



SIDE LETTER TO THE 2005 -2008 MEMORANDUM OF UNDERSTANDING

BETWEEN

THE CITY OF LONG BEACH
AND
THE LONG BEACH LIFEGUARD ASSOCIATION

INCENTIVE PAY

The City of Long Beach ("City") has been informed by CalPERS that items A.-1., A.-2., and A.-3. as referenced in Article Two, Section VI - Incentive Pay are not eligible to report to CalPERS as pensionable compensation because they are not listed in CCR § 571 (a) as an exclusive item of special compensation, or does not meet all of the requirements as outlined by CCR § 571 (b).

It is agreed that the parties will amend Article Two, Salaries and Compensation to revise the language for the items indicated to remove the years of service requirements as listed in A.-1., A.-2., and A.-3, under Section VI - Incentive Pay in the existing MOU as follows:

Section VI – Incentive Pay

A. Marine Safety Incentive Pay Program

1. The amounts indicated below shall be paid as additional compensation to each Marine Safety Officer, Marine Safety Sergeant, Marine Safety Boat Operator, and Marine Safety Captain who have obtained 60 or more semester units in courses in administration and similar approved fields, from an accredited institution; or

Hourly
.604

Monthly
Equivalent
105

2. The amounts indicated below shall be paid as additional compensation to each Marine Safety Officer, Marine Safety Sergeant, Marine Safety Boat Operator, and Marine Safety Captain who have obtained an Associate of Arts degree in administration or similar approved fields from an accredited institution; or

Hourly
1.725

Monthly
Equivalent
300

3. The amounts indicated below shall be paid as additional compensation to each Marine Safety Officer, Marine Safety Sergeant, Marine Safety Boat Operator, and Marine Safety Captain who have obtained a Bachelor of Arts or Bachelor of Science degree in fields of administration or similar approved fields from an accredited institution.

<u>Hourly</u>	<u>Monthly Equivalent</u>
2.012	350

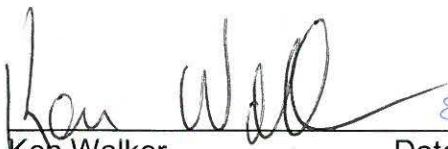
4. The amounts indicated below shall be paid as additional compensation to each Marine Safety Officer, Marine Safety Sergeant, Marine Safety Boat Operator, and Marine Safety Captain who has obtained a Masters degree in administration similar approved fields from an accredited institution.

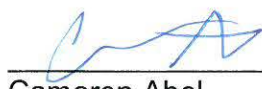
<u>Hourly</u>	<u>Monthly Equivalent</u>
2.300	400

In addition, both parties recognize that the removal of the required years as indicated in item A. -1., results in duplicate descriptions for items A.-1. and A.-2. To further resolve this issue, it is also agreed, to revise the language for item A.-1. by removing the Associate Degree requirement and replacing solely with the requirement to obtain "60 or more semester units".

Furthermore, as a result of the agreed upon changes, this letter shall hereby supersede the previous grievance resolution agreement between the Long Beach Fire Department and the Long Beach Lifeguard Association regarding Incentive Pay (Aaron Fletcher), dated February 24, 2015 (signed April 14, 2015). The parties agree to disregard the previous intent to interpret the Long Beach Lifeguard Association MOU incentive pay at the Masters Degree level to require four (4) years of service in the LBFD

The parties understand the agreed upon changes to the MOU require City Council resolution, and will incorporate changes set forth in this letter as soon as possible.


Ken Walker
Chief Negotiator
Manager, Labor Relations
City of Long Beach
Date 8/10/2015


Cameron Abel
Chief Negotiator
President, Long Beach Lifeguard
Association
Date 8/10/2015