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

The City of Long Beach and the Long Beach Lifeguards Association (LBLGA) agree to amend the November 1, 2005 to September 30, 2008 Memorandum of Understanding as follows:

The labor agreement will be extended to expire on September 30, 2015. All existing terms and conditions set forth in that agreement shall remain unchanged for the term of the extension, except as modified below.

1) **Article Two: Section II – Salary Schedule**

   The Salary Resolution will be amended to provide for the following salary increases:

   October 1, 2013 - 5%
   October 1, 2014 - 4%

2) **Article Five: Section 1 – Retirement**

   Effective October 1, 2013, or shortly thereafter, all represented CalPERS members also agree to pay the full employee share of CalPERS. Members shall receive an offset equivalent to the remaining portion of the full 9% employee share of CalPERS. Effective October 1, 2013, or shortly thereafter, the City will no longer designate EPMC as compensation earnable and report it as such to PERS for members of the bargaining unit.

3) **Additionally**

   The City and LBGA agree to reopen the agreement prior to completion of the full term on the following:

   a. The Fair Labor Standards Act (FLSA) application
   b. Sick Leave Conversion

   when the FFA and POA contracts are reopened on either subject.

In witness thereof, the parties hereto have caused this Amendment to the Memorandum of Understanding to be executed this 5th day of NOVEMBER, 2013.

FOR THE LONG BEACH LIFEGUARD ASSOCIATION:

Cameron Abel, President
Long Beach Lifeguard Association

James Reinheimer, Vice President
Long Beach Lifeguard Association

Scott Mitchell, Secretary
Long Beach Lifeguard Association

Derek Pakiz, Director
Long Beach Lifeguard Association

FOR THE CITY OF LONG BEACH:

Patrick H. West
City Manager

Deborah R. Mills
Director of Human Resources

Tara McLean
Human Resources Officer

Stephanie Kemp
Personnel Analyst III

APPROVED AS TO FORM
November 18, 2013
CHARLES PARKIN, City Attorney
By
CHRISTINA CHECEL
PRINCIPAL DEPUTY CITY ATTORNEY