



Legislation Text

File #: 20-0320, **Version:** 1

TO:

Honorable Mayor and Members of the City Council

THROUGH:

Bruce Moe, City Manager

FROM:

Lisa Jenkins, Human Resources Director

SUBJECT:

Consideration of a Resolution Approving an Agreement Between the City of Manhattan Beach and Manhattan Beach Fire Management Association (Human Resources Director Jenkins).

ADOPT RESOLUTION NO. 20-0126

RECOMMENDATION:

Staff recommends that the City Council approve the attached Agreement between the City of Manhattan Beach and the Manhattan Beach Fire Management Association (MBFMA).

FISCAL IMPLICATIONS:

The negotiated terms result in an estimated savings of \$130,474 over the term of the one year and two month agreement, with an ongoing savings of approximately \$120,000 annually.

BACKGROUND:

The Manhattan Beach Fire Management Association (MBFMA) represents three employees in the classification of Battalion Chief. Employees in the FMA were previously unrepresented employees in the City's Management and Confidential employee group. The employees organized as a formally recognized employee association under the Meyers-Milias-Brown Act (MMBA) in 2017.

DISCUSSION:

The Agreement represents terms agreed upon following good faith negotiations with representatives of the Association and the City, following authority being given to the City's labor negotiators in closed session. The Agreement will be incorporated into the first Memorandum of Understanding (MOU) between the City and the FMA, which will return to Council for approval at a later date. In order to implement the agreed upon terms immediately, Staff is recommending Council formally ratify the Agreement while the parties meet and confer regarding finalizing the MOU language.

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

1. Term of Agreement

- November 7, 2020 - December 31, 2021.

2. Salary

- Effective January 4, 2020, employees will receive a 2% base salary increase.

3. Retirement Contribution

- Effective January 4, 2020, employees will contribute an additional 3% to their retirement contribution as employer cost sharing, for a total retirement contribution of 12%.

4. Longevity Pay (Education/Longevity Pay)

- Existing provisions in the City's personnel rules provide economic incentives for attaining a combination of education and years of service. Specifically, these incentives provide pay for a combination of formal education and years of sworn firefighting service, up to 15% of salary.
- In lieu of the existing benefit, the City will provide longevity pay of 15% for 25 years of full-time paid sworn fire service, which the employees in the bargaining unit as of January 1, 2020 will be grandfathered to receive.

5. Overtime

- Effective October 9, 2020, longevity pay will be removed from the calculation of overtime.
- From November 7, 2020 through December 31, 2020, overtime will be paid at time and one half base hourly rate.
- Effective January 1, 2021, overtime for suppression shifts will be paid at the employee's straight time base hourly rate.
- Effective November 7, 2020, employees will continue to receive straight time overtime for in person meetings at the fire station or in the field, but will not receive overtime for discretionary work off duty, or phone calls, text messages, or virtual meetings.

6. General Leave

- The general leave accrual rate for existing employees is based upon prior full-time years of fire service with another public sector agency.
- For employees promoted or hired into the bargaining unit after the effective date of this Agreement, up to five years of service may include years with another public agency.

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 Agreement as to form.

ATTACHMENTS:

1. Resolution No. 20-0126
2. Agreement Manhattan Beach Fire Management Association