



CITY OF LONG BEACH

DEPARTMENT OF HUMAN RESOURCES

R-21

333 WEST OCEAN BOULEVARD • LONG BEACH, CALIFORNIA 90802 • (562) 570-6621

November 21, 2006

HONORABLE MAYOR AND CITY COUNCIL
City of Long Beach
California

RECOMMENDATION:

Adopt the attached Amendment to the Memorandum of Understanding with the Long Beach Police Officers Association and adopt the attached Amended Resolution approving the Memorandum of Understanding with the Long Beach Police Officers Association, and allow those matters that affect compensation to be implemented on the effective dates set forth in the Amended Memorandum of Understanding. (Citywide)

DISCUSSION

City management representatives and representatives of the Long Beach Police Officers Association (LBPOA) have held meet and confer sessions over the last couple of months regarding wages and incentives to address Police Officer retention concerns. Those meetings have resulted in an agreement that provides an amendment to the Memorandum of Understanding. The agreement covers additional compensation for all bargaining unit members, as well as a longevity incentive for those employees with 10 or more years of service, from October 1, 2006 through September 30, 2009. The provisions of the agreement are summarized in Attachment A. The amended agreement has been ratified by the members of the LBPOA and signed by the City Manager and other appropriate management representatives.

This matter was reviewed by Deputy City Attorney, Christina Checelsky, and Budget Management Officer, David Wodynski, on November 14, 2006.

TIMING CONSIDERATIONS

City Council action is requested on November 21, 2006, to ensure implementation of the amended MOU provisions as soon as possible.

FISCAL IMPACT

On August 16, 2005, the City Council approved an MOU with the Police Officers Association which covered wages, benefits and other terms and conditions of employment from October 1, 2005 through September 30, 2009. The MOU provides an aggregate 21 percent increase in base compensation, and then a guaranteed adjustment to the median pay rate of Long Beach Police Department's (LBPD) ten comparable agencies, estimated at the time to be another approximate 6 percent. The

HONORABLE MAYOR AND CITY COUNCIL

November 21, 2006

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projected cost of the original MOU, with estimated median adjustment on September 30, 2009, will build to a structural annual impact of \$23.8 million in all funds, and approximately \$22.6 million in the General Fund by FY10.

This requested MOU amendment provides an additional 5 percent increase in base compensation to all sworn police officers, increasing the aggregate compensation increase to 26 percent over the 4 year span of the agreement. Note that this proposed across-the-board raise of 2 percent and 3 percent in April 2008 and 2009, respectively, are assumed to merely accelerate the pay rate toward the already agreed-upon adjustment to the median of LBPd's ten comparable agencies, and thus the ongoing annual costs associated with this increase were already anticipated in the original MOU.

This requested amendment also provides an additional 5 percent increase in FY 07, retroactive to October 1, 2006, for police officers with 10 years of service or more, and another 5 percent increase in FY 08 for police officers with 15 years of service or more. The new net cost to fund these longevity incentives in FY 07 is approximately \$2.5 million in all funds, with approximately \$2.35 million in the General Fund. The total annual cost of this requested compensation increase in FY07 and FY08, once completely implemented, is estimated to be approximately \$4.6 million in all funds, with approximately \$4.4 million in the General Fund, bringing the total annual impact by FY10 of the POA MOU to approximately \$28.4 million in all funds and \$27 million in the General Fund. Included in these estimates are costs resulting from the wage increases related to pension contributions and overtime expenditures (assuming no changes in current usage).

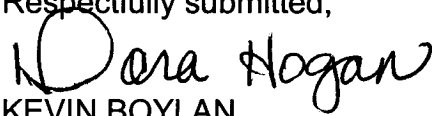
As the costs for the first year of this requested amendment were not included in the FY 07 Adopted Budget, an appropriation increase for FY 07 will be included as part of the upcoming quarterly budget adjustment request. Because this action results in adding structural expense to the budget, in order to maintain a structural balance the City must reallocate a like amount of its ongoing commitment to its infrastructure budget to be funded by one-time resources. In the event that one-time funds do not materialize, the infrastructure program would have to be deferred. It is expected that growth in net revenue during the next three fiscal years will support this structural increase.

SUGGESTED ACTION:

Approve recommendation.

APPROVED:

Respectfully submitted,


for KEVIN BOYLAN
DIRECTOR OF HUMAN RESOURCES


GERALD R. MILLER
CITY MANAGER

KB:KW:slm
Attachment

**Summary of Amendment Provisions
Of the Long Beach Police Officers Association
Memorandum of Understanding
October 1, 2005 to September 30, 2009**

Appendix A

Section III- General Salary Increases

The Salary Resolution will be amended to provide for the following salary increases for the classifications included in Section I above on the effective dates indicated:

October 2006	5% Longevity adjustment for employees with 10 or more years of service
October 2007	5% Longevity adjustment for employees with 15 or more years of service
April 2008	Additional 2% General Salary Increase for all employees
April 2009	Additional 3% General Salary Increase for all employees

Amendment to the
October 1, 2005 – September 30, 2009
Memorandum of Understanding between the Long Beach Police Officers
Association and the City of Long Beach

Add and amend the following Articles and Sections of the Memorandum of Understanding between the City of Long Beach and the Long Beach Police Officers Association covering the period October 1, 2005 through September 30, 2009:

Article Two, Section XVI – Longevity Pay

The City shall provide longevity pay as compensation to all permanent full-time bargaining unit members under the following conditions:

- 1) Effective October 1, 2006, five percent (5%) of top step Police Officer base hourly rate for ten (10) years of service as a Police Officer with the City of Long Beach;
- 2) Effective October 1, 2007, an additional five percent (5%) of top step Police Officer base hourly rate for fifteen (15) years of service as a Police Officer with the City of Long Beach;
- 3) Bargaining unit members hired as lateral police officers who have prior California law enforcement experience are eligible for credit for longevity pay, as described in paragraphs (1.) and (2.) above, for each full month worked. Credit will be given for prior experience as a Highway Patrol Officer, Deputy Sheriff, Municipal Police Officer, State Police Officer, or other law enforcement experience as determined by the Chief of Police to be equivalent as long as the member possessed a Basic POST Certificate issued by the State of California in the performance of those duties;
- 4) Bargaining unit members hired as lateral police officers with prior law enforcement experience outside of California, equivalent to the experience described in paragraph (3.), are eligible for credit for longevity pay, as described in paragraphs (1.) and (2.) above, for each full month worked if they possess a Basic Course Waiver (BCW) issued by the California Commission on Peace Officer Standards and Training and the experience is determined to be equivalent by the Chief of Police.
- 5) Bargaining unit members who have prior law enforcement experience outside of the state of California, but who do not possess a Basic Course Waiver (BCW) may be eligible for credit for

longevity pay as described in paragraphs (1.) and (2.) above for each full month worked if the Chief of Police determines that their experience is equivalent to that referred to in paragraph (3.) above.

Amend Appendix A, Section III to read:

Section III – General Salary Increases

The Salary Resolution will be amended to provide the following salary increases for the classifications included in Section I above on the effective dates indicated:

October 1, 2005 – All ranks will receive a 3% General Salary Increase

April 1, 2006 – All ranks will receive a 3% General Salary Increase

October 1, 2006 – All ranks will receive a 3% General Salary Increase

April 1, 2007 – All ranks will receive a 3% General Salary Increase

October 1, 2007 – All ranks will receive a 3% General Salary Increase

April 1, 2008 – All ranks will receive a 2% General Salary Increase

October 1, 2008 – All ranks will receive a 2% General Salary Increase

April 1, 2009 – All ranks will receive a 5% General Salary Increase

September 30, 2009 – All ranks will receive a general salary increase equal to the mid-point of the survey of the Strategic Plan Cities for Police Officer, Police Sergeant and Police Lieutenant using top step base salary, PERS pickup (the agencies payment of the employees retirement contribution) and EPMC (Employer Paid Member Contribution) or a minimum of 2%, whichever is greater. The effective date of the survey data is September 30, 2009. Adjustments will be made by rank, to the mid-point of the respective rank, i.e. – Police Officer to Police Officer, Sergeant to Sergeant, Lieutenant to Lieutenant. Police Corporal will receive the same percentage salary increase as Police Officer.

All terms and conditions of the existing Memorandum of Understanding, unless and except as amended by mutual agreement, will remain in full force and effect through and including September 30, 2009.

In witness thereof, the parties hereto have caused this Amendment to the Memorandum of Understanding to be executed this _____ day of _____, 2006.

FOR THE LONG BEACH POLICE OFFICERS ASSOCIATION:



Steve James, President

Dan Brooks, Secretary

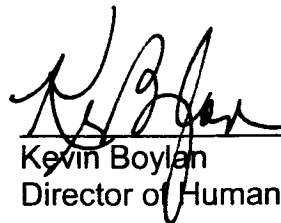


Marc Cobb, Vice President

Philip Cloughesy, Treasurer

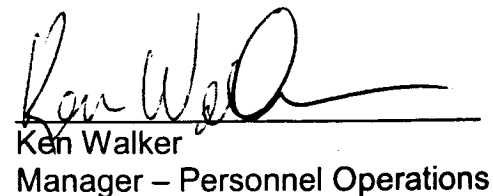
FOR THE CITY OF LONG BEACH:

Gerald R. Miller
City Manager



Kevin Boylan
Director of Human Resources

Anthony Batts
Chief of Police



Ken Walker
Manager – Personnel Operations

1 RESOLUTION NO.

2
3 A RESOLUTION OF THE CITY COUNCIL OF THE
4 CITY OF LONG BEACH APPROVING AN AMENDMENT TO
5 THE CURRENT MEMORANDUM OF UNDERSTANDING
6 WITH THE LONG BEACH POLICE OFFICERS'
7 ASSOCIATION, AUTHORIZING AND DIRECTING THE CITY
8 MANAGER TO EXECUTE SUCH AMENDMENT AND
9 DIRECTING CERTAIN IMPLEMENTING AND RELATED
10 ACTIONS

11
12 WHEREAS, on the date of this resolution, the City Council has considered
13 an amendment to the Memorandum of Understanding with the Long Beach Police
14 Officers' Association; and

15 WHEREAS, it is the desire of the City Council to approve such
16 amendment to the current Memorandum of Understanding and to provide for its
17 implementation;

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

20 Section 1. That the Amendment to the October 1, 2005-September 30,
21 2009 Memorandum of Understanding between the City of Long Beach and the Long
22 Beach Police Officers' Association, which is hereby incorporated by reference in this
23 resolution as Exhibit "A", is hereby approved, and the City Manager is hereby
24 authorized to execute said Amendment on behalf of the City and to implement,
25 pursuant to Section 503 of the Long Beach City Charter, all matters affecting
26 compensation contained in and prescribed by the Amendment as of the operative date
27 of this resolution.

28 Sec. 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 Amendment to the Memorandum of Understanding 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.

I hereby certify that the foregoing resolution was adopted by the City Council of the City of Long Beach at its meeting of _____, 2006, by the following vote:

Absent: Councilmembers: _____

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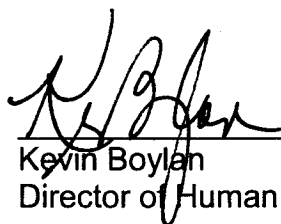


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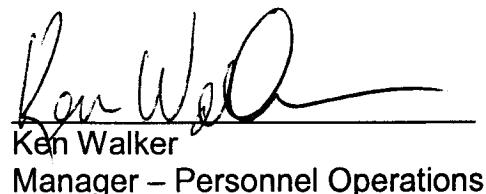
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