



CITY OF LONG BEACH

R-24

DEPARTMENT OF HUMAN RESOURCES

333 WEST OCEAN BOULEVARD • LONG BEACH, CALIFORNIA 90802 • (562) 570-6621

November 18, 2008

HONORABLE MAYOR AND CITY COUNCIL
City of Long Beach
California

RECOMMENDATION:

Authorize the City Manager to execute a contract with Agreement Dynamics, Inc., in the amount up to \$150,000 plus up to a 10 percent contingency, if necessary and if funds are available at the discretion of the City Manager, to assist with facilitation of labor negotiations and training in the City for a one-year period with the option of extending the term for up to two additional years. (Citywide)

DISCUSSION

On November 13, 2007, the City Council approved a contract with Agreement Dynamics, Inc. to assist with the facilitation of interest-based labor negotiations with the International Association of Machinists (IAM) and the Fire Fighters Association (FFA). The City had chosen to engage in Agreement Dynamics' RESOLVE process, a unique bargaining process developed by Rhonda Hilyer (Agreement Dynamics, Inc.) in a significant change effort to improve internal collaboration, employee involvement, morale, and customer service in the City. The City entered into agreement with Agreement Dynamics based on its track record of outstanding results and extensive experience working at all levels of numerous municipal organizations including the Los Angeles Metropolitan Transit Authority, City of Sunnyvale, Port of Seattle, City of Seattle, the City of Los Angeles, and most recently the Metropolitan Water District.

During the IAM and FFA negotiations, Rhonda Hilyer provided valuable assistance to the City in implementing a new interest-based approach to labor-management relations. Since the negotiations with the IAM and FFA, other negotiating groups have chosen to utilize the RESOLVE approach for their negotiations, including the Engineering Employees, the Lifeguard Association, the Management Association, and the Confidential Employees. Representatives from these unions and management have all participated in the joint RESOLVE training. The Police Officers Association (POA) has also expressed their interest in participating in this new process for their negotiations scheduled to begin in the Winter of 2009. In addition, as called for in the

IAM Memorandum of Understanding, quarterly joint labor-management trainings have been established to train employees and managers throughout the City in interest-based problem solving. The goals of these negotiations and trainings are to enhance the quality of work life and to improve service delivery to the Long Beach community by fostering mutual respect, trust, and partnership between labor and management.

As the City moves forward with its negotiations, including the POA's negotiations in the coming year and the interest-based problem solving training efforts, Agreement Dynamics will continue to play an essential role in assisting the City with its labor relations and service delivery objectives.

This matter was reviewed by Deputy City Attorney Christina Checél and Budget Management Officer Victoria Bell, on November 7, 2008.

TIMING CONSIDERATIONS

In order to ensure the timely continuation of the labor negotiations process, City Council action is requested at the November 18, 2008 City Council Meeting.

FISCAL IMPACT

The recommended agreement amount with Agreement Dynamics is for up to \$150,000 plus up to a 10 percent contingency, if necessary and if funds are available at the discretion of the City Manager, and will be supported by the existing budget in the Employee Benefits Fund. The actual cost may be less depending on the complexity of the negotiating process, the length of negotiations, and the number of interest-based problem solving trainings provided.

SUGGESTED ACTION:

Approve recommendation.

Respectfully submitted,


SUZANNE R. MASON, DIRECTOR
DEPARTMENT OF HUMAN RESOURCES

APPROVED:


PATRICK H. WEST
CITY MANAGER