



## Legislation Details (With Text)

**File #:** 19-1071      **Version:** 1      **Name:** HR - Reso for ALBE  
**Type:** Resolution      **Status:** Adopted  
**File created:** 10/7/2019      **In control:** City Council  
**On agenda:** 10/22/2019      **Final action:** 10/22/2019  
**Title:** Recommendation to adopt resolution approving the amendments to the current Terms and Conditions for the Association of Long Beach Employees (ALBE) Skilled and General Basic Unit. (Citywide)  
**Sponsors:** Human Resources  
**Indexes:**  
**Code sections:**  
**Attachments:** 1. 102219 -R-21sr&att.pdf, 2. RES-19-0166.pdf

Date	Ver.	Action By	Action	Result
10/22/2019	1	City Council	approve recommendation and adopt	Pass

Recommendation to adopt resolution approving the amendments to the current Terms and Conditions for the Association of Long Beach Employees (ALBE) Skilled and General Basic Unit. (Citywide)

The Association of Long Beach Employees (ALBE) operates under the Terms and Conditions approved by the City Council on October 3, 2017 (Attachment A). The current Terms and Conditions do not cover FY 19. As such, it is requested that the City Council adopt the attached Resolution amending the respective Terms and Conditions as the parties continue negotiations for a successor Memorandum of Understanding (MOU), which will be effective on October 1, 2019, or a date thereafter based on mutual agreement.

The City and ALBE have agreed upon the following Terms and Conditions for the Skilled and General Basic Unit:

1. The Skilled and General Basic Unit will continue to operate under the current Terms and Conditions, as approved by the City Council on October 3, 2017, through September 30, 2019, or until an initial MOU is adopted by the City Council, whichever is later.
2. The Skilled and General Basic Unit represented employees will receive a 2 percent general salary increase, retroactive to October 1, 2018. The 2 percent general salary increase will be calculated on the base hourly rate in effect on September 30, 2018.

This matter was reviewed by Principal Deputy City Attorney Gary J. Anderson on September 24, 2019 and by Budget Manager Grace Yoon on September October 8, 2019.

City Council action is requested on October 22, 2019, to ensure timely implementation of the attached Resolution.

The ALBE Skilled and General Basic Bargaining Unit FY 19 cost impact for the retroactive 2 percent general salary increase is approximately \$960,000 for All Funds (\$230,000 in the General Fund Group). The FY 19 General Fund Group cost will be offset with funds set aside for this purpose and costs in the other funds will be absorbed within current appropriations or will be brought back to the City Council as part of a FY 19 year-end budget adjustment. In FY 20, sufficient General Fund Group appropriation was set aside in the Citywide Activities Department to cover the FY 19 salary increase and will be reallocated to the appropriate departments as part of the FY 20 mid-year budget adjustment process, along with adjustments to other funds if necessary. This recommendation has no staffing impact beyond the normal budgeted scope of duties and is consistent with existing City Council policies. There is no local job impact associated with this recommendation.

Approve recommendation.

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ALEJANDRINA BASQUEZ  
DIRECTOR OF HUMAN RESOURCES

APPROVED:

THOMAS B. MODICA  
ACTING CITY MANAGER