

# CITY OF LONG BEACH

DEPARTMENT OF HUMAN RESOURCES

# R-19

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

October 13, 2009

HONORABLE MAYOR AND CITY COUNCIL  
City of Long Beach  
California

## RECOMMENDATION:

Adopt the attached Resolution authorizing implementation of a work furlough for employees represented by the International Association of Machinists and Aerospace Workers in order to generate an amount equivalent to 5.7 percent in pay (120 hours for regular, full-time employees and 60 hours for part-time employees) for all permanent employees in Fiscal Year 2010. (Citywide)

## DISCUSSION

On September 15, 2009, the City Council adopted the Fiscal Year 2010 (FY10) Budget. In order to balance the budget, the budget included \$18 million in employee contributions/concessions. City management was directed to continue discussions with the City's nine labor organizations regarding employee-generated cost saving options to achieve this amount. As negotiations were on-going at the time of the budget adoption, the budget planned for a 14-day furlough.

City management representatives have had a number of meet and confer sessions with the City's labor organizations. City management has not yet reached agreement with the International Association of Machinists and Aerospace Workers (IAM) to amend their current Memorandum of Understanding (MOU) to defer the previously negotiated FY10 salary and equity adjustment. City management representatives will continue to meet with union representatives, but with FY10 upon us, it will be necessary to implement a mandatory work furlough. A furlough may be reduced if equivalent employee generated savings are negotiated with the labor organization. Implementation of a mandatory unpaid work furlough will amount to the equivalent of 5.7 percent of salaries (120 hours for regular, full-time employees and 60 hours for part-time employees) for permanent employees. This equates to a 15-day furlough. While City staff will try to manage the furloughs in an effort to minimize impact on the public, some City operations may experience service reductions including potential business closures. To mitigate the impact of the work furlough to employees, the City has determined that benefits, leave accruals, seniority, and retirement service credit will not be affected by the furlough. There will be a minimal impact to retirement if an employee retires within twelve months of the furlough period.

This matter was reviewed by Deputy City Attorney Christina L. Checel and Budget and Performance Management Bureau Manager David Wodynski on September 28, 2009.

TIMING CONSIDERATIONS

City Council action is requested on October 13, 2009, to ensure timely implementation of the mandatory work furlough.

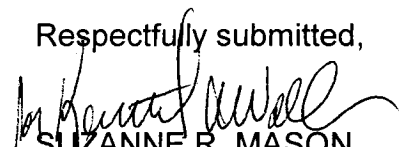
FISCAL IMPACT

The associated cost savings of the mandatory 120 hour/60 hour employee work furlough or alternative savings for IAM employees is estimated to be approximately \$3.5 million in the General Fund and \$10.1 million in all funds supporting IAM staff, for FY 10. These savings are included in the FY 10 Adopted Budget.

SUGGESTED ACTION:

Approve recommendation.

Respectfully submitted,




SUZANNE R. MASON  
DIRECTOR OF HUMAN RESOURCES

DRM:mme:tb

Attachment

APPROVED:



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PATRICK H. WEST  
CITY MANAGER

OFFICE OF THE CITY ATTORNEY  
ROBERT E. SHANNON, City Attorney  
333 West Ocean Boulevard, 11th Floor  
Long Beach, CA 90802-4664

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RESOLUTION NO.

A RESOLUTION OF THE CITY COUNCIL OF THE  
CITY OF LONG BEACH AUTHORIZING THE  
IMPLEMENTATION OF WORK FURLOUGHS OR  
ALTERNATIVE EMPLOYEE GENERATED SAVINGS FOR  
EMPLOYEES REPRESENTED BY THE INTERNATIONAL  
ASSOCIATION OF MACHINISTS AND AEROSPACE  
WORKERS (IAM)

WHEREAS, on July 21, 2009, the City of Long Beach adopted Resolution  
No. RES-09-0075, declaring a fiscal emergency which continues to exist; and

WHEREAS, the City adopted the fiscal year 2010 budget which included  
\$18 million in employee contributions to the General Fund; and

WHEREAS, City management representatives have engaged in continued  
meet and confer sessions with the City's nine labor organizations regarding employee  
generated cost savings options and have come to agreement with eight of the nine labor  
organizations; and

WHEREAS, City management representatives have not yet reached  
agreement with the International Association of Machinists and Aerospace Workers (IAM)  
to amend their current Memorandum of Understanding to defer the previously negotiated  
fiscal year 2010 salary and equity adjustment; and

WHEREAS, the City will continue to meet and confer with IAM  
representatives in an attempt to find a mutually agreeable cost savings measure; and

WHEREAS, an employee work furlough of IAM employees will amount to  
the equivalent of approximately \$3.5 million savings to the General Fund, and \$10.1  
million Citywide; and

WHEREAS, this savings is necessary to balance the City budget; and

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1 WHEREAS, work furloughs may be reduced if equivalent employee  
2 generated savings are negotiated;

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

5 Section 1. Employee work furloughs equivalent to 5.7 percent of annual  
6 salary (i.e., 120 hours of unpaid time off for a regular full time employee) will be  
7 implemented for employees in the IAM labor organization. These work furloughs may  
8 result in service reductions and possible business closures in order to generate needed  
9 savings. Work furloughs may not be required in the event alternative equivalent  
10 employee generated savings are negotiated with the IAM.

11 Section. 2. This resolution shall take effect immediately upon its adoption  
12 by the City Council, and the City Clerk shall certify the vote adopting this resolution.

13 I hereby certify that the foregoing resolution was adopted by the City  
14 Council of the City of Long Beach at its meeting of \_\_\_\_\_, 2009, by the  
15 following vote:

16 Ayes: Councilmembers: \_\_\_\_\_  
17 \_\_\_\_\_  
18 \_\_\_\_\_  
19 \_\_\_\_\_

20 Noes: Councilmembers: \_\_\_\_\_  
21 \_\_\_\_\_

22 Absent: Councilmembers: \_\_\_\_\_  
23 \_\_\_\_\_

24 \_\_\_\_\_  
25 \_\_\_\_\_  
26 \_\_\_\_\_

City Clerk

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