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Staff Report

City of Manhattan Beach

TO: Honorable Mayor Ward and Members of the City Council

THROUGH: Richard Thompson, Interim City Manager

FROM: Cathy A. Hanson, Human Resources Director
Christine Tomikawa, Risk Manager

DATE: July 20, 2010

SUBJECT: Consideration of Attached Side Letter Agreement Extending the Memorandum of Understanding Between the City of Manhattan Beach and the Manhattan Beach Firefighters' Association Until July 31, 2011.

RECOMMENDATION:

Staff recommends that City Council approve the attached Side Letter Agreement extending the Memorandum of Understanding (MOU) between the City of Manhattan Beach and the Manhattan Beach Firefighters' Association until July 31, 2011.

FISCAL IMPLICATION:

There are no fiscal implications. The extension of the contract provides for no increases in salary and benefits. It simply extends the term of the contract by one year to July 2011.

BACKGROUND:

The City of Manhattan Beach Firefighters' Association MOU covers 6 classifications within the City and 26 budgeted positions. The City engages in collective bargaining with this group. In acknowledgement that the Fire MOU would expire on July 31, 2010, Staff met with City Council and proposed several options for the upcoming negotiations.

After much discussion and consideration of options, Staff is recommending that Council approve the attached Side Letter Agreement extending the Fire MOU until July 31, 2011.

DISCUSSION:

Staff presented City Council in closed session with several options regarding Fire Association negotiations. After much discussion it was determined that Staff would recommend extending the current MOU until July 31, 2011. This was considered the best option since the City is currently recruiting for a City Manager and the Fire Chief position is vacant. Both positions are

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being filled on an Interim basis.

By extending the MOU for an additional year, the future City Manager and Fire Chief will have time to come up to speed with the City and the Fire Department as well as have the opportunity to provide critical input into the future contract.

Staff has discussed this strategy with Fire Association representatives and they are in agreement with extending the current contract until July 31, 2011.

Attachments: Side Letter Agreement

**SIDE LETTER AGREEMENT BETWEEN
THE CITY OF MANHATTAN BEACH
AND
THE MANHATTAN BEACH FIRE FIGHTER'S ASSOCIATION**

The City of Manhattan Beach (hereinafter referred to as the "City") and the Manhattan Beach Firefighter's Association (hereinafter referred to as the "Association") hereby agree as follows:

The Memorandum of Understanding between the City and the Association, effective August 1, 2005 through July 31, 2010 shall be extended and remain in full force and effect through July 31, 2011.

City of Manhattan Beach

Richard Thompson, Interim City Manager

Fire Association

Jim Muth 7/14/2010
Jim Muth

Tim O'Brien 7-14-2010
Tim O'Brien