

RESOLUTION NO. RES-24-0017

A RESOLUTION OF THE CITY COUNCIL OF THE
CITY OF LONG BEACH APPROVING A LETTER OF
AGREEMENT WITH THE INTERNATIONAL
BROTHERHOOD OF ELECTRICAL WORKERS (IBEW) TO
AMEND THE 2023-2026 MEMORANDUM OF
UNDERSTANDING

WHEREAS, effective October 7, 2023, the International Brotherhood of
Electrical Workers (IBEW) began representing twenty-three classifications severed from
the Long Beach Association of Engineering Employees; and

WHEREAS, since November 2023, City Management and the IBEW have
negotiated economic terms and conditions for these classifications which represent 127
employees; and

WHEREAS, an agreement has been reached with the IBEW to amend the
2023-2026 Memorandum of Understanding via a Letter of Agreement; and

WHEREAS, City Council approval is requested to formally approve the Letter
of Agreement amending the 2023-2026 Memorandum of Understanding between the City
and IBEW;

NOW, THEREFORE, the City Council of the City of Long Beach resolves as
follows:

Section 1. The Letter of Agreement amending the 2023-2026
Memorandum of Understanding with International Brotherhood of Electrical Workers,
attached hereto as Exhibit "A" is hereby authorized and approved.

Section 2. This resolution shall take effect immediately upon its adoption
by the City Council, and the City Clerk shall certify the vote adopting this resolution.

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I hereby certify that the foregoing resolution was adopted by the City Council
of the City of Long Beach at its meeting of February 6, 2024, by the
following vote:

Ayes: Councilmembers: Allen, Duggan, Supernaw, Kerr, Saro,
Austin.

Noes: Councilmembers: None.

Absent: Councilmembers: Zendejas, Uranga, Ricks-Oddie.

Recusal(s): Councilmembers: None.

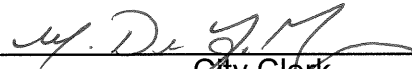

City Clerk

EXHIBIT "A"

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LETTER OF AGREEMENT
CITY OF LONG BEACH AND INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS (IBEW)

RE: ADDENDUM TO IBEW 2023 MOU

This Letter of Agreement is entered between the City of Long Beach (“City”) and the International Brotherhood of Electrical Workers Local 47 hereinafter called “IBEW” (collectively “the Parties”).

WHEREAS, the Parties were signatories to a Memorandum of Understanding (“MOU”) setting forth the terms and conditions of employment for bargaining unit members for the period of October 1, 2023 through September 30, 2026 (“2023 MOU”);

WHEREAS, IBEW has been certified as the recognized employee organization for the following classifications, effective October 7, 2023:

CHIEF BUILDING INSPECTOR	CONSTRUCTION INSPECTOR II
CHIEF CONSTRUCTION INSPECTOR	CORROSION CONTROL SUPERVISOR
COMB BLDG INSPECTOR - NC	ELECTRICAL INSPECTOR
COMBINATION BUILDING INSPECTOR	PLUMBING INSPECTOR
COMBINATION BUILDING INSPECTOR AIDE I	PRINCIPAL BUILDING INSPECTOR
COMBINATION BUILDING INSPECTOR AIDE I - NC	PRINCIPAL CONSTRUCTION INSPECTOR
COMBINATION BUILDING INSPECTOR AIDE II	SENIOR COMB BLDG INSP - NC
COMBINATION BUILDING INSPECTOR AIDE II - NC	SENIOR COMBINATION BLDG INSP
CONSTRUCTION INSP I - NC	SENIOR ELECTRICAL INSPECTOR
CONSTRUCTION INSP II - NC	SENIOR MECHANICAL INSPECTOR
CONSTRUCTION INSPECTOR I	SENIOR PLUMBING INSPECTOR

WHEREAS, the Parties have negotiated and reached a tentative agreement regarding economic terms and conditions for the indicated classifications;

NOW THEREFORE, the Parties agree to extend all non-economic terms and conditions of the “2023 MOU” to the indicated classifications.

NOW THEREFORE, the Parties agree to extend all economic terms and conditions of the “2023 MOU” to the indicated classifications, in addition to the following economic terms and conditions:

A. General Salary Increase

1. Effective the pay period beginning February 10, 2024, all bargaining unit members shall receive a three percent (3%) general increase to the base hourly rate.
2. Effective the pay period including October 1, 2024, all bargaining unit members shall receive a one percent (1%) general increase to the base hourly rate.

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CITY AND IBEW

3. Effective the pay period including October 1, 2025, all bargaining unit members shall receive a one percent (1%) general increase to the base hourly rate.

B. Equity Adjustments

1. Effective the pay period beginning February 10, 2024, the following classifications shall receive an equity adjustment:

Chief Building Inspector	2.78%
Chief Construction Inspector	1.82%
Combination Building Inspector	3.4%
Combination Building Inspector Aide I	5.04%
Combination Building Inspector Aide II	6.09%
Construction Inspector I	3.4%
Construction Inspector II	5%
Corrosion Control Supervisor	6.75%
Electrical Inspector	4.35%
Plumbing Inspector	4.35%
Principal Building Inspector	2.7%
Principal Construction Inspector	2.7%
Sr. Combination Building Inspector	5%
Sr. Electrical Inspector	5%
Sr. Mechanical Inspector	5%
Sr. Plumbing Inspector	5%

C. Non-Career Classifications

1. Effective the pay period beginning February 10, 2024, the following Non-Career classifications will receive salary adjustments to match hourly rates for the full-time equivalent classifications:

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CITY AND IBEW

- Combination Building Inspector Aide I – II - NC
 - Construction Inspector I – II - NC
 - Combination Building Inspector – NC
 - Sr. Combination Building Inspector - NC
- D. Effective the pay period beginning February 24, 2024, permanent full-time bargaining unit members in the classifications indicated herein will receive a one-time, non-pensionable bonus of three thousand three hundred sixty-two dollars (\$3,362).
- E. Transportation Allowance: Mileage reimbursement shall be administered in accordance with Administrative Regulation 4-2 Employee Transportation Authorization and Control. A flat monthly allowance in such sum as may be determined by the City Manager or appropriate appointing authority, but not to exceed four hundred and fifty dollars (\$450.00) per month will continue to be applicable for the classifications indicated herein. The monthly allowance is hereby determined to constitute reimbursement for the expenditures and costs of operating and maintaining the vehicle, including its availability, as required for the performance of official City duties.
- F. Skill Pay
1. All current skill pays in the IBEW 2023 MOU will be applicable to the classifications indicated herein, if eligible, effective the pay period beginning February 10, 2024.
 2. All skill pays indicated in Attachment C – Addendum will be effective the pay period beginning February 10, 2024.
 3. Harbor / Utilities Department hourly skill pays: New hourly skill pays for Construction Inspector I – II, Principal Construction Inspector, Chief, Construction Inspector, and Sr. Electrical Inspector classifications, effective the pay period beginning February 10, 2024. These hourly skill pays will be applicable until and unless the City and IBEW implement enterprise specific classification specifications for these positions that support the Long Beach Utilities and Harbor Departments.
- G. Enterprise Specific Classifications: The City will initiate the process for creating an enterprise specific classification specification for Principal Construction Inspector in the Long Beach Utilities and Harbor Departments, no later than July 1, 2024.
- H. This Letter of Agreement shall not change any Memorandum of Understanding provisions other than as outlined above.

IT IS SO AGREED.

For the Parties:

Execution of Agreement

IN WITNESS WHEREOF the parties have caused this Letter of Agreement to be executed this 6th day of February 2024.

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS

CITY OF LONG BEACH

Colin Lavin
IBEW Business Manager

Thomas B. Modica
City Manager

Dick Reed
IBEW Assistant Business Manager

April Walker
Assistant City Manager

Mike Clark
IBEW Business Representative

Joe Ambrosini
Director Human Resources

Issac Alvarez
IBEW Bargaining Committee Member

Sandra Aguilar
Acting Chief of Labor Relations

Oscar Marquez
IBEW Bargaining Committee Member

Sarah Del Campo
Personnel Analyst

Matthew Reynolds
IBEW Bargaining Committee Member

Javier Sanchez
IBEW Bargaining Committee Member

Nick Sanchez
IBEW Bargaining Committee Member

City of Long Beach
IBEW MOU Attachment C - Addendum

CODE	DESCRIPTION	CLASSIFICATION	AMOUNT	RATE TYPE	BASIS	AUTHORITY
502	ICC 01 - When possessing certifications issued by nationally recognized trades organizations that must be recertified and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).	Chief Building Inspector Comb Building Inspector Aide I - II Combination Building Inspector Electrical Inspector Plumbing Inspector Principal Building Inspector Senior Combination Building Inspector Senior Electrical Inspector Senior Mechanical Inspector Senior Plumbing Inspector	\$0.750	Hourly	Flat Rate	General City
503	ICC 02 When possessing certifications issued by nationally recognized trades organizations that must be recertified and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).	Chief Building Inspector Comb Building Inspector Aide I - II Combination Building Inspector Electrical Inspector Plumbing Inspector Principal Building Inspector Senior Combination Building Inspector Senior Electrical Inspector Senior Mechanical Inspector Senior Plumbing Inspector	\$1.000	Hourly	Flat Rate	General City
504	ICC 03 - When possessing certifications issued by nationally recognized trades organizations that must be recertified and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).	Chief Building Inspector Comb Building Inspector Aide I - II Combination Building Inspector Electrical Inspector Plumbing Inspector Principal Building Inspector Senior Combination Building Inspector Senior Electrical Inspector Senior Mechanical Inspector Senior Plumbing Inspector	\$1.250	Hourly	Flat Rate	General City
505	Deputy Inspector 1 -When fully qualified to perform deputy inspection work and while possessing valid deputy inspector cards in specified fields of expertise (\$0.75 per hour for one deputy inspector card, \$1.00 per hour for two cards, \$1.25 per hour for three cards, up to a maximum of \$1.50 per hour for four cards).	Chief Construction Inspector Construction Inspector I - II Principal Construction Inspector	\$0.750	Hourly	Flat Rate	General City
506	Deputy Inspector 2 -When fully qualified to perform deputy inspection work and while possessing valid deputy inspector cards in specified fields of expertise (\$0.75 per hour for one deputy inspector card, \$1.00 per hour for two cards, \$1.25 per hour for three cards, up to a maximum of \$1.50 per hour for four cards).	Chief Construction Inspector Construction Inspector I - II Principal Construction Inspector	\$1.000	Hourly	Flat Rate	General City
507	Deputy Inspector 3 - When fully qualified to perform deputy inspection work and while possessing valid deputy inspector cards in specified fields of expertise (\$0.75 per hour for one deputy inspector card, \$1.00 per hour for two cards, \$1.25 per hour for three cards, up to a maximum of \$1.50 per hour for four cards).	Chief Construction Inspector Construction Inspector I - II Principal Construction Inspector	\$1.250	Hourly	Flat Rate	General City
564	ICC 04 - When possessing certifications issued by nationally recognized trades organizations that must be recertified and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).	Chief Building Inspector Comb Building Inspector Aide I - II Combination Building Inspector Electrical Inspector Plumbing Inspector Principal Building Inspector Senior Combination Building Inspector Senior Electrical Inspector Senior Mechanical Inspector Senior Plumbing Inspector	\$1.500	Hourly	Flat Rate	General City
565	Deputy Inspector 4 - When fully qualified to perform deputy inspection work and while possessing valid deputy inspector cards in specified fields of expertise (\$0.75 per hour for one deputy inspector card, \$1.00 per hour for two cards, \$1.25 per hour for three cards, up to a maximum of \$1.50 per hour for four cards).	Chief Construction Inspector Construction Inspector I - II Principal Construction Inspector	\$1.500	Hourly	Flat Rate	General City

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CODE	DESCRIPTION	CLASSIFICATION	AMOUNT	RATE TYPE	BASIS	AUTHORITY
584	CWEACSM Grade 1 - When possessing a Grade I California Water Environment Association Collection System Maintenance (CWEACSM) Certificate.	Construction Inspector I - II Principal Construction Inspector Chief Construction Inspector	\$0.220	Hourly	Flat Rate	LB Utilities
585	CWEACSM Grade 2 - When possessing a Grade II California Water Environment Association Collection System Maintenance (CWEACSM) Certificate.	Construction Inspector I - II Principal Construction Inspector Chief Construction Inspector	\$0.390	Hourly	Flat Rate	LB Utilities
586	CWEACSM Grade 3 - When possessing a Grade III California Water Environment Association Collection System Maintenance (CWEACSM) Certificate.	Construction Inspector I - II Principal Construction Inspector Chief Construction Inspector	\$0.500	Hourly	Flat Rate	LB Utilities
587	CWEACSM Grade 4 - When possessing a Grade IV California Water Environment Association Collection System Maintenance (CWEACSM) Certificate.	Construction Inspector I - II Principal Construction Inspector Chief Construction Inspector	\$0.660	Hourly	Flat Rate	LB Utilities
813	American Welding 1 -When possessing an American Welding Society certificate, or equivalent certificate, for gas pipeline welding inspections; or, a certified corrosion certificate from (AMPP) Association for Material Protection and Performance, or equivalent certificate. (\$0.75 per hour for one specialty certificate, up to a maximum of \$1.00 per hour for two certifications).	Construction Inspector I - II Corrosion Control Supervisor Principal Construction Inspector	\$0.750	Hourly	Flat Rate	LB Utilities
814	American Welding 2 -When possessing an American Welding Society certificate, or equivalent certificate, for gas pipeline welding inspections; or, a certified corrosion certificate from (AMPP) Association for Material Protection and Performance, or equivalent certificate. (\$0.75 per hour for one specialty certificate, up to a maximum of \$1.00 per hour for two certifications).	Construction Inspector I - II Corrosion Control Supervisor Principal Construction Inspector	\$1.000	Hourly	Flat Rate	LB Utilities
846	CASP - When possessing a State (CA) Certified Access Specialist (CASP) certification and assigned to perform such duties.	Combination Building Inspector Construction Inspector I - II Chief Building Inspector Chief Construction Inspector Electrical Inspector Plumbing Inspector Principal Building Inspector Principal Construction Inspector Senior Combination Building Inspector Senior Electrical Inspector Senior Plumbing Inspector Senior Mechanical Inspector	\$1.500	Hourly	Flat Rate	General City
853	DOT 49 Code Journey - When possessing the classification appropriate City of Long Beach Department of Transportation-49 Code of Federal Regulations Subpart N Operator Qualification Plan certifications for journey level.	Chief Construction Inspector Corrosion Control Supervisor Construction Inspector I-II Principal Construction Inspector Chief Construction Inspector	\$2.200	Hourly	Flat Rate	LB Utilities
880	Water Distribution Operator Grade II - When possessing a Grade II Department of Health Services Distribution Operator Certificate	Construction Inspector I - II Principal Construction Inspector Chief Construction Inspector	\$0.200	Hourly	Flat Rate	LB Utilities
881	Water Distribution Operator Grade III - When possessing a Grade III Department of Health Services Distribution Operator Certificate	Construction Inspector I - II Principal Construction Inspector Chief Construction Inspector	\$0.350	Hourly	Flat Rate	LB Utilities
882	Water Distribution Operator Grade IV - When possessing a Grade IV Department of Health Services Distribution Operator Certificate	Construction Inspector I-II Principal Construction Inspector Chief Construction Inspector	\$0.450	Hourly	Flat Rate	LB Utilities
883	Water Distribution Operator Grade V - When possessing a Grade V Department of Health Services Distribution Operator Certificate	Construction Inspector I - II Principal Construction Inspector Chief Construction Inspector	\$0.600	Hourly	Flat Rate	LB Utilities
S1/S2	DOT Operator Qualification Evaluator - When serving as an evaluator, ensuring the City of Long Beach is in compliance-with Department of Transportation-49 Code of Federal Regulations Subpart N Operator Qualification Plan, to document and qualify individuals performing covered tasks on a pipeline facility.	Corrosion Control Supervisor Chief Construction Inspector Construction Inspector I - II Principal Construction Inspector	\$10.000	Per Diem Daily	Flat Rate	LB Utilities

City of Long Beach
IBEW MOU Attachment C - Addendum

CODE	DESCRIPTION	CLASSIFICATION	AMOUNT	RATE TYPE	BASIS	AUTHORITY
CX	Plan Check - Counter plan checking.	Combination Building Inspector Aide I - II Combination Building Inspector Principal Building Inspector Senior Combination Building Inspector Senior Electrical Inspector Senior Mechanical Inspector Senior Plumbing Inspector	\$6.400	Per Diem - Daily	Flat Rate	General City
S1/S2	Field Supervisor - When performing field supervisory duties.	Construction Inspector II	\$5.000	Per Diem Daily	Flat Rate	General City
S1/S2	Lead - Performing as Lead Inspector on projects of directing annual contract work.	Construction Inspector II	\$8.000	Per Diem daily	Flat Rate	Harbor
S1/S2	Fusion - When certified and training in-house personnel and contractors for annual PE fusion certification.	Chief Construction Inspector Construction Inspector I - II Corrosion Control Supervisor Principal Construction Inspector	\$10.000	Per Diem Daily	Flat Rate	LB Utilities
413	When regularly assigned to and performing the duties of a Construction Inspector I in the LB Utilities and Harbor Departments including inspecting construction and maintenance of underground utility infrastructure and/or Port capital projects and infrastructure.	Construction Inspector I	\$5.280	Hourly	Flat Rate	LB Utilities
413	When regularly assigned to and performing the duties of a Construction Inspector I in the LB Utilities and Harbor Departments including inspecting construction and maintenance of underground utility infrastructure and/or Port capital projects and infrastructure.	Construction Inspector I	\$5.280	Hourly	Flat Rate	Harbor
414	When regularly assigned to and performing the duties of a Construction Inspector II in the LB Utilities and Harbor Departments including inspecting construction and maintenance of underground utility infrastructure and/or Port capital projects and infrastructure.	Construction Inspector II	\$5.450	Hourly	Flat Rate	LB Utilities
414	When regularly assigned to and performing the duties of a Construction Inspector II in the LB Utilities and Harbor Departments including inspecting construction and maintenance of underground utility infrastructure and/or Port capital projects and infrastructure.	Construction Inspector II	\$5.450	Hourly	Flat Rate	Harbor
415	When regularly assigned to and performing the duties of a Senior Electrical Inspector for the Harbor department including inspecting the installation, testing and commissioning of high voltage power lines, switchgears, transformers and other components of the system for all Port terminals.	Sr. Electrical Inspector	\$5.450	Hourly	Flat Rate	Harbor
416	When regularly assigned to and supervising the duties of inspection staff in the LB Utilities and Harbor Departments including the oversight of inspecting construction and maintenance of underground utility infrastructure and/or Port capital projects and infrastructure.	Chief Construction Inspector Principal Construction Inspector	\$2.970	Hourly	Flat Rate	LB Utilities
416	When regularly assigned to and supervising the duties of inspection staff in the LB Utilities and Harbor Departments including the oversight of inspecting construction and maintenance of underground utility infrastructure and/or Port capital projects and infrastructure.	Chief Construction Inspector Principal Construction Inspector	\$2.970	Hourly	Flat Rate	Harbor

SKILL AND OTHER PAYS LEGEND

SKILL PAY COLUMNS	DESCRIPTION
Code	<p>The code used to identify the other pay in the payroll system.</p> <ul style="list-style-type: none"> Numerical codes are used on the HR-1 to add the other pay to an employee's pay (adjusted rate). Letter codes are used to apply the pay on the employee's timesheet. Numerical codes that can also be applied on a per diem basis will use S1/S2 on the timesheet.
Description	<p>The description of the other pay, which includes requirements and other pertinent information.</p> <ul style="list-style-type: none"> Pays marked with a "T" are considered terminal. Any current employee receiving the pay will not be impacted, however, no other employee may receive the pay.
Classification	The classifications eligible for the other pay.
Amount	The amount paid based on the rate type or basis.
Rate Type	<ul style="list-style-type: none"> Hourly represents the amount paid per hour. Per diem hourly rates shall be the hourly rate times the number of regular hours an employee works in a day. Per diem daily rates are a flat daily rate, no matter how many hours the employee works per day. <p>Occupational skill pays shall be paid to the employee at an hourly rate only if said employee is assigned to regularly perform said occupational skill on a daily basis. If an employee is not regularly assigned to perform said occupational skill on a daily basis, then the additional pay shall be paid at a per diem rate, and said per diem skill pay shall be paid for each work day that said employee actually performs said occupational skill.</p>
Basis	<p>The basis is a reference point used to compute the total amount.</p> <ul style="list-style-type: none"> Flat rate is the amount paid by the rate type. Percentage pays identify the basis used to calculate the other pay. Percentage pays will change anytime there is an increase to the pay identified in the basis.