



Introduction of Proposed Memorandum of Understanding with Marine Safety Management Association (MSMA)

City Council Meeting
September 16, 2025

Meyers-Milias Brown Act (MMBA)

- 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

Receive and consider the proposed Memorandum of Understanding with MSMA pursuant to City of Huntington Beach Ordinance No. 4154.



Questions?

