

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 by two years, to expire on September 30, 2010. All existing terms and conditions set forth in that agreement shall remain unchanged for the term of the extension, except as modified below.

1. There will be no general salary adjustments during the term of the extension.
2. In consideration of the Long Beach Lifeguards Association's willingness to help address the City's financial challenges by agreeing to no general salary adjustments over a two-year period, the City will not unilaterally impose furloughs during Fiscal Year 2010, unless there is an occurrence resulting in a \$5 million or more loss of the Tidelands Fund revenues or uncontrollable Tidelands Fund expenditures of \$5 million or more when compared to the Fiscal Year 2010 Adopted Budget. Any increase in discretionary revenue or available alternative funding sources will be taken into consideration prior to implementation of a furlough.

If based on the financial situation it is determined that furloughs will be necessary in accordance with this section, the City will provide notice in writing to the LBLGA to include detailed financial information documenting the need to implement furloughs. This will initiate a 30-calendar day meeting period where the parties will meet to explore compensation and benefit related savings as alternatives to furloughs.

The City agrees that if it becomes necessary to implement furloughs during Fiscal Year 2010 any salary or equity adjustments that other Associations have received since October 1, 2008, or will receive during Fiscal Year 2010, will be taken into consideration when determining the extent of the furlough and associated compensation losses for the Long Beach Lifeguards Association members.

3. In the event that the City and another Miscellaneous Association agree to modify the parameters for the financial occurrence identified in No. 2 of this agreement to parameters more beneficial to the LBLGA, then the more beneficial parameters shall also apply to the LBLGA and will supersede the parameters currently identified in No. 2 of this agreement.
4. Management agrees to study potential cost efficiencies and operational improvements that could result from assigning limited Peace Officer status

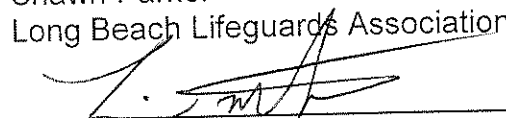
for Marine Safety Officers and Captains when carrying out their duties, as is currently provided to Marine Safety Sergeants.

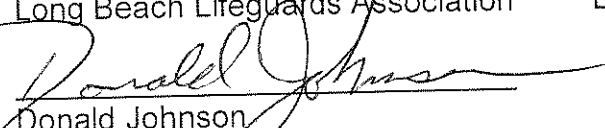
5. To help incentivize early retirement and mitigate potential layoffs in Fiscal Year 2010, the City agrees to provide any permanent member of the LBLGA who retires on or before December 31, 2009 and who is in a classification subject to layoff, an amount equivalent to 288 hours of sick leave (three years of sick leave accrual) to be used for post-retirement health insurance coverage.
6. The City and the LBLGA agree that during the term of the extension, either party may request a reopener with 30 days notice to discuss possible changes to pension plans. The outcome of the reopener must be mutually agreeable.

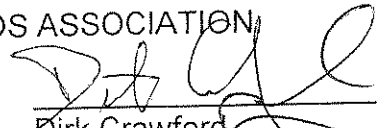
In witness thereof, the parties hereto have caused this Amendment to the Memorandum of Understanding to be executed this 20 day of OCTOBER, 2009.

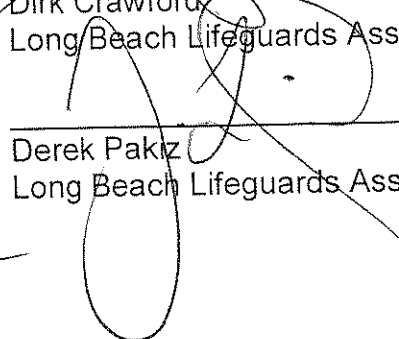
FOR THE LONG BEACH LIFEGUARDS ASSOCIATION


Shawn Parker
Long Beach Lifeguards Association


Louis Martinet
Long Beach Lifeguards Association

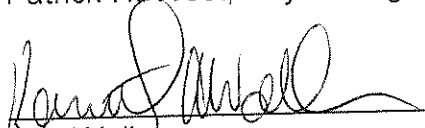

Donald Johnson
Long Beach Lifeguards Association

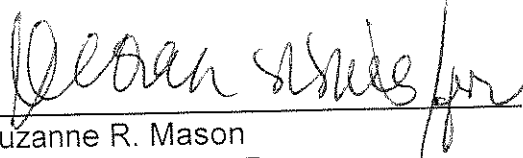

Dirk Crawford
Long Beach Lifeguards Association

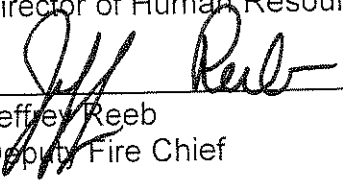

Derek Pakiz
Long Beach Lifeguards Association

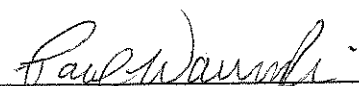
FOR THE CITY OF LONG BEACH:


Patrick H. West, City Manager

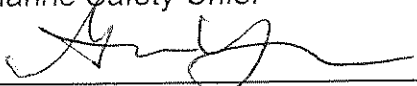

Ken Walker
Manager, Personnel Operations


Suzanne R. Mason
Director of Human Resources


Jeffrey Reeb
Deputy Fire Chief



Paul Wawrzynski
Marine Safety Chief



Grace Yoon
Administrative Analyst III



Stephanie Kemp
Personnel Analyst III

APPROVED AS TO FORM:



Robert E. Shannon, City Attorney