



Legislation Text

File #: 11-0162, **Version:** 1

Recommendation to adopt resolution approving the Memoranda of Understanding with the Long Beach Management Association and the Long Beach Association of Confidential Employees, and allowing those matters that affect compensation to be implemented on the effective dates set forth in the Memoranda of Understanding and apply to unrepresented Miscellaneous management employees as approved by the applicable appointing authorities;

City management representatives and representatives of the Long Beach Management Association (LBMA) and the Long Beach Association of Confidential Employees (LBACE) have had a number of meet and confer sessions regarding changes in wages, hours and working conditions. Meetings have been concluded and Memoranda of Understandings (MOUs) have been jointly signed by City representatives and representatives of the named employee organizations. The MOUs for the LBMA and the LBACE are for the period of October 1, 2010 through September 30, 2011.

The major provisions of the MOUs with the LBMA and the LBACE are: no cost-of-living increases over the term of the agreement; agreement to full CalPERS pick-up for new City employees; agreement to a lower retirement formula of 2.0% at 60; and three-year average final compensation for new employees represented by the two Associations. These provisions shall also apply to unrepresented management Miscellaneous employees. For Police, Fire and Marine Safety managers represented by the LBMA, unit members agree to a new tier of retirement benefit as executed by the applicable Association representing non-management Safety members.

Pursuant to the MOUs and pending approval of the Resolutions, effective February 26, 2011, new City employees represented by these Associations, shall pay 100 percent of the member contribution which, at this time, is eight percent. Additionally, the Resolutions provide that any new unrepresented management Miscellaneous employees, hired on or after February 26, 2011, shall pay 100 percent of the member contribution which, at this time, is eight percent.

In order for the City to make changes to the employer paid member contribution, it is necessary for the City Council to adopt the attached Resolutions as prepared by the City Attorney.

This matter was reviewed by Deputy City Attorney Christina L. Checel January 28, 2011 and Budget Management Officer Victoria Bell on January 31, 2011.

City Council action is requested on February 15, 2011 to ensure implementation of the MOU provisions and that CalPERS receives these Resolutions for processing consistent with the effective date of the action.

As new hires join the LBMA, LBACE, unrepresented management Miscellaneous employees and Police, Fire and Marine Safety managers, savings will be generated by those employees paying 100 percent of their member contribution. Future savings to the City will be realized as a result of the lower retirement formula of 2.0% at 60 and threeyear average final compensation for new employees

in LBMA, LBACE, unrepresented management Miscellaneous employees, once all Miscellaneous associations agree to the new tier. There is no local job impact associated with this recommendation.

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

DEBORAH R. MILLS
DIRECTOR OF HUMAN RESOURCES

APPROVED:

PATRICK H. WEST
CITY MANAGER