Meeting Date: 12 / 04 / 07

ACTION	TYPE OF ITEM
☐ Approved Recommendation	■ Info/Consent
☐ Ord. No(s). _____	☐ Report
☐ Res. No(s). _____	☐ Public Hearing
☐ Other _____	☐ Other _____

Prepared By: Lino Corona, Human Resources Director Agenda Item No. I-11

Reviewed By: City Manager City Attorney Finance Other *(Specify)*

DATE: November 26, 2007

TO: City Council

FROM: Lino Corona, Human Resources Director
Human Resources Department

SUBJECT: **Memorandum of Understanding with the Service Employees International Union, Local 998**

RECOMMENDATION

That City Council:

1. Ratify a Memorandum of Understanding (MOU) between the City and the Service Employees International Union, Local 998 (SEIU), commencing June 30, 2007, and expiring on June 27, 2008.

2. Adopt a resolution implementing the MOU for the Service Employees International Union, Local 998 (SEIU).

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

- The new MOU shall be effective June 30, 2007, and shall remain in full force and effect through June 27, 2008.
- Effective June 30, 2007, the equivalent of a 2½% increase in wages will be added to each Unit employee's health insurance cafeteria account.

- Effective December 29, 2007, the equivalent of a 3½% increase in wages will be added to each Unit employee's health insurance cafeteria account.
- Effective June 27, 2008, the equivalent of a 3% increase in wages will be added to each Unit employee's health insurance cafeteria account.

FINANCIAL IMPACT

The fiscal year cost of the MOU is approximately $904,648. There are sufficient funds available in the fiscal year 2007-2008 budget.

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

Note: Copies of Attachment #2, the Memorandum of Understanding with SEIU, 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 8:00 p.m. on the Friday prior to the Council meeting and at the City Clerk's Office after 8:00 a.m. on Friday.

CITY COUNCIL OF THE CITY OF OXNARD

RESOLUTION NO.

A RESOLUTION RATIFYING A MEMORANDUM OF UNDERSTANDING FOR EMPLOYEES OCCUPYING CLASSIFICATIONS REPRESENTED BY THE 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.

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

ATTACHMENT #1
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