



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-10

Reviewed By: City Manager [Signature] City Attorney [Signature] Finance SW Other (Specify) _____

DATE: November 26, 2007

TO: City Council

FROM: Lino Corona, Human Resources Director
Human Resources Department

SUBJECT: Memorandum of Understanding with the Oxnard Peace Officers' Association

RECOMMENDATION

That City Council:

1. Ratify a Memorandum of Understanding (MOU) between the City and the Oxnard Peace Officers' Association (OPOA), commencing September 8, 2007, and expiring on September 5, 2008.
2. Adopt a resolution implementing the MOU.
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 OPOA have negotiated and agreed upon wages, hours, and other terms and conditions of employment for City employees occupying classifications represented by OPOA (Unit employees).

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 September 8, 2007, and shall remain in full force and effect through September 5, 2008.
- Effective September 7, 2007, base wages of Unit employees will be increased by 3%.
- Effective March 8, 2008, base wages of Unit employees will be increased by 2%.

- Effective July 12, 2008, base wages of Unit employees will be increased by 1.88%.
- Effective July 12, 2008, the bilingual pay for Spanish language ability for eligible Unit employees shall increase to \$125.00 biweekly.
- Effective July 12, 2008, the bilingual pay for bilingual ability in a designated language other than English or Spanish for eligible Unit employees shall increase to \$62.50 biweekly.
- Effective July 12, 2008, Unit employees with either an Intermediate POST Certificate or an Associate Degree shall receive 5% incentive pay.
- Effective July 12, 2008, Unit employees with either an Advanced POST Certificate or a Bachelor's Degree shall receive 10% incentive pay.
- Effective July 12, 2008, each Unit employee assigned to serve as a Detective in the Investigations Bureau shall receive assignment pay equal to 5% of base wages.
- Effective July 12, 2008, each Unit employee assigned to serve as a Field Training Officer shall receive assignment pay in the amount of \$125.00 biweekly.

FINANCIAL IMPACT

The fiscal year cost of the MOU is approximately \$1,468,606. There are sufficient funds available in the fiscal year 2007-2008 budget.

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

Note: Copies of Attachment #2, the Memorandum of Understanding with OPOA, 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 PEACE OFFICERS' ASSOCIATION

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 Oxnard Peace Officers' Association (OPOA); 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 OPOA; 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 OPOA 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:

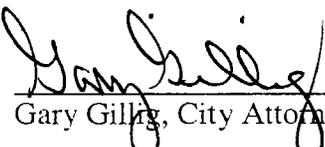
ABSENT:

Dr. Thomas E. Holden, Mayor

ATTEST:

Daniel Martinez, City Clerk

APPROVED AS TO FORM:

 11-26-07

Gary Gillig, City Attorney

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ATTACHMENT #1
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