



CITY OF LONG BEACH

DEPARTMENT OF HUMAN RESOURCES

333 West Ocean Boulevard 13th Floor • Long Beach, CA 90802

May 23, 2006

HONORABLE MAYOR AND CITY COUNCIL
City of Long Beach
California

RECOMMENDATION:

1. Adopt the attached Memoranda of Understanding with the City Attorneys' Association, the City Prosecutors' Association and the Long Beach Lifeguard Association;
2. Adopt the attached 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;
3. Adopt the attached Resolutions for Paying and Reporting the Value of the Employer Paid Member Contributions to the California Public Employees' Retirement System for the City Attorneys' Association, the City Prosecutors' Association and the Long Beach Lifeguard Association. (Citywide)

DISCUSSION

City management representatives and representatives of the City Attorneys' Association, the City Prosecutors' Association and the Long Beach Lifeguard Association have had numerous 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 2, 2004 through September 30, 2007. The MOU with the Long Beach Lifeguard Association covers the period of July 1, 2004 through September 30, 2008. All MOUs have been executed by City representatives and representatives of the three employee organizations.

The major provisions of the MOUs with the City Attorneys Association and the City Prosecutors Association are: cost-of-living increases totaling 8 percent and 9 percent respectively over the term of the 3-year agreement; a new lower tier of retirement benefits for new employees; and a 1 percent increase in the employee contribution rate to the California Public Employees' Retirement System (CalPERS) in addition to the 1 percent they are currently paying. The major provisions of the MOU with the LB Lifeguard Association are summarized on Attachment A.

In order for the City to pay and report the value of the Employer Paid Member Contributions (EPMC) to CalPERS, it is also necessary for the City Council to adopt the attached Resolutions as prepared by the City Attorney.

This matter was reviewed by Deputy City Attorney Christina Checelski and Budget Management Officer David Wodnyski on May 4, 2006.

TIMING CONSIDERATIONS

City Council action is requested on May 23, 2006 to ensure implementation of the MOU provisions.

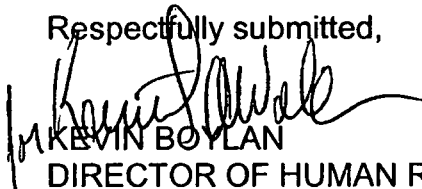
FISCAL IMPACT

The estimated cost of these MOUs to the General Fund for the remainder of Fiscal Year 2006 (FY 06) is approximately \$56,012. The estimated savings or cost avoidance in FY 06 for the attorneys, prosecutors and lifeguards paying an additional 1 percent of the employee contribution rate to CalPERS is approximately \$0 for the General Fund, \$6,073 for Other Funds, or \$6,073 for all funds. It is anticipated that the balance of the costs will be supported by salary savings for the remainder of the current fiscal year. Over the life of these agreements, the total estimated net cost for associated salary increases in the MOUs is approximately \$955,887 to all funds, of which \$182,962 will be to the General Fund.

SUGGESTED ACTION:

Approve recommendation.

Respectfully submitted,



KEVIN BOYLAN
DIRECTOR OF HUMAN RESOURCES

APPROVED:



GERALD R. MILLER
CITY MANAGER

KB:tb

Attachments