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**Date:** May 5, 2008

**To:** Mayor & City Council

**From:** Patrick H. West  
City Manager

**Subject:** International Association  
of Machinists and Long Beach  
Firefighters Association  
Agreement Summaries

**Comments:** Supplemental  
information related to closed  
session and Agenda Items #31 and  
#32



**Date:** May 5, 2008

**To:** Patrick H. West, City Manager *PH West*

**From:** *Suzanne Mason*  
Suzanne R. Mason, Director of Human Resources

**For:** Mayor Foster and Members of the City Council

**Subject:** International Association of Machinists and Long Beach Firefighters Association Agreement Summaries

The attached Memorandum of Understanding summaries were distributed as part of a media briefing regarding the proposed agreements with the International Association of Machinists and Long Beach Firefighter Association. If you have any questions in advance of tomorrow's closed session please contact me or Suzanne Mason, Director of Human Resources.

Attachment

cc: Suzanne Frick, Assistant City Manager  
Reginald Harrison, Deputy City Manager

SRM

## International Association of Machinists and Aerospace Workers Agreement Summary

Term: October 1, 2007 through September 30, 2012

- October 2007 1% General Salary Increase
- April 2008 2% General Salary Increase
- October 2008 3% General Salary Increase
- October 2009 2% General Salary Increase
- October 2010 2% General Salary Increase
- October 2011 2% General Salary Increase

12% total general salary increase over 5 years or an average annual adjustment of 2.4% per year.

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- Comprehensive Classification and Compensation Study, with a value of 2% of budgeted salaries set aside during the last three years of the contract to adjust classifications significantly below market.
  - Incentivize increased workforce productivity and reduce City costs through gain sharing.
  - Special Pays Adjusted to Market Over Time: standby, callback, higher class pay, and mileage reimbursement.
  - Strengthen Labor/Management Collaboration: gain sharing, classification/compensation study, interest-based problem solving.
  - Union support for reducing retirement costs through new approach for future employees. Reduce retirement formula and provide incentive to those actually retiring from Long Beach to address retention challenges.