Leave Accrual 40-Hour Rate	General Leave Accrual 30-Hour Rate	First through Fourth Year	176 Hours	132 Hours	Fifth through Ninth Year	200 Hours	150 Hours	Tenth through Fourteenth Year	224 Hours	168 Hours	Fifteenth Year and Thereafter	256 Hours	192 Hours
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MOU language clean up: Modernize MOU and FLSA language, and make other non-substantive language changes.