EXHIBIT A

FOURTH AMENDMENT TO THE MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY OF LONG BEACH AND
THE LONG BEACH CITY ATTORNEYS ASSOCIATION

The City of Long Beach and the Long Beach City Attorneys Association (LBCAA) agree to amend the October 1, 2007 to September 30, 2012 Memorandum of Understanding as follows:

All existing terms and conditions set forth in that agreement shall remain unchanged for the term of the extended agreement, except as modified below.

1) **Article Two: Section I – Compensation**
The Salary Resolution will be amended to provide for the following salary increases:
October 1, 2014 - 4%

2) **Additionally**

The City and LBCAA agree to a reopener on these topics if the City comes to new terms with the IAM prior to completion of the full term:
a. The Fair Labor Standards Act (FLSA) application
b. Sick Leave Conversion

In witness thereof, the parties hereto have caused this Amendment to the Memorandum of Understanding to be executed this 4 day of September, 2014.

FOR THE LONG BEACH CITY ATTORNEYS ASSOCIATION

Kendra Carney, President
Long Beach City Attorneys Association

FOR THE CITY OF LONG BEACH:

Patrick H. West, City Manager

Deborah R. Mills
Director of Human Resources

Ken Walker
Manager, Labor Relations

Charles Parkin, City Attorney

APPROVED AS TO FORM:

Charles Parkin, City Attorney