

AMENDMENT NO. 4
MEMORANDUM OF UNDERSTANDING
FOR JOINT SUBMISSION
TO BOARD OF SUPERVISORS
REGARDING
BEACH LIFEGUARDS
EMPLOYEE REPRESENTATION UNIT

THIS AMENDMENT NO. 4 TO THE MEMORANDUM OF UNDERSTANDING, made and entered into this 1st day of February, 2011,

BY AND BETWEEN

Authorized Management Representatives
(hereinafter referred to as "Management")
of the County of Los Angeles (hereinafter
referred to as "County")

AND

LOS ANGELES COUNTY LIFEGUARD
ASSOCIATION (hereinafter referred to as
"LACOLA" or "Union")

WHEREAS, on the 5th day of July, 2005, the parties entered into a Memorandum of Understanding regarding Beach Lifeguards, which Memorandum of Understanding was subsequent approved and ordered implemented by the County's Board of Supervisor; and

WHEREAS, as a result of mutual agreement, the parties desire to amend the MOU Article as set forth hereafter:

NOW, THEREFORE, the parties agree as follows:

The parties agree that except as herein specifically amended, each and every other provision of the 2006 – 2009 Memorandum of Understanding shall continue to remain in full force and effect.

ARTICLE 4 TERM

Change termination date to 12:00 midnight on December 31, 2011.

ARTICLE 5 RENEGOTIATION

Change dates for written commencement of negotiations to July 1, 2011, through August 1, 2011.

Change date to begin negotiations to 30 days after receipt of written proposal or September 1, 2011, whichever is later.

Change date for automatic impasse to October 31, 2011.

ARTICLE 8 SALARIES

Section 4 Sick Leave Accrual Exchange

Change date to receive payment of sick time to July 1, 2011.

ARTICLE 10 SPECIAL PAY PRACTICES

Section 10 Wellness/Fitness for Life Bonus

Change date of to reflect contract term extension to 12-31-2011.

ARTICLE 16 UNIFORMS

Change dates to reflect contract extension. Employees employed on November 1, 2011, shall be entitled to a lump sum of \$600. Such payment shall be made between December 1, 2011, and December 15, 2011.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Memorandum of Understanding the day, month and year first above written.

LOS ANGELES COUNTY
LIFEGUARD ASSOCIATION

By Steven Powell
Steven Powell
President

COUNTY OF LOS ANGELES
AUTHORIZED MANAGEMENT
REPRESENTATIVES

By William T Fujioka
William T Fujioka
Chief Executive Office

TO BE JOINTLY SUBMITTED TO COUNTY'S BOARD OF SUPERVISORS