



Meeting Date: 12 / 04 / 07

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
<input type="checkbox"/> Other _____	<input type="checkbox"/> Other _____

Prepared By: Lino Corona, Human Resources Director Agenda Item No. I-9

Reviewed By: City Manager [Signature] City Attorney [Signature] Finance [Signature] Other (Specify) \_\_\_\_\_

**DATE:** November 26, 2007

**TO:** City Council

**FROM:** Lino Corona, Human Resources Director  
Human Resources Department

**SUBJECT:** Memorandum of Understanding with the International Association of Fire Fighters,  
Local 1684, AFL-CIO

**RECOMMENDATION**

That City Council:

1. Ratify a Memorandum of Understanding (MOU) between the City and the International Association of Fire Fighters, Local 1684, AFL-CIO (IAFF), commencing June 30, 2007, and expiring on June 27, 2008.
2. Adopt a resolution implementing the MOU for the International Association of Fire Fighters, Local 1684, AFL-CIO (IAFF).
3. Authorize the City Manager to transfer funds between accounts, in amounts to be determined, to implement the terms and conditions of the MOU.

**DISCUSSION**

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

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 June 30, 2007, and shall remain in full force and effect through June 27, 2008.

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- Effective June 30, 2007, base wages of Unit employees will be increased by 2%.
- Effective December 29, 2007, base wages of Unit employees will be increased by 2%.
- Effective May 31, 2008, base wages of Unit employees will be increased by 3%.
- City will create an optional Retiree Medical Savings Plan for the Unit employees and effective June 30, 2007, the City shall contribute on behalf of each Unit employee an amount equal to 1% of wages.
- Effective June 30, 2007, standby compensation for Unit employees shall be increased from \$1.10 to \$2.00 per hour.

### **FINANCIAL IMPACT**

The fiscal year 2007-2008 cost of the MOU is approximately \$456,001. There are sufficient funds available in the fiscal year 2007-2008 budget.

Attachment #1 - Resolution Approving Memorandum of Understanding  
#2 - Memorandum of Understanding with IAFF

Note: Copies of Attachment #2, the Memorandum of Understanding with IAFF, 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.

**000100**

CITY COUNCIL OF THE CITY OF OXNARD

RESOLUTION NO.

A RESOLUTION RATIFYING A MEMORANDUM OF UNDERSTANDING FOR EMPLOYEES OCCUPYING CLASSIFICATIONS REPRESENTED BY THE INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS, LOCAL 1684, AFL-CIO

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 International Association of Fire Fighters, Local 1684 AFL-CIO (IAFF); 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 IAFF; 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 IAFF is ratified and staff is directed to perform all acts necessary to implement its terms.

APPROVED AND ADOPTED this 4th day of December, 2007, by the following vote:

AYES:

NOES:

ABSENT:

\_\_\_\_\_  
Dr. Thomas E. Holden, Mayor

ATTEST:

\_\_\_\_\_  
Daniel Martinez, City Clerk

APPROVED AS TO FORM:

  
\_\_\_\_\_  
Gary Gillis, City Attorney

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ATTACHMENT #1  
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