



Legislation Details (With Text)

File #:	23-0348	Version:	2	Name:	HR - Ordinance
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File created:	4/3/2023	In control:		In control:	City Council
On agenda:	4/11/2023	Final action:		Final action:	4/18/2023
Title:	Recommendation to declare ordinance relating to adopting an amendment to Ordinance No. C-6496, adopted July 5, 1988, and amended on January 24, 1989, July 11, 1989, December 5, 1989, March 20, 1990, July 3, 1990, September 18, 1990, July 2, 1991, July 7, 1992, January 26, 1993, August 24, 1993, June 28, 1994, July 18, 1995, November 28, 1995, October 1, 1996, March 25, 1997, October 7, 1997, October 27, 1998, April 20, 1999, October 19, 1999, October 17, 2000, October 30, 2001, March 19, 2002, November 26, 2002, January 6, 2004, February 8, 2005, November 1, 2005, December 5, 2006, March 20, 2007, May 22, 2007, December 18, 2007, July 15, 2008, September 21, 2010, September 13, 2011, September 11, 2012, October 3, 2013, September 9, 2014, September 22, 2015, September 20, 2016, September 12, 2017, September 11, 2018, September 3, 2019, and September 8, 2020, September 7, 2021, and April 11, 2023 relating to departmental organization of the City of Long Beach, read and adopted as read. (Citywide)				
Sponsors:	Human Resources				
Indexes:					
Code sections:					
Attachments:	1. 041123-C-11sr&att, 2. 041823-ORD-35sr.pdf, 3. ORD-23-0018.pdf				

Date	Ver.	Action By	Action	Result
4/18/2023	2	City Council	approve recommendation and adopt	Pass
4/11/2023	1	City Council	declare ordinance read the first time and laid over to the next regular meeting of the City Council for final reading	Pass

Recommendation to declare ordinance relating to adopting an amendment to Ordinance No. C-6496, adopted July 5, 1988, and amended on January 24, 1989, July 11, 1989, December 5, 1989, March 20, 1990, July 3, 1990, September 18, 1990, July 2, 1991, July 7, 1992, January 26, 1993, August 24, 1993, June 28, 1994, July 18, 1995, November 28, 1995, October 1, 1996, March 25, 1997, October 7, 1997, October 27, 1998, April 20, 1999, October 19, 1999, October 17, 2000, October 30, 2001, March 19, 2002, November 26, 2002, January 6, 2004, February 8, 2005, November 1, 2005, December 5, 2006, March 20, 2007, May 22, 2007, December 18, 2007, July 15, 2008, September 21, 2010, September 13, 2011, September 11, 2012, October 3, 2013, September 9, 2014, September 22, 2015, September 20, 2016, September 12, 2017, September 11, 2018, September 3, 2019, and September 8, 2020, September 7, 2021, and April 11, 2023 relating to departmental organization of the City of Long Beach, read and adopted as read. (Citywide)

City Council approval is requested to adopt the amended Salary Resolution (Attachment A) and Departmental Organization Ordinance of the City (Attachment B). Both authorizing documents contain several mid-year amendments as described below.

The Salary Resolution was previously amended on January 24, 2023 (RES 23-0012), March

21, 2023 (RES 23-0035) and April 4, 2023. Now the Salary Resolution is being amended to establish Director of Police Oversight and Executive Personal Aide classifications. The Director of Police Oversight is a result of Measure E which approved a Charter Amendment that would establish a Police Oversight Commission, which replaced the Citizen Police Complaint Commission (CPCC) and added a Director of Police Oversight position. On December 6, 2022, the City Council approved the appropriation adjustment to support the creation of the Office of Police Oversight including recruitment of a Director of Police Oversight. The Executive Personal Aide is a position that may be used when there is a need to provide services to positions in the City where a more specific accommodation is needed. The Department of Human Resources has completed the meet and confer obligation for this classification with the Long Beach Management Association.

The Salary Resolution is also being amended to incorporate updates as a result of negotiated terms and labor rates with the labor associations which have already been approved by City Council and are reflected in current Memorandum of Understandings (MOU). The update includes the addition of Pay Rate Step 6 for Lifeguard-Hourly NC in Section 12 - Pay Rate Progression. In addition, various rates were added or amended in the Salary Resolution Skill and Other Pays attachment as a result of negotiations with Police Officers Association, Lifeguards Association and Firefighters Association, effective October 8, 2022. On December 13, 2022, the City Council approved departmental and fund appropriation adjustments related to these MOUs.

In addition, various classifications across other MOUs over the years have received pay equity increases as a result of past negotiations approved by the City Council and/or minimum wage updates; affected classifications were all updated to reflect the most current range.

The City's Departmental Organization Ordinance is being amended to add the Office of Police Oversight as an individual Department of the City as a result of Measure E. Also, the Talent Acquisition Division within the Department of Human Resources is being added. City Council approved the appropriation adjustment to support the Talent Acquisition Division on March 7, 2023 in the First Citywide Department and Fund Budget Adjustment Letter. City staff will return to Council at a later date for adjustments related to Measure BB and the creating of the Utilities Department.

This matter was reviewed by Assistant City Attorney Gary J. Anderson on March 27, 2023 and by Budget Management Officer Nader Kaamoush on March 24, 2023.

City Council action is requested on April 11, 2023 to implement and codify these changes.

The fiscal impact from the changes included in this recommendation have been accounted for in the Adopted Fiscal Year 2023 (FY 23) Budget or brought to the City Council in prior actions to approve appropriations. No further budget adjustments are being requested and will have no additional impact to the FY 23 Budget. This recommendation has no staffing impact beyond the budgeted scope of duties and is consistent with existing City Council

priorities. There is no local job impact associated with this recommendation.

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF LONG BEACH RELATING TO ADOPTING AN AMENDMENT TO ORDINANCE NO. C-6496, ADOPTED JULY 5, 1988, AND AMENDED ON JANUARY 24, 1989, JULY 11, 1989, DECEMBER 5, 1989, MARCH 20, 1990, JULY 3, 1990, SEPTEMBER 18, 1990, JULY 2, 1991, JULY 7, 1992, JANUARY 26, 1993, AUGUST 24, 1993, JUNE 28, 1994, JULY 18, 1995, NOVEMBER 28, 1995, OCTOBER 1, 1996, MARCH 25, 1997, OCTOBER 7, 1997, OCTOBER 27, 1998, APRIL 20, 1999, OCTOBER 19, 1999, OCTOBER 17, 2000, OCTOBER 30, 2001, MARCH 19, 2002, NOVEMBER 26, 2002, JANUARY 6, 2004, FEBRUARY 8, 2005, NOVEMBER 1, 2005, DECEMBER 5, 2006, MARCH 20, 2007, MAY 22, 2007, DECEMBER 18, 2007, JULY 15, 2008, SEPTEMBER 21, 2010, SEPTEMBER 13, 2011, SEPTEMBER 11, 2012, OCTOBER 3, 2013, SEPTEMBER 9, 2014, SEPTEMBER 22, 2015, SEPTEMBER 20, 2016, SEPTEMBER 12, 2017, SEPTEMBER 11, 2018, SEPTEMBER 3, 2019, AND SEPTEMBER 8, 2020, SEPTEMBER 7, 2021, AND APRIL 11, 2023 RELATING TO DEPARTMENTAL ORGANIZATION OF THE CITY OF LONG BEACH

Approve recommendation.

JOE AMBROSINI
HUMAN RESOURCES DIRECTOR

APPROVED:

THOMAS B. MODICA
CITY MANAGER