



Meeting Date: 8 / 01 / 2006

ACTION	TYPE OF ITEM
<input type="checkbox"/> Approved Recommendation	<input checked="" type="checkbox"/> Info/Consent
<input type="checkbox"/> Ord. No(s). _____	<input type="checkbox"/> Report
<input type="checkbox"/> Res. No(s). _____	<input type="checkbox"/> Public Hearing (Info/consent)
<input type="checkbox"/> Other _____	<input type="checkbox"/> Other _____

Prepared By: Rachel A. Shaw, Human Resources Director *RS*

Agenda Item No. I-4

Reviewed By: City Manager *JPB*

City Attorney *[Signature]*

Finance *[Signature]*

Other (Specify) _____

DATE: July 25, 2006

TO: City Council

FROM: Rachel A. Shaw, Director *R. Shaw*
Human Resources Department

SUBJECT: Memorandum of Understanding with Service Employees International Union, Local 998, Adjustments to Wages for Mid-Managers and Confidential Employees.

RECOMMENDATION

That City Council:

1. Ratify a Memorandum of Understanding (MOU) between the City and the Service Employees International Union, Local 998 (SEIU), commencing July 1, 2006, and expiring on June 30, 2007.
2. Adopt a resolution implementing the MOU for the Service Employees International Union, Local 998 (SEIU).
3. Approve a special budget appropriation in the amount of \$994,817 from the General Fund Operating Reserve to implement the MOU and wage adjustments for unrepresented employees occupying mid-manager and confidential employee classifications and authorize the City Manager to transfer funds between accounts, in amount listed above, to implement the terms and conditions of the MOU.

DISCUSSION

Authorized representatives of the City Manager and SEIU have negotiated and agreed upon wages, hours, and other terms and conditions of employment for City employees occupying classifications represented by SEIU.

1. For SEIU, if approved, the MOU will provide the following changes in wages, hours and other terms and conditions of employment:
 - The new MOU shall be effective July 1, 2006, and shall remain in full force and effect through June 30, 2007.
 - Effective July 1, 2006, base wages of SEIU employees will be increased by 4.9%.

- Effective July 1, 2006, City shall increase its contribution to the Public Agency Retirement System (PARS) by one-half percent (.5%) for SEIU employees. Therein after, City's total contribution to PARS on behalf of unit employees shall be equal to six percent (6.0%) of the wages upon which the unit employee's retirement contributions are computed.
- 2. For mid –manager and confidential employee classifications, if approved, effective July 1, 2006, base wages will be increased by 5.0%.

FINANCIAL IMPACT

Staff recommends appropriating funds from the General Fund Operating Reserve in the amount of \$994,817 to implement the MOU and wage increases for mid-managers and confidential employees. These funds will be allocated to the appropriate department and division budgets to cover implementation costs.

There are sufficient funds appropriated in non-general fund budgets to implement the 2006 - 2007 MOU and wage increases for the mid-managers and confidential employees.

The General Fund Operating Reserve is currently \$18,593,125 with the appropriation of \$994,817 there will be a remaining balance of \$17,598,308.

(RAS/ras)

- Attachment #1 - Resolution Approving Memorandum of Understanding
#2 - Memorandum of Understanding with SEIU.
#3 – Special Budget Appropriation
#4 – General Fund Operating Reserve Estimate

Note: Copies of attachments have been provided to the City Council and to the City Clerk. Copies are available for review at the Circulation Desk in the Library after 6:00 p.m. on the Thursday prior to the Council meeting and at the City Clerk's Office after 8:00 a.m. on Friday.

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CITY COUNCIL OF THE CITY OF OXNARD

RESOLUTION NO. _____

A RESOLUTION RATIFYING A MEMORANDUM OF UNDERSTANDING FOR
EMPLOYEES OCCUPYING CLASSIFICATIONS REPRESENTED BY THE OXNARD
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 998.

WHEREAS, the City Manager has submitted for the consideration of the City Council of the City of Oxnard the recommended Memorandum of Understanding with the Service Employees International Union, Local 998 (SEIU); and

WHEREAS, the Memorandum of Understanding contains negotiated and agreed upon adjustments to wages, hours, and terms and conditions of employment for employees occupying classifications represented by the SEIU; and

WHEREAS; the City Council has carefully reviewed the Memorandum of Understanding and finds that the approval and implementation of the Memorandum of Understanding is desirable in the interests of maintaining efficient municipal operations.

NOW THEREFORE, THE CITY COUNCIL OF THE CITY OF OXNARD resolves as follows:

That the Memorandum of Understanding between the City and SEIU is ratified and staff is directed to perform all acts necessary to implement its terms.

PASSED AND ADOPTED this 1st day of August, 2006 by the following vote:

AYES:

NOES:

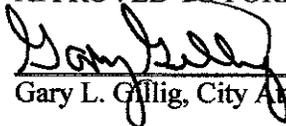
ABSENT:

Dr. Thomas Holden, Mayor

ATTEST:

Daniel Martinez, City Clerk

APPROVED TO FORM:

 07-25-06

Gary L. Gillig, City Attorney

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ATTACHMENT NO. 1
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CITY OF OXNARD

REQUEST FOR SPECIAL BUDGET APPROPRIATION

To the City Manager:

July 25, 2006

Request is hereby made for an appropriation of total \$ 994,817

Reason for appropriation: SEIU MOU

<u>FUND</u>	<u>DESCRIPTION/ACCOUNT</u>	<u>AMOUNT</u>
General Fund (101)	SEIU MOU 101-XXXX- 80X-80XX - Payroll	<u>994,817</u>
	Net Estimated Change to General Fund Operating Reserve	<u>(994,817)</u>

Rachel C. Shaw

Manager

REQUIRES CITY COUNCIL APPROVAL

DIRECTOR OF FINANCE

[Signature]

Disposition

Approved _____

Rejected _____

Transfer by Journal Voucher _____

City Manager

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ATTACHMENT NO. 3

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CITY OF OXNARD
2006-2007 PROJECTED GENERAL FUND OPERATING RESERVE
ESTIMATED
06/27/2006

Operating Reserve

Fund Balance June 30, 2006 (Unaudited)		
Reserved		4,201,090
Unreserved		18,693,400
Total Fund Balance		22,894,490
2006-2007 Estimated Revenues & Transfers		108,751,725
Est Revenue Adjustments		
	_____	<u>0</u>
Net Adjusted Revenues		108,751,725
2006-2007 Appropriations		(108,751,725)
<i>Appropriations from Fund Balance</i>		(1,182,275)
Appropriation Adjustments		
Rainbow House (1)	(18,000)	
	_____	<u>(18,000)</u>
Net Adjusted 2006-2007 Appropriations		(109,952,000)
Net Change to Operating Reserve		<u>(1,200,275)</u>
Reserved		4,201,090
Contribution to Fund Balance		1,100,000
Estimated Available Operating Reserve 6-30-2007		<u><u>18,593,125</u></u>

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ATTACHMENT NO. 4
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CITY OF OXNARD
2006-2007 PROJECTED GENERAL FUND OPERATING RESERVE
ESTIMATED
06/27/2006

		Operating Reserve
Fund Balance June 30, 2006 (Unaudited)		
Reserved		4,201,090
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Reserved		4,201,090
Contribution to Fund Balance		1,100,000
Estimated Available Operating Reserve 6-30-2007		18,593,125

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