



Legislation Details (With Text)

File #: 08-1030 **Version:** 1 **Name:** HR - RES - MOU w/City Attorney & Prosecutor
Type: Resolution **Status:** Adopted
File created: 9/22/2008 **In control:** City Council
On agenda: 10/7/2008 **Final action:** 10/7/2008
Title: Recommendation to adopt Memoranda of Understanding with the City Attorneys' Association, and the City Prosecutors' Association; and
Adopt resolution allowing these compensation matters to be implemented on the effective dates set forth in the Memorandum of Understanding, and apply these compensation matters to other unrepresented non-management employees as approved by the applicable appointing authorities. (Citywide)
Sponsors: Human Resources
Indexes: Contracts
Code sections:
Attachments: 1. 100708-R-26sr&att.pdf, 2. RES-08-0127

Date	Ver.	Action By	Action	Result
10/7/2008	1	City Council	approve recommendation and adopt	Pass

Recommendation to adopt Memoranda of Understanding with the City Attorneys' Association, and the City Prosecutors' Association; and

Adopt resolution allowing these compensation matters to be implemented on the effective dates set forth in the Memorandum of Understanding, and apply these compensation matters to other unrepresented non-management employees as approved by the applicable appointing authorities. (Citywide)

City management representatives and representatives of the City Attorneys' Association and the City Prosecutors' Association have had a number of meet and confer sessions regarding changes in wages, hours and working conditions. Meetings have been concluded and Memoranda of Understandings (MOUs) have been jointly executed with representatives of the named employee organizations. The MOUs for the City Attorneys' Association and the City Prosecutors' Association are for the period of October 1, 2007 through September 30, 2012.

The major provisions of the MOUs with the City Attorneys Association and the City Prosecutors Association are cost-of-living increases totaling twelve percent for each Association over the term of the five-year agreement (averaging 2.4 percent per year), with an additional 2 percent of salaries per year set aside during the last three years of the contracts to help address specific positions that are determined to be low in the market. Both Associations agreed to pursue a new retirement approach, lowering the retirement formula for new employees, while providing an incentive to those employees who stay with the City through retirement.

This matter was reviewed by Deputy City Attorney Christina L. Checél on September 23, 2008 and Budget Management Officer Victoria Bell on September 12, 2008.

City Council action is requested on October 7, 2008 to ensure implementation of the MOU provisions.

The estimated cost of these MOUs for FY 08 is \$137,915, of which \$83,500 will be charged to the General Fund and \$54,380 to all other funds, which will be funded from FY 08 budget savings reflected in fund balances. The estimated incremental cost for FY 09 is \$136,000 to the General Fund, which is included in the FY 09 Adopted Budget, and \$89,000 to all other funds.

The contracts are for a five-year period and on-going costs will be budgeted within future fiscal years. These contracts fulfill the City Council's priority to stabilize the workforce and will also provide a level of predictability for the City's multi-year budget planning efforts.

Approve recommendation.

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LONG BEACH APPROVING MEMORANDA OF UNDERSTANDING WITH THE LONG BEACH CITY ATTORNEYS' ASSOCIATION AND THE LONG BEACH CITY PROSECUTORS' ASSOCIATION; APPLYING THE MEMORANDUM OF UNDERSTANDING PROVISIONS PERTAINING TO MATTERS OF COMPENSATION TO UNREPRESENTED NON-MANAGEMENT EMPLOYEES AS APPROVED BY THE CITY MANAGER AND OTHER APPLICABLE APPOINTING AUTHORITY; AUTHORIZING AND DIRECTING THE CITY MANAGER TO EXECUTE SUCH MEMORANDA OF UNDERSTANDING; AND DIRECTING CERTAIN IMPLEMENTING AND RELATED ACTIONS

Suzanne R. Mason
Director of Human Resources

NAME
TITLE

APPROVED:

PATRICK H. WEST
CITY MANAGER