



# **Consideration of Proposed Memorandum of Understanding with Marine Safety Management Association (MSMA)**

City Council Meeting  
October 7, 2025

# Overview

- Pursuant to the MMBA, the City has been meeting and conferring in good faith with MSMA since August 2024
- A Tentative Agreement was reached in August
- The Tentative Agreement and proposed Memorandum of Understanding (MOU) are being presented to the City Council to formally review and consider



# Proposed Memorandum of Understanding

- 3-year term; January 1, 2025 – December 31, 2027
- 3% base salary adjustments January 1 of each year
- One-time base salary adjustment of 10% to the Marine Safety Specialist classification
- Elimination of Performance Bonus in exchange for an additional top step for each classification



# Proposed Memorandum of Understanding (continued)

- Longevity Pay of 2.5%, 5% or 7.5% depending on years of service
- Updated course requirements for Battalion Chiefs to receive Certification Pay
- Increase to City contribution to employees' health insurance premiums



# Fiscal Impact

Projected Cost	
FY 24/25	\$94,951
FY 25/26	\$231,338
FY 26/27	\$238,860
FY 27/28	\$137,072
Projected Total	\$702,220



# Recommended Action

- Adopt Resolution No. 2025-62, approving the successor MOU with MSMA, and
- Authorize the City Manager or designee to take all administrative and budgetary actions necessary for implementation of Resolution No. 2025-62.



# Alternative Action

- Do not adopt Resolution No. 2025-62 and direct staff to continue the meet and confer process with MSMA



# Questions?

