



## Legislation Text

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**File #:** RES 17-0076, **Version:** 1

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**TO:**

Honorable Mayor and Members of the City Council

**THROUGH:**

Mark Danaj, City Manager

**FROM:**

Teresia Zadroga-Haase, Director of Human Resources

**SUBJECT:**

Resolution Approving Two Side Letter Agreements with the Manhattan Beach Firefighters' Association 1) Agreement Related to Temporary Specialty Assignments; and 2) Agreement Related to a Specialty Assignment for Development of the Ambulance Operator Program (Human Resources Director Zadroga-Haase).

**ADOPT RESOLUTION NO. 17-0076**

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**RECOMMENDATION:**

It is recommended that the City Council adopt by Resolution the two attached Side Letters Agreements with the Manhattan Beach Firefighters' Association (MBFA) modifying the current Memorandum of Understanding (MOU). The City Council adoption will authorize the City Manager to execute the Side Letter Agreements and take appropriate actions necessary to carry out the terms of the agreements.

**FISCAL IMPLICATIONS:**

There is no fiscal impact specific to the individual who is working a temporary administrative assignment. However, when a suppression employee is taken off suppression shift for an administrative assignment, the suppression position is backfilled with overtime. Typical temporary administrative assignments would last between two and four weeks. The average overtime costs to backfill for a four-week temporary assignment would be approximately \$15,000 to \$17,000. This is included in the Department's annual overtime budget for the current fiscal year.

**BACKGROUND:**

From time to time the Fire Chief may have the need for a sworn suppression employee to work on an administrative project, for example, the development of an Ambulance Operator staffing and development program. Such an administrative assignment is often more efficiently and effectively completed if the suppression employee was temporarily taken off of the platoon suppression schedule (48 hours on/96 hours off) to work a temporary 40 hour/week schedule without the demands of suppression duties, and with increased access to administrative support functions and the Fire Chief for oversight and direction.

**DISCUSSION:**

The platoon suppression schedule for sworn personnel includes a certain amount of regularly scheduled overtime by nature of the 48/96 schedule they work within a 28-day work period. It amounts to 12 hours of overtime paid at the 1.5 OT rate. Therefore, to move from a regular 48/96 platoon schedule to a temporary 40 hour/week work week results in the employee losing an additional six hours of pay.

Both the Fire Chief and the Firefighters' Association have requested the City amend the current MOU to provide for a mechanism to keep the suppression employee whole when assigned to an administrative schedule due to the need to perform administrative project work.

**POLICY ALTERNATIVES:**

Should Council not approve the proposed side letters, there will be a disincentive for suppression employees to take on temporary duties if doing so results in a loss of compensation.

**PUBLIC OUTREACH/INTEREST:**

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.

**Attachment/Attachments:**

- 1.Resolution 17-0076
- 2.Side Letter Regarding Specialty Assignments
- 3.Side Letter Regarding Specific Ambulance Operator Program Specialty Assignment