

November 3, 2005

Honorable Mayor and Members of  
The Hermosa Beach City Council

City Council Meeting of  
November 8, 2005

**Resolution Establishing Wages, Hours, and Working Conditions Governing  
Employees Represented by the Hermosa Beach Firefighters Association**

**Recommendation:**

It is recommended that the City Council adopt the attached resolution establishing the wages, hours and working conditions for employees represented by the Hermosa Beach Firefighters' Association effective November 1, 2005 through June 30, 2006.

**Background:**

The City Council directed staff to meet and confer with representatives of this employee group to discuss wages, hours, and working conditions contained in the Memorandum of Understanding that expired on June 30, 2003. The parties began meeting in June of this year and have held approximately four sessions with representatives from the association. When it became apparent that the parties were not making significant progress towards reaching an agreement, the parties declared impasse. Staff contacted the State of California Mediation and Conciliation Service to obtain the services of a mediator in accordance with the City's Employer-Employee Relations Resolution. The parties participated in mediation on September 19, 2005 however, were still unable to reach an agreement. However following mediation, at the request of the Association's negotiating team, staff agreed to meet directly with the general membership of the Association. While these meetings were generally positive they did not result in agreement on a new memorandum of understanding.

The matter is now submitted to the City Council for final action as outlined in the Employer-Employee Relations resolution.

The proposal submitted by the employee association contained a list of 9 items. The Association indicated that there was some flexibility in their final proposal. However, they were not willing to reach agreement for a total compensation package less than 6% per year over a three year term similar to that received by the Police Association. The City's final proposal included a total compensation package valued at 4% per year for a three year period. This included base wage increases, a proposed drug and alcohol testing policy, language changes clarifying the ability to accrue compensatory time or pay for overtime hours worked, a tuition reimbursement program, and increases to the amounts paid by the City towards retiree medical insurance benefits.


Also attached is a copy of the City's final proposal. It is recommended that the City Council adopt the attached resolution implementing the wages, hours and working conditions consistent with the City's final proposal to be effective November 1, 2005 through June 30, 2006 and as detailed in Exhibit A of the resolution. This recommendation would implement the first year of the City's final proposal.

Funding for this has been included in Prospective Expenditures account of the 2005-2006 Budget.

Respectfully submitted:



Michael Earl  
Personnel & Risk Management Director



Stephen Burrell  
City Manager



Viki Copeland  
Finance Director

**RESOLUTION NO. 05-**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF HERMOSA BEACH, CALIFORNIA, ESTABLISHING WAGES, HOURS, AND WORKING CONDITIONS GOVERNING EMPLOYEES REPRESENTED BY THE HERMOSA BEACH FIREFIGHTERS ASSOCIATION**

**WHEREAS**, the City of Hermosa Beach and the Hermosa Beach Firefighters Association have periodically entered into Memoranda of Understanding concerning wages, hours, and working conditions pursuant to the laws of the State of California; and,

**WHEREAS**, the most recent memorandum of understanding between the City and the Hermosa Beach Firefighters Association expired on June 30, 2005; and

**WHEREAS**, City and the Association commenced good faith negotiations beginning in June 2005 for the purposes of developing a new memorandum of understanding; and

**WHEREAS**, an impasse was reached in these negotiations on or about August 1, 2005; and

**WHEREAS**, the City and the Association participated in mediation on September 19, 2005 in a good faith attempt to achieve a mutually agreeable memorandum of understanding; and

**WHEREAS**, mediation did not result in agreement on a successor memorandum of understanding.

**NOW, THEREFORE**, the City Council of the City of Hermosa Beach does hereby declare its intent to implement the wages, hours, and working conditions for employees represented by the Hermosa Beach Firefighters Association, said implementation to be effective November 1, 2005 through June 30, 2006 and as to be shown in Exhibit A attached.

PASSED, APPROVED AND ADOPTED THIS \_\_\_\_\_ DAY OF NOVEMBER, 2005

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PRESIDENT of the City Council and MAYOR of the City of Hermosa Beach, California

ATTEST:

APPROVED AS TO FORM:

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City Clerk

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City Attorney

## EXHIBIT "A"

### Firefighters Association

- #1 Term -- November 1, 2005 through June 30, 2006
- #2 Article 27 – OVERTIME amended to add the following language:
- Employees may elect to receive pay or accrue compensatory time as compensation for overtime hours worked.
- #3 The City agrees to provide an education reimbursement benefit to those employees who enroll in academic courses in pursuit of an Associate, Bachelors or Masters degree in a field related to their employment with the City of Hermosa Beach. Employees shall be reimbursed for their course fees, books and tuition in an amount equivalent to those of the California State University as approved by the Personnel Director. An annual fiscal year maximum reimbursement amount will be determined by the Personnel Director using CSU rates. The amount will be determined based on the CSU schedule for attending a Fall semester, one winter session, a Spring semester, and one summer session.
- #4 Salary increases as follows:
- Effective November 1, 2005: 3.25%
- #5 The City proposes to follow the existing language regarding implementation of disciplinary actions following the conclusion of Step I of the Appeal of Discipline procedure contained in the most recent memorandum of understanding.
- #6 The City proposes to implement the Drug and Alcohol Policy distributed to the Association on June 30, 2005.
- #7 Amend Article 42 – RETIREMENT, D and subsection 2 as follows:
- D. Employees who retire after the effective date of this resolution shall be eligible for a medical insurance premium supplement. Said premium shall be in the following amount:
2. For service at age fifty (50), or disability retirement (no age restriction) with a minimum of twenty (20) years of service with the City of Hermosa Beach said supplement shall be \$350 per month.

**CITY OF HERMOSA BEACH**  
**Revised Proposal of 7/19/05**  
**Firefighters Association**

- #1 Term – Effective the date ratified by the Association through 6/30/08
- #2 Article 27 – OVERTIME amended to add the following language:  
  
Employees may elect to receive pay or accrue compensatory time as compensation for overtime hours worked.
- #3 The City agrees to provide an education reimbursement benefit to those employees who enroll in academic courses in pursuit of an Associate, Bachelors or Masters degree in a field related to their employment with the City of Hermosa Beach. Employees shall be reimbursed for their course fees, books and tuition in an amount equivalent to those of the California State University as approved by the Personnel Director. An annual fiscal year maximum reimbursement amount will be determined by the Personnel Director using CSU rates. The amount will be determined based on the CSU schedule for attending a Fall semester, one winter session, a Spring semester, and one summer session.
- #4 Salary increases as follows:  
  
Effective date of MOU: 3.25%  
  
Effective 7/1/06: 4%  
  
Effective 7/1/07: 4%
- #5 The City proposes to follow the existing language regarding implementation of disciplinary actions following the conclusion of Step I of the Appeal of Discipline procedure contained in the most recent memorandum of understanding.
- #6 The City proposes to implement the Drug and Alcohol Policy distributed to the Association on June 30, 2005.
- #7 Amend Article 42 – RETIREMENT, D and subsection 2 as follows:  
  
D. Employees who retire after the effective date of this memorandum of understanding shall be eligible for a medical insurance premium supplement. Said premium shall be in the following amount:  
  
2. For service at age fifty (50), or disability retirement (no age restriction) with a minimum of twenty (20) years of service with the City of Hermosa Beach said supplement shall be \$350 per month.

**Hermosa Beach Fire Department Negotiations**  
**Proposal #4**  
July 19, 2005

The Association reserves the right to add to, delete from or modify this proposal.

1. Overtime – Reduce OT cycle to one pay period, OT paid after 106hrs.
2. Retiree Medical – TA.
3. 5% effective 7-1-05, Average Survey of Area G for second and third year.
4. EOB – increase by \$50 on 01/01/06, \$50 on 01/10/07
5. TA-Comptime
6. Increase EMT bonus from 2% to 5%
7. Delete clause in MOU providing for minimum staffing of 5.
8. Add 1% Certification Pay for the following certificates:
  - a) Prevention
  - b) Investigation I, II
  - c) Instructor I, II III
  - d) Driver Operator
  - e) Public Education
  - f) Fire Protection Specialist
  - g) Plans Examiner
9. Tuition Reimbursement-TA