



Legislation Text

File #: 09-1074, **Version:** 1

Recommendation to adopt resolution approving amendments to the Memoranda of Understanding with the Long Beach City Attorneys Association, Long Beach Prosecutors Association, and the Long Beach Firefighters Association; adopt amendments to the October 1, 2007 through September 30, 2012 Memoranda of Understanding with the Long Beach City Attorneys Association and Long Beach Prosecutors Association; adopt amendment to the January 1, 2008 through September 30, 2013 Memoranda of Understanding with the Long Beach Firefighters Association; and allow those matters that affect compensation to be implemented on the effective dates set forth in the October 1, 2007 through September 30, 2013 Amended Memoranda of Understanding with the Long Beach City Attorneys Association and Long Beach Prosecutors Association, and on the effective dates set forth in the January 1, 2008 through September 30, 2014 Amended Memoranda of Understanding with the Long Beach Firefighters Association. (Citywide)

City management representatives and representatives of the Long Beach City Attorneys Association (LBCAA), Long Beach Prosecutors Association (LBCPA), and Long Beach Firefighters Association (LBFFA) have held discussions over the past few months regarding the fiscal impacts of the FY10 budget. These meetings have resulted in agreements that provide amendments to the October 1, 2007 through September 30, 2012 Memoranda of Understanding (MOU) for the LBCAA and LBCPA, and an amendment to the January 1, 2008 through September 30, 2013 MOU with the LBFFA. All units have agreed to defer their FY10 adjustments in light of the fiscal issues facing the City in exchange for other considerations as detailed in Attachment A. 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 Checel, 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 existing MOUs with the LBCAA and LBCPA provided for a Fiscal Year 2010 (FY 10) general salary adjustment of two percent and an equivalent two percent value for equity adjustments with an estimated cost of \$191,000 to the General Fund. The LBCAA and LBCPA agreed to extend the term of their agreements through September 30, 2013 and defer the FY 10 general salary adjustments until October 1, 2010 resulting in a savings of \$191,000 in FY 10. The existing MOU with the LBFFA provided for a FY 10 general salary adjustment, skill pays and scheduled step increases with an estimated cost of \$3.9 million to the General Fund. The LBFFA agreed to extend the term of their agreement through September 30, 2014 and to defer the FY 10 general salary adjustments until October 1, 2010, resulting in a savings of \$2.8 million in FY10.

The cost for the LBFFA skill pays (one certification pay and wellness) and scheduled step increases are estimated to be \$1.1 million. Sufficient revenue or overtime cost decreases are included in the FY10 Adopted Budget to fully offset these adjustments.

The City will agree to provide a supplement to retirees' retirement health insurance account for LBFFA employees who retire before December 31, 2009 equal to the difference of what their retirement benefit would be with the October 1, 2009 adjustment for a year and their actual retirement. The retiree health insurance 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 CITY PROSECUTORS ASSOCIATION; LONG BEACH CITY ATTORNEYS ASSOCIATION; AND LONG BEACH FIREFIGHTERS ASSOCTION; 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:

PATRICK H. WEST
CITY MANAGER