

September 8, 2020

HONORABLE MAYOR AND CITY COUNCIL
City of Long Beach
California

R-19
REVISED

RECOMMENDATION:

Adopt a Resolution approving a Memorandum of Understanding with the Long Beach Association of Engineering Employees. (Citywide)

DISCUSSION

In accordance with instructions from the City Council, an agreement has been reached with the Long Beach Association of Engineering Employees (AEE), who represent approximately 300 City employees. City management has had 15 meetings with the association since July 2019. The current MOUs expired on September 30, 2019, and the proposed successor MOU provides for a four-year term that would expire on September 30, 2023. A summary of key unit-specific provisions is found in Attachment A of the Resolution.

General MOU Terms

The tentative agreement includes a phased-in approach for structural wage increases that are in line with the specific needs of the bargaining unit to remain competitive with other public sector agencies. The tentative agreement also contains key benefit enhancements that apply to other recently-approved bargaining units, in order to enhance employees' ability to balance work and personal lives. General benefit provisions found in the tentative agreement are:

1. **New Paid Parental Leave:** Full-time employees eligible for City health benefits who have completed 6 months of full-time City service will be eligible for up to 30 consecutive days (160 hours-4/10 shift; 192 hours-platoon shift) of Paid Parental Leave following the birth of a child, adoption of a child, or placement of a foster child in their home.
2. **Additional City Holiday:** In 2021, employees will receive one additional paid City holiday (Election Day – 1st Tuesday after November 1st every year).
3. **Short-Term/Long-Term Disability Insurance:** Extend employer-paid short-term and long-term disability plan(s), in addition to a voluntary supplemental long-term disability option to miscellaneous employees.
4. **Vacation, Holiday In-Lieu and Personal Holiday Accrual Maximum:** In 2021, the City will implement revised vacation, personal holiday, and in-lieu holiday accrual maximums. This will provide greater clarity on the accruals and accommodate the City's LB COAST HR system requirements.
 - a. New employees may utilize accrued vacation hours upon completing 6 months of employment versus the current 12-month wait period.

- b. In light of the COVID-19 pandemic, the vacation accrual maximum will be temporarily increased to four years through December 31, 2023 and will revert to the three years effective January 1, 2024.
- 5. Bereavement Leave: Replaces current bereavement leave provision with new language clarifying non-eligible employees, adding new eligible family members, and establishing clarifying language regarding annual maximums.
- 6. Sick Leave Usage: Expands the number of sick leave accruals employees can use for absence from duty for personal medical appointments or to attend to their ill, eligible family member(s) while on a protected leave.
- 7. 9/80 Schedule Policy: Guidelines regarding 9/80 work schedules, effective January 1, 2021.
- 8. Gympass: Pilot gym discount program for employees to promote and improve employee well-being, health, and fitness. Participation in the program is voluntary.

COVID-19 Impact

In recognition of the emerging financial conditions caused by the COVID-19 pandemic, AEE has agreed to include a Labor Costing Savings Re-Opener clause in the event the Mayor and City Council officially declare an economic emergency.

Additionally, AEE will participate in cost savings measures to address these financial impacts. Specifically, the association has agreed to a 26-day furlough in Fiscal Year 2021 (FY 21), with an alternative option for select critical positions on an exception basis. The furloughs are expected to generate 4.2 million in one-time savings.

This matter was reviewed by Principal Deputy City Attorney Gary J. Anderson and Budget Manager Grace H. Yoon on September 4, 2020.

TIMING CONSIDERATIONS

City Council action is requested on September 8, 2020, to ensure timely implementation of the MOU provisions.

FISCAL IMPACT

The table below shows the breakdown of the cost of the contract by fiscal year, General Fund and All Funds:

AEE Contract Cost by Fiscal Year (in \$ millions)

Fund	FY 20	FY 21	FY22	FY 23	FY 24	Total
General Fund	0.1	0.1	0.2	0.2	0.1	0.6
All Funds	1.0	0.8	1.6	1.4	0.6	5.4

The net fiscal impact of the agreement includes the cost of the wage increases and other wage and benefit costs. The FY 21 cost savings related to furloughs or other similar concessions, which are not included in the above net fiscal impact of the agreements, are estimated as follows (the savings only occur in one year – FY 21):

Cost Savings in FY 21		
Association	General Fund	All Funds
AEE	\$0.5 million	\$4.2 million

The net structural costs in the FY 20 (\$0.1 million in the General Fund Group and \$1.0 million in All Funds) will likely need to be funded in part or all from operating or emergency reserves for the General Fund, as it is currently expected that there will be no operating savings because of the pandemic. The most recent General Fund projection for FY 20 is a \$25 to \$41 million shortfall, which included an estimate for potential negotiated agreements. That projection will be updated as soon as practical. For FY 21, both the FY 20 and FY 21 structural costs (total of \$0.2 million in the General Fund Group and \$1.8 million in All Funds) will need to be included in the FY 21 budget; the Proposed FY 21 Budget for the General Fund has already included a placeholder estimate for these potential bargaining results and is already factored into the Proposed FY 21 Budget balancing. For FY 22 and FY 23, the net cost (as different from any placeholders for those years) will be factored into future projections and any necessary adjustments to balance the budget will take place as part of the proposed budget development process in those years. 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.

SUGGESTED ACTION

Approve recommendation.


Respectfully submitted,



ALEJANDRINA BASQUEZ
HUMAN RESOURCES DIRECTOR

ATTACHMENT: RESOLUTION

APPROVED:



THOMAS B. MODICA
CITY MANAGER

OFFICE OF THE CITY ATTORNEY
CHARLES PARKIN, City Attorney
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RESOLUTION NO.

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LONG BEACH APPROVING MEMORANDUM OF UNDERSTANDING WITH THE LONG BEACH ASSOCIATION OF ENGINEERING EMPLOYEES AND AUTHORIZING AND DIRECTING THE CITY MANAGER TO EXECUTE SUCH MEMORANDUM

WHEREAS, on the date of adoption of this resolution, the City Council has considered a Memorandum of Understanding (MOU) with the Long Beach Association of Engineering Employees; and

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

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

Section 1. That the Memorandum of Understanding between the City of Long Beach and the Long Beach Association of Engineering Employees, which is hereby incorporated by reference in this resolution as Attachment "A", is hereby approved.

Section 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 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

OFFICE OF THE CITY ATTORNEY
CHARLES PARKIN, City Attorney
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1 appropriate bodies.

2 Section 3. The City Manager is also authorized to correct any clerical
3 errors or make necessary technical corrections with City Attorney concurrence
4 subsequent to City Council approval.

5 Section 4. This resolution shall take effect immediately upon its adoption
6 by the City Council, and the City Clerk shall certify the vote adopting this resolution.

7 I hereby certify that the foregoing resolution was adopted by the City
8 Council of the City of Long Beach at its meeting of _____, 2020,
9 by the following vote:

10 Ayes: Councilmembers: _____
11 _____
12 _____

13
14 Noes: Councilmembers: _____
15 _____

16 Absent: Councilmembers: _____
17 _____

18 Recusal(s): Councilmembers: _____
19 _____

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City Clerk

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ATTACHMENT A

ASSOCIATION OF ENGINEERING EMPLOYEES TENTATIVE AGREEMENT

Summary of Association-Specific Provisions

The proposed MOU is for a four-year agreement from October 1, 2019 through September 30, 2023, and it includes the following major provisions:

1. General Wage Increases in the pay period that includes the following dates:
 - a. 3 percent effective April 1, 2020
 - b. 2.5 percent effective September 30, 2021
 - c. 1.5 percent effective September 30, 2022
 - d. 1 percent effective September 30, 2023
2. Equity Adjustments
 - a. Effective the first day of the pay period that includes September 30, 2021, the following classifications will receive a 1.5 percent Equity Increase to the base hourly rate:
 - Senior Civil Engineer
 - Civil Engineer
 - Civil Engineering Assistant
 - Civil Engineering Associate
 - Geographic Info Sys Analyst II
 - Geographic Info Sys Analyst III
 - Chief Surveyor
 - Senior Surveyor
 - b. Effective the first day of the pay period that includes September 30, 2021, the following classifications will receive a 1.0 percent Equity Increase to the base hourly rate:
 - Senior Engineering Tech I
 - Senior Engineering Tech II
 - Engineering Tech I
 - Engineering Tech II
 - Surveyor
 - Senior Traffic Engineer
 - c. Effective the first day of the pay period that includes September 30, 2022, the following classifications will receive a 1.5 percent Equity Increase to the base hourly rate:
 - Civil Engineering Assistant
 - Civil Engineering Associate
 - Geographic Info Sys Analyst II
 - Geographic Info Sys Analyst III
 - Chief Surveyor
 - Senior Surveyor
 - d. Effective the first day of the pay period that includes September 30, 2022, the following classifications will receive a 1.0 percent Equity Increase to the base hourly rate:
 - Chief Construction Inspector
 - Chief Construction Inspector
 - Comb Bldg Inspector
 - Comb Bldg Inspector
 - Combination Building Inspector Aide I & II
 - Combination Building Inspector Aide I & II
 - Construction Inspector I & II
 - Construction Inspector I & II
 - Deputy Chief Harbor Engineer I & II
 - Deputy Fire Marshal
 - Deputy Fire Marshal
 - Electrical Engineer
 - Engineering Tech I & II
 - Engineering Tech I & II

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- Environ Remediation I & II
- Environmental Specialist Assoc
- Environmental Specialist Asst
- Environmental Specialist I & II
- Geologist I & II
- Permit Tech I & II
- Petroleum Engineer I & II
- Petroleum Engineer I & II
- Plan Check Electrical II
- Plan Check Fire Prevention I & II
- Plan Check Mechanical II
- Plan Check Plumbing II
- Principal Building Inspector
- Principal Building Inspector
- Principal Construction Inspector
- Principal Construction Inspector
- Project Scheduler I & II
- Project Scheduler I & II
- Senior Civil Engineer
- Senior Civil Engineer
- Senior Combination Bldg Insp
- Senior Combination Bldg Insp
- Senior Electrical Engineer
- Senior Electrical Engineer
- Senior Electrical Inspector
- Senior Electrical Inspector
- Senior Engineering Tech I & II
- Senior Engineering Tech I & II
- Senior Mechanical Inspector
- Senior Mechanical Inspector
- Senior Plumbing Inspector
- Senior Plumbing Inspector
- Senior Program Manager
- Senior Program Manager-Water
- Senior Scheduler
- Senior Structural Engineer
- Senior Traffic Engineer
- Senior Traffic Engineer
- Structural Engineer
- Traffic Engineer
- Traffic Engineering Assistant
- Traffic Engineering Associate I & II

e. Effective the first day of the pay period that includes September 30, 2022, the following classifications will receive a 0.5 percent Equity Increase to the base hourly rate:

- Civil Engineer
- Senior Mechanical Engineer
- Mechanical Engineer
- Mechanical Engineering Assoc
- Petroleum Engineering Assoc
- Petroleum Engineering Assoc I
- Petroleum Engineering Assoc II
- Petroleum Engineering Asst
- Petroleum Engineering Tech

f. Effective the first day of the pay period that includes September 30, 2023, the following classifications will receive a 1.0 percent Equity Increase to the base hourly rate:

- Civil Engineering Assistant
- Civil Engineering Associate
- Geographic Info Sys Analyst II
- Geographic Info Sys Analyst III
- Chief Surveyor
- Senior Surveyor
- Geographic Info Sys Supv

3. Skills Pays:

a. (New) CASp Certification Pay - \$1.50/hour. Eligible Classifications:

- Building Inspector
- Construction Inspector I-II
- Chief Building Inspector

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- Chief Construction Inspector
- Civil Engineer
- Civil Engineering Assistant
- Civil Engineering Associate
- Combination Building Inspector
- Electrical Inspector
- Engineering Technician I-II
- Plan Checker – Mechanical
- Plan Checker – Plumbing
- Plan Checker-Electrical
- Plumbing Inspector
- Principal Building Inspector
- Principal Construction Inspector
- Senior Civil Engineer
- Senior Combination Building Inspector
- Senior Electrical Building Inspector
- Senior Engineering Technician I-II
- Senior Mechanical Building Inspector
- Senior Plumbing Building Inspector
- Senior Structural Engineer
- Senior Survey Technician
- Structural Engineer

b. Add Eligible Classification (Corrosion Control Supervisor) to:

- DOT Subpart N Operator Certification Pay
- DOT Subpart N Operator Qualification Evaluator Pay – \$10.00/per Diem
- PE Fusion Trainer Pay – \$10.00/per Diem (NEW)

c. MOU Cleanup: Add Permit Technician and Permit Center Supervisor to Skill Pay #2 and eliminate Skill Pay #3 in MOU.

d. Skill Pay Adjustments:

- 10 percent increase to the following skill pays, upon City Council adoption:
- DOT Subpart N Operator Certification Pay - from \$2.00 to \$2.20
- California Water Environment Association Collection System Maintenance Certificate Pay:
 - \$0.20 to \$0.22 (Grade 1)
 - \$0.35 to \$0.39 (Grade 2)
 - \$0.45 to \$0.50 (Grade 3)
 - \$0.60 to \$0.66 (Grade 4)

4. License Renewal Fees: Reimbursement for State License Renewal fees when possessing a valid/current California Engineer License and or Surveyor license, as required.

a. Eligible Classifications:

- Chief Surveyor
- Civil Engineer
- Civil Engineering Associate
- Mechanical Engineer
- Senior Civil Engineer
- Senior Mechanical Engineer
- Senior Program Manager
- Senior Structural Engineer
- Senior Surveyor
- Senior Traffic Engineer
- Structural Engineer
- Traffic Engineer

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5. Professional Certification Incentive Program: Incentive pay of \$200 per month for approved certification in accordance with the existing Personnel Policy and Procedure pertaining to this program.
6. GIS Supervisor Range Change: Letter of Agreement to change Geographic Information Systems Supervisor range from 634 to 690.

For Additional General Provisions please refer to Council letter or AEE MOU.