

March 8, 2006

Honorable Mayor and Members of  
The Hermosa Beach City Council

City Council Meeting of  
March 14, 2006

**Resolution Approving an Amendment to the Memorandum of Understanding  
Between the City and the Professional & Administrative Employees Association**

**Recommendation:**

It is recommended that the City Council adopt the attached resolution approving an amendment to the Memorandum of Understanding between the City and the Professional & Administrative Employees Association.

**Background:**

The City Council approved a memorandum of understanding with the Professional & Administrative Employees Association effective July 1, 2005 through June 30, 2008 at their meeting of September 13, 2005. Following approval of the MOU, the City Council authorized an additional salary increase of 1% to be effective November 1, 2005, July 1, 2006 and July 1, 2007. This additional 1% per year results in total compensation package of 5% per year for the term of the MOU.

The cost of this amendment for the current fiscal year is \$12,043.

Respectfully submitted:

  
Michael Earl  
Personnel & Risk Management Director

  
Stephen Burrell  
City Manager

**RESOLUTION NO. 06—**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF HERMOSA BEACH, CALIFORNIA, TO ADOPT AN AMENDMENT TO THE MEMORANDUM OF UNDERSTANDING WITH THE PROFESSIONAL AND ADMINISTRATIVE EMPLOYEES ASSOCIATION**

**WHEREAS**, employees of the City of Hermosa Beach, California represented by the Professional & Administrative Employees Association Bargaining Unit have elected to meet and confer with the City of Hermosa Beach on matters concerning wages, hours, and working conditions; and,

**WHEREAS**, the above personnel have selected certain individuals to represent them; and,

**WHEREAS**, Employee and Management representatives have jointly negotiated an amendment to the Memorandum of Understanding which has been ratified by a majority of the members of the Professional & Administrative Employees Association; and,

**WHEREAS**, the Employees and Management representatives have mutually agreed to recommend that the City Council adopt this amendment.

**NOW, THEREFORE**, the City Council of the City of Hermosa Beach, California resolves to approve the Amendment to the Memorandum of Understanding and authorizes the Personnel & Risk Management Director to sign the Amendment on behalf of the City.

**BE IT FURTHER RESOLVED**, that the City Clerk shall certify to the passage and adoption of this resolution; shall cause the same to be entered among the original resolutions of said City; shall make a minute of the passage and adoption thereof in the records of the proceedings of the City Council of said City in the minutes of the meeting at which time same is passed and adopted.

**PASSED, APPROVED AND ADOPTED** this 14<sup>th</sup> day of March, 2006.

\_\_\_\_\_  
**PRESIDENT** of the City Council and **MAYOR** of the City of Hermosa Beach, California

ATTEST:

APROVED AS TO FORM:

\_\_\_\_\_  
City Clerk

\_\_\_\_\_  
City Attorney

AMENDMENT TO THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF HERMOSA BEACH AND THE PROFESSIONAL & ADMINISTRATIVE EMPLOYEES ASSOCIATION

The following amended language shall replace the appropriate sections of the Memorandum of Understanding effective July 1, 2005 through June 30, 2008.

**ARTICLE 6 – WAGE RATE**

- A. Effective July 1, 2005, the wage rates shall be as described in Exhibit "A".
- B. Effective November 1, 2005 base salary shall be increased 1% for all classifications.
- C. Effective July 1, 2006 base salary shall be increased 4.25% for all classifications. Salary for the classifications of Assistant and Associate Engineer shall be increased an additional 2%.
- D. Effective July 1, 2007 base salary shall be increased 5%.

PROFESSIONAL & ADMINISTRATIVE  
EMPLOYEES OF HERMOSA BEACH  
NEGOTIATING COMMITTEE

CITY OF HERMOSA BEACH

\_\_\_\_\_  
Michael Flaherty

\_\_\_\_\_  
Michael Earl

\_\_\_\_\_  
Sylvia Diaz

\_\_\_\_\_  
Scott Lunceford

\_\_\_\_\_  
Dave Twedell, City Employees Associates

**EXHIBIT A**  
**PROFESSIONAL & ADMINISTRATIVE EMPLOYEES**  
**EFFECTIVE JULY 1, 2005 THROUGH OCTOBER 31, 2005**

	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>
SENIOR PLANNER	5586	5863	6157	6464	6788
ASSOCIATE ENGINEER	5201	5461	5734	6019	6318
SENIOR BUILDING INSPECTOR	4858	5103	5357	5623	5903
ASSISTANT ENGINEER	4505	4729	4966	5215	5475
PLANNING ASSOCIATE	4858	5103	5357	5623	5903
PLANNING ASSISTANT	3991	4191	4401	4622	4850
PUBLIC WORKS SUPERINTENDENT	4858	5103	5357	5623	5903
POLICE RECORDS ADMIN/SYSTEM MGR.	4693	4929	5176	5435	5708
ACCOUNTING SUPERVISOR	4355	4573	4805	5043	5294
CITATION RECORDS ADMINISTRATOR	4355	4573	4805	5043	5294
RECREATION SUPERVISOR	4412	4632	4865	5108	5361
SECRETARY TO DEPT. DIRECTOR	4039	4242	4455	4676	4911
ADMINISTRATIVE ASSISTANT	4039	4242	4455	4676	4911
DEPUTY CITY CLERK	4039	4242	4455	4676	4911
ADMINISTRATIVE REVIEW INVEST.	3549	3726	3913	4109	4314
INFORMATION SYSTEMS TECHNICIAN	4364	4584	4811	5051	5303