

CITY OF LONG BEACH

DEPARTMENT OF HUMAN RESOURCES

R-27

333 West Ocean Boulevard 13th Floor • Long Beach, CA 90802

December 6, 2011

HONORABLE MAYOR AND CITY COUNCIL
City of Long Beach
California

RECOMMENDATION:

Adopt the attached Resolution approving the Amendments to the 2007-2012 Memorandum of Understanding with the Long Beach City Attorneys Association and the Long Beach City Prosecutors Association;

Adopt the attached Resolution for paying and reporting the value of the employer paid member contributions to the California Public Employees Retirement System employees represented by the City Attorneys Association; and,

Adopt the attached Resolution for paying and reporting the value of the employer paid member contributions to the California Public Employees Retirement System for employees represented by the City Prosecutors Association. (Citywide)

DISCUSSION

City management representatives and representatives of the Long Beach City Attorneys Association (LBCAA) and the Long Beach City Prosecutors Association (LBCPA) have had a number of meet and confer sessions regarding the financial impacts of the Fiscal Year 2012 (FY12) Budget. Meetings have been concluded and amendments to the Memoranda of Understanding (MOU) have been jointly signed by City representatives and representatives of the Long Beach City Attorneys Association and the Long Beach City Prosecutors Association.

The major provisions of the Amendments are agreement to an additional four percent (4%) CalPERS pick-up in FY12 for employees hired prior to February 26, 2011 and represented by the two Associations. Employees hired on or after February 26, 2011 already pay the full eight percent (8%) individual employee contribution.

Pursuant to the Amendments and pending approval of the Resolutions, effective November 19, 2011, employees represented by the LBCAA and the LBCPA hired prior to February 26, 2011, shall contribute an amount equal to eight percent (8%) of their annual salary towards their individual employee contribution.

HONORABLE MAYOR AND CITY COUNCIL

December 6, 2011

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In order for the City to make changes to the employer paid member contribution, it is necessary for the City Council to adopt the attached Resolutions as prepared by the City Attorney.

This matter was reviewed by Deputy City Attorney Christina L. Checel and Budget Management Officer Victoria Bell on October 25, 2011.

TIMING CONSIDERATIONS

City Council action is requested on December 6, 2011 to ensure implementation of the MOU Amendment provisions and that CalPERS receives these Resolutions for processing consistent with the effective date of the action.

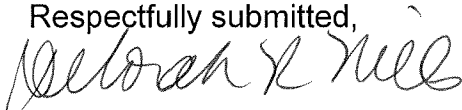
FISCAL IMPACT

These amendments with the LBCAA and LBCPA will save the City's General Fund an estimated \$49,000 in FY12 and \$144,000 in FY13. The FY13 savings of \$144,000 is expected to continue annually thereafter. Over the term, the total savings is estimated to be \$480,000. Through FY22, the amendments are projected to save the City's General Fund at least \$1.5 million. This does not include the long-term savings related to the changes to the pension plan for new LBCAA and LBCPA members.

SUGGESTED ACTION:

Approve recommendation.

Respectfully submitted,



DEBORAH R. MILLS
DIRECTOR OF HUMAN RESOURCES

DRM:nb
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Attachments - Resolutions

APPROVED:



PATRICK H. WEST
CITY MANAGER

1 RESOLUTION NO.

2
3 A RESOLUTION OF THE CITY COUNCIL OF THE
4 CITY OF LONG BEACH APPROVING AMENDMENTS TO
5 THE 2007-2012 MEMORANDA OF UNDERSTANDING WITH
6 THE LONG BEACH CITY ATTORNEYS ASSOCIATION AND
7 THE LONG BEACH CITY PROSECUTORS ASSOCIATION;
8 AND AUTHORIZING AND DIRECTING THE CITY
9 MANAGER TO EXECUTE SUCH AMENDMENTS; AND
10 DIRECTING CERTAIN IMPLEMENTING AND RELATED
11 ACTIONS

12
13 WHEREAS, on the date of adoption of this resolution, the City Council has
14 considered an amendment to the 2007-2012 Memorandum of Understanding with the
15 Long Beach City Attorneys Association and an amendment to the 2007-2012
16 Memorandum of Understanding with the Long Beach City Prosecutors Association; and

17 WHEREAS, it is the desire of the City Council to approve such
18 amendments and to provide for their implementation.

19 NOW, THEREFORE, the City Council of the City of Long Beach resolves as
20 follows:

21 Section 1. That the amendments to Memorandum of Understanding
22 between the City of Long Beach and the Long Beach City Attorneys Association and the
23 Memorandum of Understanding with the Long Beach City Prosecutors Association, which
24 are hereby incorporated by reference in this resolution as Exhibit "A" and "B",
25 respectively, are hereby approved, and the City Manager is hereby authorized to execute
26 said amendments on behalf of the City and to implement, pursuant to Section 503 of the
27 Long Beach City Charter, all matters affecting compensation contained in and prescribed
28 by the amendments as of the operative date of this resolution.

OFFICE OF THE CITY ATTORNEY
ROBERT E. SHANNON, City Attorney
333 West Ocean Boulevard, 11th Floor
Long Beach, CA 90802-4664

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Section 2. The City Manager is also authorized and directed to cause the preparation of amendments to the Long Beach Salary Resolution, if necessary, and to such other documents as may be necessary, to conform such resolution and documents to the provisions of the memoranda and this resolution, and to further cause such conforming amendments to be brought before the City Council and such Boards and Commissions as may be required by law to act upon them, and the City Attorney is requested to cooperate fully with the City Manager in order to cause the required documents to be prepared as required by law and brought before the appropriate bodies.

Section. 3. This resolution shall take effect immediately upon its adoption by the City Council, and the City Clerk shall certify the vote adopting this resolution.

I hereby certify that the foregoing resolution was adopted by the City Council of the City of Long Beach at its meeting of _____, 2011, by the following vote:

Ayes: Councilmembers: _____

Noes: Councilmembers: _____

Absent: Councilmembers: _____

City Clerk

THIRD AMENDMENT TO
THE MEMORANDUM OF UNDERSTANDING BETWEEN
THE CITY OF LONG BEACH AND
THE LONG BEACH CITY ATTORNEYS ASSOCIATION

The City of Long Beach and the Long Beach City Attorneys Association (LBCAA) agree to amend the October 1, 2007 to September 30, 2012 Memorandum of Understanding as follows:

All existing terms and conditions set forth in that agreement and the second amendment shall remain unchanged for the term of the agreement, except as modified below.

Section 3. Salaries, A. Salary Increases, of the LBCAA MOU will be amended to read as follows:

A. Salary Increases

The Salary Resolution will be amended to provide for the following salary increases for the classifications included in Appendix "A" on the effective date indicated:

October 1, 2011 – 5%

October 1, 2012 – 1%

Section 3. Salaries, B. Classification Compensation Equity Adjustments, of the LBCAA MOU will be deleted.

Section 8. Retirement A.1. of the LBCAA MOU will be amended to read as follows:

1. Effective as soon as practicable, employees hired prior to February 26, 2011 shall contribute an amount equal to eight percent (8%) of his/her annual salary towards his/her individual employee contribution.

In witness thereof, the parties hereto have caused this Amendment to the Memorandum of Understanding to be executed this _____ day of November 2011.

This MOU and all its rights, obligations, terms, and provisions shall expire and otherwise be fully terminated on September 30, 2015.

FOR THE LONG BEACH CITY ATTORNEYS ASSOCIATION

Ted Zinger, President
Long Beach City Attorneys Association

FOR THE CITY OF LONG BEACH:

Patrick H. West, City Manager

Deborah R. Mills
Director of Human Resources

Ken Walker
Manager, Personnel Operations

Robert E. Shannon, City Attorney

Tara Brewer
Personnel Analyst III

Nani Blyleven
Administrative Analyst III

APPROVED AS TO FORM:

Robert E. Shannon, City Attorney

THIRD AMENDMENT TO
THE MEMORANDUM OF UNDERSTANDING BETWEEN
THE CITY OF LONG BEACH AND
THE LONG BEACH CITY PROSECUTORS ASSOCIATION

The City of Long Beach and the Long Beach City Prosecutors Association (LBCPA) agree to amend the October 1, 2007 to September 30, 2012 Memorandum of Understanding as follows:

All existing terms and conditions set forth in that agreement and the second amendment shall remain unchanged for the term of the agreement, except as modified below.

Section 3. Salaries, A. Salary Increases, of the LBCPA MOU will be amended to read as follows:

A. Salary Increases

The Salary Resolution will be amended to provide for the following salary increases for the bargaining unit members represented by the Association on the effective date indicated:

October 1, 2011 – 5%
October 1, 2012 – 1%

Section 3. Salaries, B. Classification Compensation Equity Adjustments, of the LBCPA MOU will be deleted.

Section 7. Retirement A.1. of the LBCPA MOU will be amended to read as follows:

1. Effective as soon as practicable, employees hired prior to February 26, 2011 shall contribute an amount equal to eight percent (8%) of his/her annual salary towards his/her individual employee contribution.

In witness thereof, the parties hereto have caused this Amendment to the Memorandum of Understanding to be executed this _____ day of November 2011.

This MOU and all its rights, obligations, terms, and provisions shall expire and otherwise be fully terminated on September 30, 2015.

FOR THE LONG BEACH CITY PROSECUTORS ASSOCIATION

Calvin Ray George, President
Long Beach City Prosecutors Association

FOR THE CITY OF LONG BEACH:

Patrick H. West, City Manager

Deborah R. Mills
Director of Human Resources

Ken Walker
Manager, Personnel Operations

Douglas Haubert, City Prosecutor

Tara Brewer
Personnel Analyst III

Nani Blyleven
Administrative Analyst III

APPROVED AS TO FORM:

Robert E. Shannon, City Attorney