



Legislation Text

File #: 20-0075, **Version:** 1

TO:
Honorable Mayor and Members of the City Council

THROUGH:
Bruce Moe, City Manager

FROM:
Lisa Jenkins, Human Resources Director

SUBJECT:
Consider Adopting a Resolution Approving a Memorandum of Understanding Between the City of Manhattan Beach and Manhattan Beach Firefighters' Association (Human Resources Director Jenkins).
ADOPT RESOLUTION NO. 20-0017

RECOMMENDATION:
Staff recommends that the City Council adopt Resolution No. 20-0017 approving the attached Memorandum of Understanding (MOU) between the City of Manhattan Beach and the Manhattan Beach Firefighters' Association (MBFA).

FISCAL IMPLICATIONS:
There are no fiscal implications associated with adopting the MBFA MOU.

BACKGROUND:
The Manhattan Beach Firefighters' Association (MBFA) represents all sworn fire employees (employees in the rank of Firefighter, Firefighter/Paramedic, Fire Engineer, Fire Engineer/Paramedic, Fire Captain, and Fire Captain/Paramedic). There are currently 26 authorized positions represented by the MBFA.

DISCUSSION:
The last Memorandum of Understanding (MOU) with the MBFA was a three-year agreement, which expired on December 31, 2018. Representatives of the Association and the City, having met and conferred in good faith from October 2018 through early January 2020, have agreed to the terms found in the attached MOU.

The following summarizes the significant terms of the negotiated MOU recommended for City Council approval:

1. Term of Agreement
 - February 4, 2020 - June 30, 2020
2. Education and Longevity Pay

- Existing provisions in the MOU provide economic incentives for attaining a combination of education, certification, and years of service. Specifically, these incentives pay for a combination of certification, formal education, and years of sworn firefighting service, up to 15% of salary.
- These provisions were restructured in order to separate each qualifying pay/level as a separate item of compensation rather than combining certification, education, and longevity to qualify for a particular level of pay.
- The cost of the restructuring of this pay type is cost-neutral over the term of the MOU.

In compliance with the Meyers-Milias-Brown Act (MMBA), the City has provided authority and direction to its negotiators who have met and conferred with representatives from the MBFA in reaching the terms of this agreement. The proposed action is consistent with direction the City Council provided to staff.

PUBLIC OUTREACH:

After analysis, staff determined that public outreach was not required for this issue.

LEGAL REVIEW:

The City Attorney has reviewed this report and determined that no additional legal analysis is necessary.

Special Counsel has approved the MOU as to form.

ATTACHMENTS:

1. Resolution No. 20-0017
2. MBFA MOU (Final Version)
3. MBFA MOU (Strikethrough Version)