

Tentative Agreement Between
the City of Huntington Beach and
the Marine Safety Management Association (MSMA)

Article #	Subject	Proposal
I	Term	January 1, 2025 – December 31, 2027
V(A)	Salary Schedule – Base Salary Adjustments	<p>Effective the pay period including January 1, 2025, employees will receive a base salary increase of three percent (3%).</p> <p>Effective the pay period including January 1, 2026, employees will receive a base salary increase of three percent (3%).</p> <p>Effective the pay period including January 1, 2027, employees will receive a base salary increase of three percent (3%).</p>
V(B)	Salary Schedules – New Top Step	Effective the first full pay period following City Council adoption of this MOU, the existing Performance Bonus shall be replaced with the addition of a new salary step at the top of the salary range. This added step will provide a 5% increase over current Step G.
V(C)	Salary Schedule – Equity Adjustment	Effective July 1, 2025, the Marine Safety Specialist classification will receive a 10% equity adjustment to base salary in addition to the base salary increases provided above.
VI(B)	Special Pay – Longevity Pay	<p>Effective January 1, 2026</p> <ul style="list-style-type: none"> - 10+ years, but less than 15 years: 2.5% - 15+ years, but less than 20 years: 5% - 20+ years: 7.5% <p>For employees with part-time service in a marine safety classification, 2,000 regular hours worked shall equate to one year of service.</p>
VI(D)	Special Pay – Certification Pay (Battalion Chiefs)	Update course requirement for the Battalion Chief classification to ICS 300; Chief Officer 3A, 3B, 3C, 3D. Current BCs will be grandfathered.
IX(A)	Health and Other Insurance Benefits – Maximum Employer Contributions	<p>Effective January 1, 2025, the maximum employer contribution will increase by \$87 per employee.</p> <p>Effective January 1, 2026, the maximum employer contribution will increase by \$87 per employee.</p> <p>Effective January 1, 2027, the maximum employer contribution will increase by \$87 per employee.</p>