

Second Amendment to the  
October 1, 2008 – September 30, 2013  
Memorandum of Understanding between the Long Beach Firefighters  
Association and the City of Long Beach

The City of Long Beach and the Long Beach Firefighters Association (“FFA”) agree to amend the January 1, 2008 to September 30, 2013 Memorandum of Understanding, which previously was amended by the parties on October 30, 2009 to extend the expiration date to September 30, 2014 as follows:

1. The Memorandum of Understanding will be extended for a period of two (2) years to expire on September 30, 2016. All existing terms and conditions set forth in that Memorandum of Understanding as previously amended shall remain unchanged for the term of the extended Agreement, unless amended by mutual agreement of the parties and except as modified below.
2. Article Five, Section I – Maintenance of Existing Retirement Provisions – shall be amended to read as follows:

Section I – Retirement Provisions

For members of the bargaining unit employed in those classifications (other than Fire Recruit) set forth in Appendix A on the effective date of the Agreement, the City will continue to provide 3% at 50 pension formula to Tier I and Tier II employees in accordance with the Public Employees’ Retirement System contract in effect for each of these Tiers on the effective date of this agreement.

The FFA agrees to a new formula of 2% at age 50 for members hired on or after the date the City’s contract with CalPERS is amended. Employees hired on or after the date the City’s contract with CalPERS is amended will have their final compensation based upon a three-consecutive year average as set forth in Government Code Section 20037.

As soon as the City’s amended agreement with CalPERS is effective, each employee shall pay his/her 9% individual employee contribution to CalPERS.

3. Article Eight, Section I – Call Backs - shall be amended to read as follows:

Section I – Call Backs

For the purpose of maintaining a minimum staffing program, paid call backs shall be utilized to maintain a minimum on-duty manpower status as determined by the Fire Chief utilizing available volunteer call-back personnel, hiring additional employees, or by ordering employees to work extra shifts. Adequate funds will be provided in the Fire Department budget for such a constant staffing program, subject to annual budget approval by the City Council; up to and including the

rank of Battalion Chief on a rank for rank basis.

Each Fire Engine and each Fire Truck shall be staffed by a minimum of four sworn fire suppression personnel. In case of emergency circumstance, including but not limited to a regional disaster, catastrophe, or declaration of fiscal emergency, the Fire Chief shall have the discretion to alter the deployment model during the duration of the crisis.

As set forth in Section 4.11 of the Personnel Ordinance, employees (Firefighters) shall be called back to work over their assigned platoon schedule as a result of volunteering to work extra time due to the absence of an employee from regularly scheduled platoon duty or to volunteer for special training programs. It shall be the responsibility of the Firefighters Association and the Fire Chief to make every attempt to ensure there are sufficient volunteers to cover all shifts so that the designated POST positions can be staffed.

During the term of this Agreement, employees on platoon duty shall continue to work a twenty-four (24) hour work shift that averages a fifty-six (56) hour work week.

4. Article Nine, Section V – Term and Renegotiation -- , second paragraph, shall be amended to read as follows:

Article Nine, Section V – Term and Renegotiation

Any party wishing to negotiate a successor to this Agreement shall send written notice to the other party of its intentions to do so no sooner than April 15, 2016, and no later than May 15, 2016.

5. Appendix A, Section III shall be amended to read as follows:

Section III- General Salary Increases

October 1, 2011  
6.00% All Ranks

October 1, 2014  
1.00% All Ranks

The parties agree to meet and confer in good faith on or after October 1 of each fiscal year during the term of the extension (FY15 - 10/01/2014-09/30/2015 and FY16 -10/01/2015-09-30/2016) upon provision of thirty (30) days notice by either party solely for the purpose of discussing wages and state law changes. Changes will only be made by mutual agreement of both parties.

In witness thereof, the parties hereto have caused this Amendment to the Memorandum of Understanding to be executed this \_\_\_\_\_ day of October, 2011.

FOR THE LONG BEACH FIREFIGHTERS ASSOCIATION:

\_\_\_\_\_  
Rich Brandt, President  
Firefighters Association

\_\_\_\_\_  
Kory Knapp  
Firefighters Association

\_\_\_\_\_  
Rex Pritchard  
Firefighters Association

\_\_\_\_\_  
John Wright  
Firefighters Association

\_\_\_\_\_  
Timothy Rassmussen  
Firefighters Association

\_\_\_\_\_  
Firefighters Association

FOR THE CITY OF LONG BEACH:

\_\_\_\_\_  
Patrick H. West  
City Manager

\_\_\_\_\_  
Deborah R. Mills  
Director of Human Resources

\_\_\_\_\_  
Alan Patalano  
Fire Chief

\_\_\_\_\_  
Ken Walker  
Manager – Personnel Operations

\_\_\_\_\_  
Tara Brewer  
Personnel Analyst

\_\_\_\_\_  
Nani Blyleven  
Administrative Analyst