

LETTER OF AGREEMENT
CITY OF LONG BEACH AND LIFEGUARD ASSOCIATION (LGA)

RE: VACATION ACCRUAL MAXIMUM

This Letter of Agreement is entered between the City of Long Beach ("City") and the Lifeguard Association hereinafter called "LGA" (collectively "the Parties").

WHEREAS, the parties have entered into a Memorandum of Understanding (MOU) covering the period of October 1, 2022 to September 30, 2025, which includes provisions for Vacation; and

WHEREAS, the LGA MOU provision on Vacation Accrual Maximum (Article Five, Section II), outlines the City's Vacation Accrual Maximum which includes temporary vacation maximum accruals beginning on January 1, 2021 to December 31, 2023;

WHEREAS, the City plans to extend a new deadline for the temporary vacation maximum accruals to January 7, 2027 for all bargaining units.

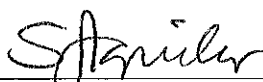
WHEREAS, the City intends to implement the changes to this provision in the 2022-2025 LGA MOU.

NOW THEREFORE, the Parties agree to the following:

- A. Extend the temporary Vacation Accrual Maximum three additional years to expire on January 7, 2027. The Vacation Accrual Maximum cap will revert to the three (3) year maximum effective January 8, 2027, as shown in the attached chart.
- B. Time above the accrual maximum on January 8, 2027: Employees over the three (3) year accrual maximum on January 8, 2027 will not accrue any additional vacation leave until their accruals fall below their three (3) year accrual maximum. For example, an employee with 5 years of service and 400 vacation accruals on 1/8/27, will not be eligible to accrue vacation until they are below the maximum of 360.4 vacation accruals.
- C. This Letter of Agreement shall not change any Memorandum of Understanding provisions other than as outlined above.


IT IS SO AGREED.

For the Parties:



SANDRA AGUILAR
Acting Chief of Labor Relations
City of Long Beach

Date: 10/17/23



AARON FLETCHER
President
Long Beach Lifeguard Association
Date: 9.26.23

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Vacation Accrual Maximum Chart:

Service Years Completed	Hours Accrued per pay period	Annual Accrual	Current Vacation Maximum Accrual*	Temporary Vacation Maximum Accrual**
Upon hire through 4 years, 5 months	3.70	96.2	288.6	384.8
4 years, 6 months through 11 years, 5 months	4.62	120.1	360.4	480.5
11 years, 6 months through 13 years, 5 months	4.93	128.2	384.5	512.7
13 years, 6 months through 17 years, 5 months	5.24	136.2	408.7	545.0
17 years, 6 months through 18 years, 5 months	5.54	144.0	432.1	576.2
18 years, 6 months through 19 years, 5 months	5.85	152.1	456.3	608.4
19 years, 6 months or more	6.16	160.2	480.5	640.6