



## Legislation Details (With Text)

**File #:** 09-1075      **Version:** 1      **Name:** HR - MOU Extensions - lifeguards/mgmt/confdtl  
**Type:** Resolution      **Status:** Adopted  
**File created:** 9/29/2009      **In control:** City Council  
**On agenda:** 10/13/2009      **Final action:** 10/13/2009

**Title:** Recommendation to adopt resolution approving amendments to the Memoranda of Understanding with the Long Beach Management Association, the Long Beach Association of Confidential Employees and Long Beach Lifeguard Association; adopt amendments to the October 2, 2004 through September 30, 2008 Memoranda of Understanding with the Long Beach Management Association and the Long Beach Association of Confidential Employees; adopt amendment to the November 1, 2005 through September 30, 2008 Memoranda of Understanding with the Long Beach Lifeguard Association; and allow those matters that affect compensation to be implemented on the effective dates set forth in the October 2, 2004 through September 30, 2010 Amended Memoranda of Understanding with the Long Beach Management Association and the Long Beach Association of Confidential Employees and on the effective dates set forth in the November 1, 2005 through September 30, 2010 Amended Memoranda of Understanding with the Long Beach Lifeguard Association. (Citywide)

**Sponsors:** Human Resources

**Indexes:** Memorandum of Understanding

**Code sections:**

**Attachments:** 1. 101309-R-18sr&att.pdf, 2. RES-09-0115 updated.pdf, 3. LB Lifeguard Association Incentive Pay Side Letter to the 2005-2008 MOU .pdf

Date	Ver.	Action By	Action	Result
10/13/2009	1	City Council	approve recommendation and adopt	Pass

Recommendation to adopt resolution approving amendments to the Memoranda of Understanding with the Long Beach Management Association, the Long Beach Association of Confidential Employees and Long Beach Lifeguard Association; adopt amendments to the October 2, 2004 through September 30, 2008 Memoranda of Understanding with the Long Beach Management Association and the Long Beach Association of Confidential Employees; adopt amendment to the November 1, 2005 through September 30, 2008 Memoranda of Understanding with the Long Beach Lifeguard Association; and allow those matters that affect compensation to be implemented on the effective dates set forth in the October 2, 2004 through September 30, 2010 Amended Memoranda of Understanding with the Long Beach Management Association and the Long Beach Association of Confidential Employees and on the effective dates set forth in the November 1, 2005 through September 30, 2010 Amended Memoranda of Understanding with the Long Beach Lifeguard Association. (Citywide)

City management representatives and representatives of the Long Beach Management Association (LBMA), Long Beach Association of Confidential Employees (LBACE) and Long Beach Lifeguard Association (LBLGA) have held discussions over the last several months regarding the fiscal impacts of the FY10 budget. These meetings have resulted in agreements that provide amendments to the October 2, 2004 through September 30, 2008 Memoranda of Understanding (MOU) with the LBMA and the LBACE, and to the November 1, 2005 through September 30, 2008 MOU with the LBLGA. All units have agreed to receive no general salary adjustments during the term of their amended

MOUs. In exchange, the unions were given considerations as indicated in Attachment A extending the MOUs for two years through September 30, 2010. The agreements have been ratified by the members of the Associations and signed by the City Manager and other appropriate management representatives.

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

City Council action is requested on October 13, 2009, to ensure timely implementation of the amended MOU provisions.

The LBMA, LBACE and LBLGA agreed to extend and maintain the terms and conditions of their agreements through September 30, 2010 and receive no general salary adjustments during the term of their Amended MOUs; therefore, there is no fiscal impact due to general salary increases for FY10.

The City will agree to provide a supplement to retirees' retirement health insurance account by 288 hours of sick leave if any permanent member of the LBACE or LBLGA retires on or before December 31, 2009 and who is in a classification subject to layoff. This supplement will be funded by setting aside an amount in the Employee Benefits Fund.

Approve recommendation.

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LONG BEACH APPROVING AMENDMENTS TO MEMORANDA OF UNDERSTANDING WITH THE LONG BEACH ASSOCIATION OF CONFIDENTIAL EMPLOYEES, LONG BEACH MANAGEMENT ASSOCIATION, AND LONG BEACH LIFEGUARD ASSOCIATION; AND APPLYING THE MEMORANDA OF UNDERSTANDING PROVISIONS PERTAINING TO MATTERS OF COMPENSATION TO UNREPRESENTED EMPLOYEES AS APPROVED BY THE CITY MANAGER AND OTHER APPLICABLE APPOINTING AUTHORITIES; AUTHORIZING AND DIRECTING THE CITY MANAGER TO EXECUTE SUCH MEMORANDA; AND DIRECTING CERTAIN IMPLEMENTING AND RELATED ACTIONS

DEBORAH R. MILLS  
ACTING DIRECTOR OF HUMAN RESOURCES

NAME  
TITLE

APPROVED:

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PATRICK H. WEST  
CITY MANAGER