

Date: May 5, 2008

To: **Mayor & City Council**

From: **Patrick H. West**
City Manager

Subject: International Association
of Machinists and Long Beach
Firefighters Association
Agreement Summaries

Comments: Supplemental
information related to closed
session and Agenda Items #31 and
#32

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Date: May 5, 2008

To: Patrick H. West, City Manager *PH West*

From: *Suzanne Mason*
Suzanne R. Mason, Director of Human Resources

For: Mayor Foster and Members of the City Council

Subject: International Association of Machinists and Long Beach Firefighters Association Agreement Summaries

The attached Memorandum of Understanding summaries were distributed as part of a media briefing regarding the proposed agreements with the International Association of Machinists and Long Beach Firefighter Association. If you have any questions in advance of tomorrow's closed session please contact me or Suzanne Mason, Director of Human Resources.

Attachment

cc: Suzanne Frick, Assistant City Manager
Reginald Harrison, Deputy City Manager

SRM

Long Beach Firefighters Association Agreement Summary

Term: January 1, 2008 through September 30, 2013

- January 2008 1% General Salary Increase
- April 2008 2% General Salary Increase
- October 2008 3% Firefighter and Battalion Chief
- October 2009 Increases by Classification:
 - 2.9% Firefighter
 - 2.8% Engineer
 - 1.5% Captain
 - 8.8% Battalion Chief
- October 2010 Adjustment to 2% below true median by rank
(2% minimum and 6% cap)
- October 2011 Adjustment to true median by rank
(2% minimum and 6% cap)
- October 2012 Adjustment to true median by rank
(2% minimum and 6% cost cap)

Minimum average adjustment for all classifications of 14% over 5 3/4 years or an average annual adjustment of 2.4% per year. Maximum average cap for all classifications of 26% over 5 1/2 years or an average annual adjustment of 4.5% per year. Adjustments will vary by classification.

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- Certification and Skill Pays: Urban Search and Rescue, Hazardous Materials, Airport, Fire Prevention, and Instructors like similar agencies in our region. Will save money on training.
 - Wellness Program: Rigorous and specific – should result in savings for medical insurance, workers' compensation and sick leave. Re-opener to evaluate success in 2010.
 - Longevity Pay: For 10 and 15 years of service to address potential retention issues.
 - Early Retirement Incentive: Requires retirement by December 31, 2008 – generates an estimated \$400,000 in annual savings.