

SECOND AMENDMENT TO THE MEMORANDUM OF UNDERSTANDING  
BETWEEN THE CITY OF LONG BEACH AND  
THE INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS

The City of Long Beach and the International Association of Machinists and Aerospace Workers (IAM) agree to amend the October 1, 2007 to September 30, 2013 Memorandum of Understanding as follows:

The labor agreement will be extended by one year, to expire on September 30, 2014. All existing terms and conditions set forth in that agreement shall remain unchanged for the term of the extended agreement, except as modified below.

- I. Amend Article Two-Salaries and Compensation, Section I – Classifications-Pay Rates-Salary Increases, C. Additional Compensation, 1. Classification and Compensation Study to read:

The classification portion of the Classification/Compensation Study will be completed and implemented by September 30, 2014. The compensation portion of the Classification/Compensation Study is deleted.

- II. Amend Article Two-Salaries and Compensation, Section I – Classifications-Pay Rates-Salary Increases, C. Additional Compensation, 2. Classification and Compensation Study Equity Adjustments to read:

In lieu of the equity adjustment values, except for the 1% already implemented retroactively to 10/01/2010, and in lieu of expedited mediation/arbitration, IAM represented employees will receive a 5 percent general salary increase effective October 1, 2012.

- III. Amend Article Five-Retirement and Workers' Compensation, Section I – Retirement, A. Continuation of Retirement Benefits by adding:

3. Effective January 1, 2013, or shortly thereafter, for employees who are eligible for and enrolled in the California Public Employee Retirement System (CalPERS) the City shall contribute on behalf of each eligible employee who is a CalPERS member, zero percent (0%) of his or her individual employee contribution. Effective January 1, 2013, or shortly thereafter, employees shall contribute from their annual salary their full employee contribution to CalPERS.

4. In accordance with state law, the IAM agrees to implement a new retirement formula of 2.0% @ 62 for those employees hired on or after January 1, 2013, who are new members to CalPERS as defined by California Government Code section 7522.04. These employees shall contribute from their annual salary their full employee contribution to CalPERS in the amount legally mandated pursuant to California Government Code sec. 7522.30. Final compensation for employees hired on or after January 1, 2013, who are new members to CalPERS will be calculated based on a three-year average in accordance with California Government Code sec. 7522.32.

- IV. Amend Article Five-Retirement and Workers' Compensation, Section I – Retirement, B. Report the Value of Employer-Paid member Contribution (EPMC) – Special Compensation by adding the following sentence:

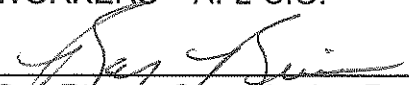
- IV. Amend Article Five-Retirement and Workers' Compensation, Section I – Retirement, B. Report the Value of Employer-Paid member Contribution (EPMC) – Special Compensation by adding the following sentence:

Effective January 26, 2013, or shortly thereafter, the City will no longer designate EPMC as compensation earnable and report it as such to PERS.

It is also agreed that there will be no further layoffs through September 30, 2013.

In witness thereof, the parties hereto have caused this Amendment to the Memorandum of Understanding to be executed this 31<sup>ST</sup> day of JANUARY, 2013.

FOR THE LONG BEACH CITY EMPLOYEES LOCAL LODGE 1930, DISTRICT LODGE 947, INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS – AFL-CIO:

  
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Ray Rivera, Grand Lodge Representative  
Western Territory

  
\_\_\_\_\_  
Janet Schabow  
BR, IAMAW DL947


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Cynthia Marlene Arrona

\_\_\_\_\_  
Roz Boger

\_\_\_\_\_  
Floyd Jerome Bramlett

\_\_\_\_\_  
Brett Engstrom


\_\_\_\_\_  
Dan Gonzalez

  
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Hans Tritten

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Surian Pete Pearson

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Nancy Riano

Roy Robledo  



Laura Sansenbach  


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Scott Sansenbach

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Scott Schroyer

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Michael Vandermeer


  
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Norm White

  
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Mike Ulichney

  
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Dan Zenovka

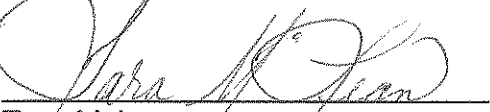
FOR THE CITY OF LONG BEACH:

  
Patrick H. West, City Manager

  
Keh Walker  
Manager, Personnel Operations

  
Nani Blyleven, Administrative Analyst III

  
Deborah R. Mills  
Director of Human Resources

  
Tara McLean  
Human Resources Officer

APPROVED AS TO FORM:

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Robert E. Shannon, City Attorney

APPROVED AS TO FORM AND RETURNED

January 31, 20 13  
ROBERT E. SHANNON, City Attorney

By   
CHRISTINA L. CHECEL  
DEPUTY CITY ATTORNEY