

CITY OF LONG BEACH

DEPARTMENT OF HUMAN RESOURCES

R-19

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

DEBORAH R. MILLS
DIRECTOR

April 2, 2013

HONORABLE MAYOR AND CITY COUNCIL
City of Long Beach
California

RECOMMENDATION:

Adopt the attached Resolution approving the Third Amendment to the 2008-2013 Memorandum of Understanding with the Long Beach Firefighters Association related to Longevity Pay. (Citywide)

DISCUSSION

City management representatives and representatives of the Long Beach Firefighter's Association (LBFFA) have had a number of discussions regarding the certification process for time served as a Firefighter in another agency for the purposes of Longevity Pay as outlined in the current Memorandum of Understanding (MOU) between the City of Long Beach and the Long Beach Firefighters Association. Discussions surrounded a mutually agreeable resolution to a grievance that was filed and is pending arbitration. Discussions have concluded and an agreement was reached to compensate the applicable Firefighter for the time between his initial submittal of documentation and the time that the appropriate document was received and approved, and to amend the MOU to add language that clearly defines the certification process for approval of time served as a Firefighter with another agency and clearly defines when the approved Longevity Pay will begin. This Agreement settles the matter without costly arbitration.

The LBFFA has agreed to the Amendment, as well as the City Manager and other appropriate management representatives.

This matter was reviewed by Senior Deputy City Attorney Christiana Checél on March 14, 2013 and Budget Management Officer Victoria Bell on March 15, 2013.

HONORABLE MAYOR AND CITY COUNCIL

April 2, 2013

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TIMING CONSIDERATIONS

City Council action is requested at this time, as City representatives and representatives of the employee association have executed the Agreement.

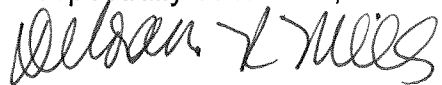
FISCAL IMPACT

The Agreement creates a savings to the City since the compensation to the Firefighter for the three months in question, approximately \$2,500, is considerably less than the cost of arbitration, and the language added by the Amendment will avert a similar situation from occurring in the future. Sufficient appropriation to support this minor expense is budgeted in the Fire Department (FD). There is no local job impact associated with this recommendation.

SUGGESTED ACTION

Approve recommendation.

Respectfully submitted,



DEBORAH R. MILLS
DIRECTOR OF HUMAN RESOURCES

DRM:TM
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Attachments – Resolution
Exhibit A

APPROVED:



PATRICK WEST
CITY MANAGER

RESOLUTION NO.

A RESOLUTION OF THE CITY COUNCIL OF THE
CITY OF LONG BEACH APPROVING AN AMENDMENT TO
THE 2008-2013 MEMORANDUM OF UNDERSTANDING
WITH THE LONG BEACH FIREFIGHTERS ASSOCIATION;
AUTHORIZING AND DIRECTING THE CITY MANAGER TO
EXECUTE SUCH AMENDMENT; AND DIRECTING CERTAIN
IMPLEMENTING AND RELATED ACTIONS

WHEREAS, on the date of this resolution, the City Council has considered
an Amendment to the 2008-2013 Memorandum of Understanding with the Long Beach
Firefighters Association; and

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

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

Section 1. That the Amendment to the 2008-2013 Memorandum of
Understanding between the City of Long Beach and the Long Beach Firefighters
Association, which is incorporated by reference in this resolution as Exhibit "A", is hereby
approved, and the City Manager is hereby authorized to execute said Amendment to
Memorandum on behalf of the City and to implement, pursuant to Section 503 of the
Long Beach City Charter, all matters affecting compensation contained in and prescribed
by the Amendment to the Memorandum as of the operative date of this resolution.

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

1 cause such conforming amendments to be brought before the City Council and such
2 Boards and Commissions as may be required by law to act upon them, and the City
3 Attorney is requested to cooperate fully with the City Manager in order to cause the
4 required documents to be prepared as required by law and brought before the
5 appropriate bodies.

6 Section 3. This resolution shall take effect immediately upon its adoption
7 by the City Council, and the City Clerk shall certify the vote adopting this resolution.

8 I hereby certify that the foregoing resolution was adopted by the City
9 Council of the City of Long Beach at its meeting of _____, 2013, by the
10 following vote:

11
12 Ayes: Councilmembers: _____

13 _____

14 _____

15 _____

16 Noes: Councilmembers: _____

17 _____

18 Absent: Councilmembers: _____

19 _____

20
21
22 _____
City Clerk

Third Amendment to the
October 1, 2008 – September 30, 2013
Memorandum of Understanding between the Long Beach Firefighters
Association and the City of Long Beach

The City of Long Beach and the Long Beach Firefighters Association agree to amend the following Article and Section of the Memorandum of Understanding between the City of Long Beach and the Long Beach Firefighters Association covering the period October 1, 2008 through September 30, 2013, as follows:

Amend Article Two, Section II – Longevity Pay to add:

(5) A bargaining unit member who seeks credit for prior firefighting experience with another Fire Department pursuant to the provisions of subparagraphs (3) and/or (4) above shall present the documentation establishing that prior experience to the Fire Chief prior to submitting any request to the City for additional Longevity Pay that is based in whole or in part upon this prior experience. The resulting Longevity Pay to which that individual is entitled will commence with the first full pay period after the Fire Chief determines that the experience is equivalent.

All other terms and conditions of the October 1, 2008 to September 30, 2013 Memorandum of Understanding will remain in full force and effect through and including September 30, 2016, as previously amended, unless and except as amended by mutual agreement.

In witness thereof, the parties hereto have caused this Amendment to the Memorandum of Understanding to be executed this _____ day of March 2013.

FOR THE LONG BEACH FIREFIGHTERS ASSOCIATION:

Rex Pritchard, President
Firefighters Association

James Farley
Firefighters Association

Alain Suarez
Firefighters Association

Tony Mejia
Firefighters Association

Timothy Rassmussen
Firefighters Association

FOR THE CITY OF LONG BEACH:

Patrick H. West
City Manager

Deborah R. Mills
Director of Human Resources

Michael DuRee
Fire Chief

Ken Walker
Manager – Personnel Operations

Tara McLean
Human Resources Officer

Nani Blyleven
Administrative Analyst