



## Legislation Text

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**File #:** 13-0281, **Version:** 1

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Recommendation to adopt resolution approving the Third Amendment to the 2008-2013 Memorandum of Understanding with the Long Beach Firefighters Association related to Longevity Pay. (Citywide)

City management representatives and representatives of the Long Beach Firefighter's Association (LBFFA) have had a number of discussions regarding the certification process for time served as a Firefighter in another agency for the purposes of Longevity Pay as outlined in the current Memorandum of Understanding (MOU) between the City of Long Beach and the Long Beach Firefighters Association. Discussions surrounded a mutually agreeable resolution to a grievance that was filed and is pending arbitration. Discussions have concluded and an agreement was reached to compensate the applicable Firefighter for the time between his initial submittal of documentation and the time that the appropriate document was received and approved, and to amend the MOU to add language that clearly defines the certification process for approval of time served as a Firefighter with another agency and clearly defines when the approved Longevity Pay will begin. This Agreement settles the matter without costly arbitration.

The LBFFA has agreed to the Amendment, as well as the City Manager and other appropriate management representatives.

This matter was reviewed by Senior Deputy City Attorney Christiana Checel on March 14, 2013 and Budget Management Officer Victoria Bell on March 15, 2013.

City Council action is requested at this time, as City representatives and representatives of the employee association have executed the Agreement.

The Agreement creates a savings to the City since the compensation to the Firefighter for the three months in question, approximately \$2,500, is considerably less than the cost of arbitration, and the language added by the Amendment will avert a similar situation from occurring in the future. Sufficient appropriation to support this minor expense is budgeted in the Fire Department (FD). There is no local job impact associated with this recommendation.

Approve recommendation.

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LONG BEACH APPROVING AN AMENDMENT TO THE 2008-2013 MEMORANDUM OF UNDERSTANDING WITH THE LONG BEACH FIREFIGHTERS ASSOCIATION; AUTHORIZING AND DIRECTING THE CITY MANAGER TO EXECUTE SUCH AMENDMENT; AND DIRECTING CERTAIN IMPLEMENTING AND RELATED ACTIONS

DEBORAH R. MILLS  
DIRECTOR OF HUMAN RESOURCES

APPROVED:

PATRICK H. WEST  
CITY MANAGER