



Administrative Report

Council Action Date: July 11, 2006

To: MAYOR AND CITY COUNCIL

From: DAVID C. BIGGS, ASISSTANT CITY MANAGER

Subject: ADOPTION OF PAY PLAN AND MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF REDONDO BEACH AND THE REDONDO BEACH FIREFIGHTERS ASSOCIATION

RECOMMENDATION

1) Adopt a resolution approving the Memorandum of Understanding and pay plan between the City of Redondo Beach and the Redondo Beach Firefighters Association FY 2006 – 2008. 2) Adopt a resolution modifying the budget appropriation for fiscal year 2006 – 2007, in order to fund amendments as a result of labor negotiations between the City of Redondo Beach and the Redondo Beach Firefighters Association.

EXECUTIVE SUMMARY

Staff is pleased to report the conclusion of negotiations with the Redondo Beach Firefighters Association. The parties have negotiated in good faith and have reach agreement pending Mayor and City Council approval of the terms of the contract.

BACKGROUND

City representatives and representatives of the Redondo Beach Firefighters Association (RBFA) have met and conferred in good faith and have reached agreement regarding wages, hours and other terms and conditions of employment for fiscal year 2006 – 2008. Staff has prepared a resolution that permits the Mayor and City Council to approve the Memorandum of Understanding (MOU) with the RBFA.

The MOU includes the following provisions:

- Year one (1) Cost of Living Adjustment of 4% effective July 8, 2006; Year two (2) Cost of Living Adjustment (COLA) of 2% effective July 7, 2007;
- In year (2) two of the contract, for the purposes of calculating overtime, paid time off shall count as hours worked;
- Assignment Pay for Fire Marshal, Training Officer, Inspector/Fire Prevention – 10% of "H" Step of "Current Rank";

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- Creation of bonus pay for Assistant Paramedic Coordinator Bonus Pay and DMV Coordinator Bonus Pay of \$75;
- American Sign Language, Arabic, Japanese, Korean and Mandarin added to the list of approved languages eligible for Bilingual Pay;
- Modification of the Education Incentive Pay Programs as follows:

DEGREES

AA/AS – 3%
BA/BS – 6%
MA – 8%

CERTIFICATE

FF II/EMT or EMT-P – 3%
DRIVER OPERATOR – 1%
FIRE OFFICER – 3%
CHIEF OFFICER – 3%

Employees on the old EIP Program will have until June 30, 2008 to meet the requirements of the new EIP Program;

- Addition of PERS Pre – Retirement Optional Settlement 2 Death Benefit;
- Medical Insurance opt-out increased from \$150 to 50% of medical insurance premium;
- Sick Leave Bonus fixed at \$1032;
- Modification of Vacation Accrual to the following:
 - Maximum accrual 2 years
 - 1-9 = 288 hours
 - 10-20 = 432 hours
 - Employees may cash out once per fiscal year, no more than annual accrual rate;
- Modification of Family Leave to exclude Bereavement Leave;
- Addition of a new Bereavement Leave Program; employees will receive of 2 shifts per qualifying incident;
- Minimum Staffing Levels set forth in the Fire Department Rules and Regulations memorialized in MOU;
- Sick Leave donation program set forth in Administrative Policy and Procedures memorialized in MOU;
- Work Schedule is 800 – 800;
- Special Holiday Work Schedule; shift exchange on December 24 and 25;
- Addition of Physical Fitness uniform allowance of \$100 per fiscal year;
- Re-openers to discuss a number of City policies.

The revised Memorandum of Understanding has also been updated to reflect the removal of the Fire Division Chiefs from the bargaining unit and a number of side letters, including the 2005 side letter relating to the Harbor Patrol.

Upon approval of the Mayor and Council, the terms of the MOU shall be in full force and effect from the first day of July 2006, with pay increases effective the first full pay period

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in July, and shall remain in full force and effect up to and including the 30th day of June 2008.

COORDINATION

The meet and confer process was coordinated with the Redondo Beach Firefighters Association and the City's management team.

FISCAL IMPACT

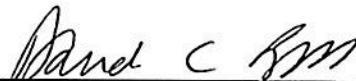
The cost of the agreement for the Redondo Beach Firefighters Association is estimated to be \$249,462 in year one (1) and \$190,350 in year two (2) with the first years cost being appropriated from fund balances by fund as appropriate.

Submitted by:



David C. Biggs
Assistant City Manager

Approved for forwarding by:



Office of the City Manager

cthompson

Attachments:

- Resolution – Memorandum of Understanding between the City of Redondo Beach and the Redondo Beach Firefighters Association
- Resolution – Modifying the budget appropriation for fiscal year 2006 – 2007, in order to fund amendments as a result of labor negotiations between the City of Redondo Beach and the Redondo Beach Firefighters Association