



Legislation Text

File #: 22-1248, Version: 1

Recommendation to adopt resolution approving the 2022-2025 Memorandum of Understanding with the Long Beach Lifeguard Association. (Citywide)

In accordance with discussions with the City Council, a Memorandum of Understanding (MOU) agreement has been reached with the Long Beach Lifeguard (LGA) bargaining unit. The LGA represents approximately 208 employees in the Lifeguard Basic and Supervisory groups.

Since June 2022, City of Long Beach (City) management and LGA representatives have held nine negotiation sessions regarding a new MOU. The current MOU expired on September 30, 2022. A tentative agreement has been reached and jointly signed by representatives of the City and LGA.

The tentative agreement contains general wage increases for all LGA classifications, and equity adjustments specifically for the Lifeguard - Non-Career (NC), Marine Safety Officer, and Marine Safety Sergeant - Boat Operator positions. This agreement also includes key benefit enhancements such as the Wellness Incentive Programs, Vacation Accrual adjustment for future LGA Lateral Hires, and Longevity pay for LGA members at or beyond the 20-year mark.

**Tentative Agreement Major Provisions**

The proposed MOU is for a three-year agreement from October 1, 2022, through September 30, 2025, and it includes the following major provisions:

1. General Wage Increase for all LGA represented classifications:
  - a. 4 percent effective October 8, 2022
  - b. 3.5 percent effective October 7, 2023
  - c. 3 percent effective on October 5, 2024
2. Changes to LGA Classification Titles:
  - a. Effective the first full pay period following Civil Service Commission approval, the classification titles listed below will be changed as described.

Current Title	Proposed Title	LGA Bargaining Unit
Marine Safety Captain	Marine Safety Lifeguard Battalion Chief	Lifeguards Supervisory

Marine Safety Sergeant - Boat Operator	Marine Safety Rescue Boat Captain	Lifeguards Supervisory
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b. Until an amendment of the Long Beach Municipal Code (LBMC) 16.08.341, and any other applicable municipal codes, by the City Council, the Marine Safety Rescue Boat Captain classification will also be known as Marine Safety Sergeant - Boat Operator. After the LBMC amendment, the classification will be known as Marine Safety Rescue Boat Captain.

c. Elimination of the Marine Safety Lieutenant and Lieutenant - Beach Safety classifications

3. Equity pay adjustment for Lifeguard Hourly - NC: New top step (Step 6) shall be \$30.119. Lifeguard NC steps 2, 3, 4, and 5 will be recalculated based on the \$30.119 top step to maintain the approximately 5% difference between steps.

4. Equity pay adjustment for Marine Safety Officer: 2 percent effective on October 1, 2024

5. Equity pay adjustment for Marine Safety Sergeant - Boat Operator: 1.5 percent effective on October 1, 2024

6. Longevity pay for 20 years of service - Effective on October 8, 2022, the City will provide an additional 2 percent of the top step Marine Safety Officer base hourly rate for 20 years or more of service as a permanent full-time LGA bargaining unit member with the City. Total longevity pay compensation for 20 years of service is 7 percent which includes the 5 percent top step Marine Safety Officer that employees receive for 15-19 years of eligible service.

7. Upon implementation, all Lifeguards in professional classifications (Marine Safety Officer, Marine Safety Captain, Marine Safety Sergeant, and Marine Safety Sergeant - Boat Operator), will work a twenty-eight (28) day FLSA work cycle.

8. Wellness Incentive program for LGA members -

a. Wellness participation pay - Effective January 2024, LGA members who participated in an approved LGA Wellness program during the prior calendar will receive \$1,200.

b. Wellness achievement pay - Effective January 2024, LGA members who achieve the agreed upon Wellness Program benchmarks or better will receive an additional \$1,200.

9. Skill pays:

a. Adjusted time period for Junior Lifeguard Coordinator Pay to be paid from January 1<sup>st</sup> through September 30<sup>th</sup>.

b. Adjusted time period for Marine Safety Officers performing duties of Marine Safety Sergeant during the summer season: the beginning of the pay period that includes the Saturday after Long Beach Unified School District (LBUSD) ends their Spring Semester and the end of the pay period that includes the Friday after Labor Day, and as determined by the Marine Safety Chief during other pay periods.

10. Lateral Lifeguard Accruals - LGA classifications hired as Laterals may have their vacation accruals adjusted upon hire by receiving credit for previous sworn public service upon the approval of the City Manager, or designee.

11. Military Leave - Reopener during the term of the agreement to update language on Military Leave.

This matter was reviewed by Assistant City Attorney Gary J. Anderson and Budget Manager Grace H. Yoon on October 3, 2022.

City Council action is requested on October 18, 2022, to ensure timely implementation of the MOU provisions.

This agreement has an estimated total structural annual net fiscal impact of \$1 million in the Tidelands Operating Fund Group once fully implemented in Fiscal Year 2025 (FY 25). The table below shows the breakdown of these costs by fiscal year and by fund (no impact to the General Fund Group).

LGA Net Contract Cost by Fiscal Year (in \$ millions)

Fund	FY 23	FY 24	FY 25	Total
All Funds	0.4	0.4	0.2	1.0

For FY 23, these costs will need to be absorbed by the Tidelands Operating Fund with any surplus funds from FY 22 or FY 23. An appropriation increase for FY 23 reflecting these costs will be brought to the City Council in a separate citywide budget adjustment letter, combined with other negotiated adjustments for other bargaining groups. The ongoing structural costs will be built into the projections as part of the Proposed FY 24 budget development.

This agreement is recommended as an important and necessary part of the City's ability to mitigate staffing challenges citywide and to support its current employees, as well as retain and attract new employees. These costs, however, will add to the fiscal challenges the Tidelands Operating Fund is anticipated to face beginning in the next few years as a result of the passing of SB 1137, which will significantly reduce revenues from oil much earlier than previously projected. Adding ongoing, structural costs to the Tidelands Operating Fund that need to be covered with a declining revenue source may require potential significant reduction of services in the future or other solutions including the use of General Fund. Staff will continue to assess the impact and timing of SB 1137 and provide updates to City Council regarding the Tidelands Operating Fund out-year projections.

This recommendation has a moderate staffing impact to implement the payroll changes but is within the normal budgeted scope of duties and is consistent with existing City Council priorities. There is no local job impact associated with this recommendation.

Approve recommendation.

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JOE AMBROSINI  
HUMAN RESOURCES DIRECTOR

APPROVED:

THOMAS B. MODICA  
CITY MANAGER