

RESOLUTION NO. 2020 -78

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF HUNTINGTON BEACH
AMENDING THE CITY'S CLASSIFICATION PLAN
AND THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY AND THE
HUNTINGTON BEACH MARINE SAFETY MANAGEMENT ASSOCIATION (MSMA) BY
ADOPTING THE SIDE LETTER OF AGREEMENT

WHEREAS, the City Council of Huntington Beach approved the Fiscal Year 2020/21 budget at a Special Meeting on June 29, 2020, which projected a \$20 million drop in General Fund revenues resulting from the negative economic impacts of COVID-19; and,

WHEREAS, in order to address this budget shortfall, the City Council approved the use of a voluntary Separation Incentive Program, and directed staff to reorganize the City's operations following the vacancies created by the Program to balance the Fiscal Year 2020/21 budget and to create ongoing operational savings; and,

WHEREAS, the City Council of Huntington Beach desires to amend the City's Classification Plan to incorporate the positional adjustments outlined in the Fiscal Year 2020/21 Reorganization Plan; and,

WHEREAS, on August 15, 2016, the City Council of Huntington Beach adopted Resolution No. 2016-57 for the purpose of adopting the Memorandum of Understanding (MOU) between the City and the Huntington Beach Marine Safety Management Association (MSMA); and,

Subsequent to the adoption of the MOU, the City of Huntington Beach and MSMA met and conferred and agreed to changes, corrections, and clarifications to the MOU that are reflected in a Side Letter of Agreement attached hereto as Exhibit A and incorporated herein by this reference. The Side Letter of Agreement pertains to modifications to the City's Classification Plan resulting from the Fiscal Year 2020/21 Reorganization Plan.

NOW, THEREFORE, IT IS HEREBY RESOLVED by the City Council of the City of Huntington Beach as follows:

1. The Side Letter of Agreement attached hereto as Exhibit A is approved and adopted.
2. The Side Letter of Agreement amends the MOU between the City of Huntington Beach and MSMA.
3. The Side Letter of Agreement amends the MSMA Salary Schedule attached hereto as Exhibit B.

PASSED AND ADOPTED by the City Council of the City of Huntington Beach at a regular meeting thereof held on the _____ day of _____, 2020.

Mayor

REVIEWED AND APPROVED:

APPROVED AS TO FORM:

Oliver Chi, City Manager



for Michael Gates, City Attorney

INITIATED AND APPROVED:



Travis Hopkins, Assistant City Manager

**SIDE LETTER OF AGREEMENT
BETWEEN
THE CITY OF HUNTINGTON BEACH
AND THE
HUNTINGTON BEACH MARINE SAFETY MANAGEMENT ASSOCIATION (MSMA)**

Representatives of the Marine Safety Management Association (MSMA) and the City of Huntington Beach (City) have negotiated this *Side Letter of Agreement* to modify the following sections of the MSMA MOU dated April 1, 2016, through March 31, 2018:

ARTICLE II – REPRESENTATIONAL UNIT/CLASSIFICATIONS

The City of Huntington Beach proposes to modify/add the following classification to the City's Classification Plan and the MSMA MOU (see Exhibit A – MSMA Salary Schedule):

Ocean Lifeguard Specialist

ARTICLE VII – HOURS OF WORK/OVERTIME

The City of Huntington Beach proposes to add the following language in regards to the work schedule associated with the position of Ocean Lifeguard Specialist:

Ocean Lifeguard Specialists will be scheduled a minimum of 30 hours per week. Schedules may be modified or adjusted by the Division Chief / Marine Safety based on operational needs.

ARTICLE IX – HEALTH AND OTHER INSURANCE BENEFITS

The City proposes to add the following language to Section A1. California Public Employees' Retirement System – Public Employees' Medical and Hospital Care Act (CalPERS PEMCHA):

c. **Part-Time Employee Contributions**

Part-time employees shall receive a pro-rated amount of the City's contribution rate as established for full-time employees based on the employee's work schedule. Ocean Lifeguard Specialists shall receive seventy-five percent (75%) for their three-quarter time (3/4) work schedule.

ARTICLE XIII – MISCELLANEOUS

K. COVID-19 Restructure Plan

To address the fiscal impacts from COVID-19, the City has worked to develop a comprehensive restructuring plan of City operations. Given the adjustments contemplated through this Side Letter of Agreement, no additional employee impacts will be contemplated for Fiscal Year 2020/21.

Side Letter Implementation

Should the MOU between MSMA and the City of Huntington Beach continue beyond March 31, 2018, either through a successor MOU or an extension of the current MOU, all terms and conditions of this side letter shall remain in full force and effect unless changes are mutually agreed to by both parties.

IN WITNESS WHEREOF, the parties have caused this SIDE LETTER AGREEMENT to be executed by and through their authorized officers on _____.

City of Huntington Beach

Marine Safety Management Organization

By: _____
Oliver Chi
City Manager

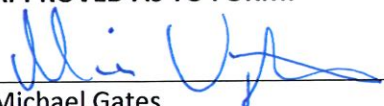
By: _____
Doug Leach
MSMA President

By: _____
Travis Hopkins
Assistant City Manager

By: _____

By: _____
Scott Haberle
Fire Chief

APPROVED AS TO FORM:

_____
Michael Gates
City Attorney

MARINE SAFETY MANAGEMENT ASSOCIATION
EXHIBIT A – SALARY SCHEDULE

| Job Code | Classification | Pay Grade | A | B | C | D | E |
|----------|----------------------------|-----------|-------|-------|-------|-------|-------|
| 0618 | Ocean Lifeguard Specialist | MSM618 | 24.25 | 25.59 | 27.00 | 28.49 | 29.91 |
| 0467 | Marine Safety Officer | MSM467 | 33.56 | 35.39 | 37.35 | 39.40 | 41.58 |
| 0468 | Marine Safety Captain | MSM468 | 38.01 | 40.10 | 42.30 | 44.64 | 47.08 |
| 0105 | Marine Battalion Chief | MSM105 | 42.64 | 44.98 | 47.45 | 50.06 | 52.82 |