

April 9, 2024

Honorable Mayor and City Council
City of Long Beach
California

RECOMMENDATION:

Recommendation to adopt a Resolution approving a Letter of Agreement to the 2023-2026 Memorandum of Understanding with the Long Beach Management Association (LBMA). (Citywide)

DISCUSSION

The City of Long Beach (City) intends to amend the LBMA Memorandum of Understanding (Appendix A, D, and E) to reflect changes in management classification titles and assigned salary ranges/groupings and Unrepresented Management Employee Terms, effective October 1, 2023. Following adoption of the LBMA MOU, which has a term from October 1, 2023, through September 30, 2026, the City identified issues with classification titles and assigned salary ranges/groupings that needed to be resolved to address compensation issues related to supervisory differential, reportable compensation to CalPERS, and the need to assign outstanding classifications to salary ranges. The City has reached an agreement with LBMA regarding the applicable changes to their represented positions as follows:

1. In accordance with the LBMA MOU, Article Two Section V, the City will ensure a 5.5 percent salary differential exists between a bargaining unit member and subordinates who directly report to them. To comply with this provision in the MOU and because of negotiated changes in compensation to bargaining units that report to management, salaries for some management classifications would be adjusted above the current approved salary range. Compensation above approved salary ranges may impact reportable compensation to CalPERS. As such, the City met and conferred with LBMA, to reassign classifications to a higher salary range or modify the existing salary range, as applicable. These changes are reflected in Appendix D Addendum.
2. Classification titles have been revised to reflect changes in department names and modification of titles to reflect operational changes in assignments. These changes are reflected in Appendix A Addendum.
3. Classification titles that were previously listed in Appendix D were not assigned to a salary range/grouping, which impacts the ability to appoint employees to those classifications as there is no approved salary range. These classifications have now been assigned to an approved salary range. These changes are reflected in Appendix D Addendum.
4. Unrepresented Employees: Classification Titles and salary range to be updated as

reflected in Appendix A and B Addendum Management Unrepresented Employee Terms (Compensation), effective October 1, 2023.

This matter was reviewed by Assistant City Attorney Gary J. Anderson on March 18, 2024, and Budget Development Officer Jennifer Rodriguez on March 19, 2024.

TIMING CONSIDERATIONS

City Council action is requested on April 9, 2024, to ensure timely implementation.

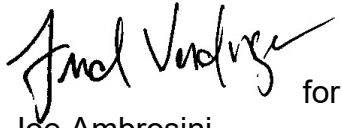
FISCAL IMPACT

The amendment to the LBMA Memorandum of Understanding to create salary ranges has no fiscal impact in the current fiscal year. These salary ranges will be incorporated in the annual budget development process. This recommendation has a moderate staffing impact to implement the payroll changes but is within the normal budgeted scope of duties and is consistent with existing City Council priorities. There is no local job impact associated with this recommendation.

SUGGESTED ACTION:

Approve recommendation.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Joe Ambrosini", followed by the word "for" in a smaller font.

Joe Ambrosini
Director
Human Resources

APPROVED:

A handwritten signature in blue ink, appearing to read "T. B. Modica", written over a horizontal line.

THOMAS B. MODICA
CITY MANAGER

ATTACHMENT: RESOLUTION – LBMA LOA