



Meeting Date: 01 / 08 / 2008

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: Lino Corona, Interim Human Resources Director *jc* Agenda Item No. I-6

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

DATE: December 31, 2007

TO: City Council

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

SUBJECT: Memorandum of Understanding (MOU) with the Oxnard Public Safety Management Employees Association (Police and Fire Units), Adjustments in Compensation for Mid-Managers, Confidential Employees and Department Directors.

RECOMMENDATION

That City Council:

1. Ratify a Memorandum of Understanding (MOU) between the City and the Oxnard Public Safety Management Employees Association (Police Unit) (OPSMEA) commencing June 30, 2007, and expiring on September 5, 2008.
2. Adopt a resolution implementing the MOU for the OPSMEA (Police Unit)
3. Ratify a Memorandum of Understanding (MOU) between the City and the Oxnard Public Safety Management Employees Association (Fire unit) (OPSMEA) commencing on June 30, 2007, and expiring on June 27, 2008.
4. Adopt a resolution implementing the MOU for OPSMEA (Fire Unit).
5. Provide compensation adjustments for unrepresented employees in the Mid-Managers, Confidential Employees, and Department Directors employee groups.

DISCUSSION

Authorized representatives of the City Manager and OPSMEA (Police and Fire Units) have negotiated and agreed upon wages, hours, and other terms and conditions of employment for City employees occupying classifications represented by OPSMEA.

Memorandum of Understanding with the Oxnard Public Safety Management Employees Association
Police and Fire Units, Adjustments in compensation for Mid- Managers, Confidential Employees and
Department Directors.

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1. For OPSMEA (Police Unit), if approved, the MOU will provide the following changes:
 - The new MOU shall be effective June 30, 2007, and shall remain in full force and effect through September 5, 2008.
 - Effective September 9, 2007, base wages of OPSMEA (Police Unit) employees will be increased by 3%.
 - Effective March 8, 2008, base wages of OPSMEA (Police Unit) employees will be increased by 2%.
 - Effective July 12, 2008, base wages of OPSMEA (Police Unit) employees will be increased by 4%.

2. For OPSMEA (Fire Unit), if approved, the MOU will provide the following changes:
 - 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, base wages of OPSMEA (Fire Unit) employees will be increased by 3%.
 - Effective December 29, 2007, base wages of OPSMEA (Fire Unit) employees will be increased by 2%.
 - Effective May 31, 2008, base wages of OPSMEA (Fire Unit) employees will be increased by 3%.
 - Effective April 5, 2008, 1% of base wages for OPSMEA (Fire Unit) employees will be contributed by the City to a retiree health plan for employees.

3. For Mid-Managers, Confidential Employees and Department Directors, if approved, effective June 30, 2007, base wages will be increased by 5%.

FINANCIAL IMPACT

The Fiscal Year 2007-2008 cost of the above- noted compensation adjustments is approximately \$ 1,047,529. The MOUs will require additional appropriation in the General Fund to cover the increases which will be addressed with the Mid-Year Budget.

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Memorandum of Understanding with the Oxnard Public Safety Management Employees Association
Police and Fire Units, Adjustments in compensation for Mid- Managers, Confidential Employees and
Department Directors.

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(LC/LL)

- Attachment #1 - Resolution ratifying the MOU (OPSMEA- Police Unit)
#2 - MOU with OSPMEA (Police Unit)
#3 - Resolution ratifying the MOU (OPSMEA-Fire Unit)
#4 - MOU with OSPMEA (Fire Unit)

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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 PUBLIC SAFETY MANAGEMENT EMPLOYEES ASSOCIATION –
POLICE UNIT.

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 Public Safety Management Employees Association- Police Unit (OPSMEA- Police); 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 OPSMEA-Police; 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 OPSMEA- Police is ratified and staff is directed to perform all acts necessary to implement its terms.

PASSED AND ADOPTED THIS 8th day of _January, 2008, by the following vote:

AYES:

NOES:

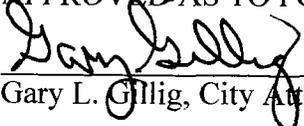
ABSENT:

ATTEST:

Dr. Thomas E. Holden, Mayor

Daniel Martinez, City Clerk

APPROVED AS TO FORM:

 12-31-07

Gary L. Gillig, City Attorney

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ATTACHMENT /
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*MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY OF OXNARD AND THE
OXNARD PUBLIC SAFETY MANAGEMENT EMPLOYEES' ASSOCIATION
A RECOGNIZED EMPLOYEE ORGANIZATION
(POLICE UNIT)*

This Memorandum of Understanding (MOU) is entered into with reference to the following facts:

- A. The Oxnard Public Safety Management Employees' Association (Association) is the recognized majority representative of the employees occupying classifications in the Police Management Unit (Unit) consisting of classifications of Police Commander and Assistant Police Chief; and
- B. The authorized representatives of the City of Oxnard (City) and the Association have met and conferred in good faith concerning wages, hours and other terms and conditions of employment of Unit employees; and
- C. The authorized representatives of City and the Association have reached an agreement as to wages, hours and other terms and conditions of employment of the employees represented by the Association, which shall be submitted to the City Council for its determination. The implementation of this MOU shall be by action of the City Council or City Manager by appropriate ordinance, resolution or other directives.
- D. The MOU supersedes any and all prior agreements or MOUs entered into between City and the Association, on behalf of the Unit.

THEREFORE, the City and the Association agree that upon implementation by the City Council and/or City Manager, the wages, hours and other terms and conditions of employment for Unit employees shall be as follows:

A. Terms

- 1. The term of the MOU shall commence June 30, 2007, and shall expire September 5, 2008.
- 2. The City and the Association agree to meet and confer upon request of either the City or the Association on staff-recommended changes to the City of Oxnard Personnel Rules and Regulations which are within the statutorily required scope of negotiations as defined in California Government Code section 3504.
- 3. The City shall, as required by State law, contribute to the payment of the cost a Unit employee's health insurance provided by the Public Employees Retirement System.

4. The City shall continue to pay 100 percent of the premiums for employee-only coverage under the existing level of benefits for life and long-term disability insurance for Unit employees.
5. The City shall continue to pay \$160.06 biweekly for each Unit employee as City's contribution toward City's Health and Dental Insurance Reimbursement Program (Cafeteria Program) for Unit employees (includes \$129.23 for medical and \$30.83 for dental).
6. The City shall continue, in accordance with the provisions of California Government Code section 20636(c)(4), to report as special compensation the full monetary value of customary contributions paid to the Public Employees Retirement System (PERS) by the City on behalf of Unit employees pursuant to California Government Code section 20691, which equals nine percent (9%) of the compensation earned by a Unit employee and, as such, shall be included in the compensation earned by a Unit employee that is reported to PERS by the City for the purpose of calculating required retirement contributions and retirement benefits.
7. The City shall continue to contribute one percent (1%) of a Unit employee's base wages to a deferred compensation plan on behalf of each Unit employee. Employees are responsible to enroll in a deferred compensation program and contribute at least one percent (1%) of their base wages to be eligible to receive this contribution. Employees not enrolled shall not receive any City contribution to deferred compensation.
8. The City shall discontinue the set-aside pool of funds totaling four and one quarter percent (4.25%) of Unit employees annual base wages, PERS contributions, FICA contributions, and workers' compensation. Effective July 1, 2006, the City shall allocate this pool of funds into base wages and thus all Unit employees shall have their base wages increased by four and one quarter percent (4.25%). Additionally, the salary ranges for the Unit employees classifications shall be increased by four and one quarter percent (4.25%).
9. Based upon the semiannual evaluation of performance by the Police Chief, a Unit employee may be awarded up to one day off every six months for outstanding performance. This leave is in addition to administrative leave which is available as set forth in the City of Oxnard Administrative Manual.
 - a. Performance leave time awarded and not used by the Unit employee within the six-month period following the award of the performance leave is forfeited and may not be accumulated or carried forwarded. Eligibility for such performance leave shall be determined by the Police Chief and submitted to the City Manager on a semiannual basis.

- b. The City Manager shall prepare a certificate acknowledging the performance day off and present it to the Unit employee. The Unit employee shall redeem performance leave days by attaching the certificate to the employee's timesheet. The timesheet shall record the time off as regular hours worked.
10. A Unit employee may establish a Reserve Leave Fund (RLF). The Unit employee may accumulate up to 1560 hours in the RLF of paid leave for severance, sabbatical, or other extended leave purposes. A Unit employee will have the opportunity, on a periodic basis, to transfer leave hours which have already been accumulated into the RLF subject to guidelines established by the City Manager. This benefit does not grant additional paid leave time over and above that already earned by the Unit employee but rather allows the employee to preserve hours for long-range planning and use.
11. Unit employees occupying the classifications of Police Commander and Assistant Chief of Police, as defined in Government Code section 20425, shall continue to be covered by the 3% at age 50 retirement formula set forth in California Government Code section 213622.2.
12.
 - a. After five regular full-time years of service, a Unit employee may redeem up to forty hours of annual leave pay once during each calendar year. After ten regular full-time years of service, a Unit employee may redeem up to eighty hours of annual leave for pay once during each calendar year. After fifteen regular full-time years of service, a Unit employee may redeem up to one hundred twenty hours of annual leave for pay once during each calendar year. All requests for redemption must be made by the Unit employee in writing on a City form, and submitted to the General Accounting Division (payroll) during the month of July or the month of December.
 - b. Upon implementation of the Thrift Plan described in Section 17 of this MOU, Unit employees will have the option of either redeeming accrued annual leave for cash, or placing the monetary equivalent value of the redeemed annual leave into the Thrift Plan.
13. The City and the Association agree to continue the Physical Fitness and Wellness Program (Program) to be developed by a committee comprised of representatives of the Oxnard Fire Department and Oxnard Police Department. Participation in the Program by Unit employees shall be voluntary. Each Unit Employee shall be eligible for Wellness Reimbursement in accordance with the Administrative Manual Section E-19.
14. The City and the Association agree to continue the Drug and Alcohol Testing Program developed with the Association with respect to Unit employees.
15. All Unit employees hired subsequent to the ratification of this MOU shall be required sign a "Statement of Acceptance" and refrain from using tobacco products as a term and condition of employment and of continued employment. Prior to ratification of this MOU, all Unit employees shall refrain from using tobacco products while on-duty or on

City premises. The term on-duty shall be interpreted to mean the hours the Unit employee is working. These hours will be inclusive of breaks and eating periods, irrespective of whether the Unit employee is compensated for such periods. Violation of the Non-Tobacco Use Policy set forth herein may be the basis for progressive disciplinary action if subsequent violations occur within one year of a prior offense.

- 16. a. If a Police Commander is assigned to Patrol Watch Commander responsibilities and works such assignment during the week a City recognized holiday occurs, City shall compensate the Police Commander with eight (8) hours of reserve leave for each such holiday.
- b. The annual recurring occasions which shall be observed as City holidays for the Unit employees are as follows:

New Year's Day (January 1 st)	Independence Day (July 4 th)
Martin Luther King, Jr. Day (3 rd Monday in January)	Labor Day (1 st Monday in September)
Presidents' Day (3 rd Monday in February)	Veterans' Day (November 11 th)
Cesar Chavez Birthday (March 31 st)	Thanksgiving Day (4 th Thursday in November)
Memorial Day (Last Monday in May)	Christmas Day (December 25 th)

- 17. Unit employees shall be eligible to direct accrued annual leave, and/or reserve leave to the City of Oxnard Employees Thrift Plan (Thrift Plan).
 - a. In addition to the limits established in Section 12 of this MOU, Unit employees shall be eligible to transfer accumulated leave from their RLF to the Thrift Plan.
 - b. Except upon separation from the City, the total number of hours a Unit employee shall be eligible to transfer to the Thrift Plan, either by transferring hours described in Section 12 of this MOU, or from their RLF, shall be limited to the following:

First Calendar Year After Ratification of MOU	500 hours
Each Year Thereafter	280 hours
 - c. The maximum number of hours a Unit employee shall be eligible to accumulate in a RLF shall be reduced by the number of hours transferred to the Thrift Plan from RLF.

18. Wages

- a. Effective September 9, 2007, base wages for Unit employees will be increased by three percent (3%).
- b. Effective March 8, 2008, base wages for Unit employees will be increased by two percent (2%).

- c. Effective July 12, 2008, base wages for Unit employees will be increased by four percent (4%).
19. Effective June 30, 2007, employees occupying the classification of Police Commander will be allowed, at the discretion of the Police Chief, to work overtime hours performing the assignment of Watch Commander, and be compensated at the employee's regularly hourly rate for such overtime work at straight time.

DATED: December 21, 2007

FOR THE OXNARD PUBLIC SAFETY
MANAGEMENT EMPLOYEES'
ASSOCIATION - POLICE

FOR THE CITY OF OXNARD

Steven Blanchard, Commander

Lino Corona, Human Resources Director

Tom Chronister, Commander

Karen Burnham, Assistant City Manager

Lynn Hutton, Human Resources Manager

CITY COUNCIL OF THE CITY OF OXNARD

RESOLUTION NO.

A RESOLUTION RATIFYING A MEMORANDUM OF UNDERSTANDING FOR
EMPLOYEES OCCUPYING CLASSIFICATIONS REPRESENTED BY THE
OXNARD PUBLIC SAFETY MANAGEMENT EMPLOYEES ASSOCIATION –
FIRE UNIT.

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 Public Safety Management Employees Association- Fire Unit (OPSMEA- Fire); 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 OPSMEA-Fire; 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 OPSMEA- Fire is ratified and staff is directed to perform all acts necessary to implement its terms.

PASSED AND ADOPTED THIS 8th day of _January, 2008, by the following vote:

AYES:

NOES:

ABSENT:

ATTEST:

Dr. Thomas E. Holden, Mayor

Daniel Martinez, City Clerk

APPROVED AS TO FORM:

Gary L. Gillig 12-31-07

Gary L. Gillig, City Attorney

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ATTACHMENT 3
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*MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY OF OXNARD AND THE
OXNARD PUBLIC SAFETY MANAGEMENT EMPLOYEES' ASSOCIATION
A RECOGNIZED EMPLOYEE ORGANIZATION
(FIRE UNIT)*

This Memorandum of Understanding (MOU) is entered into with reference to the following facts:

1. The Oxnard Public Safety Management Employees' Association (Association) is the recognized majority representative of the Fire Management Unit (Unit) consisting of the classifications of Battalion Chief and Assistant Fire Chief; and
2. The authorized representatives of the City of Oxnard (City) and the Association have met and conferred in good faith concerning wages, hours and other terms and conditions of employment of Unit employees.
3. The authorized representatives of City and the Association have reached an agreement as to wages, hours and other terms and conditions of employment of Unit employees, which shall be submitted to the City Council for its determination. The implementation of this MOU shall be by action of the City Council or City Manager by appropriate ordinance, resolution or other directives.
4. This MOU supersedes any and all prior agreements or MOUs entered into between the City and the Association, regarding the Unit.

THEREFORE, the City and the Association agree that upon implementation by the City Council and/or City Manager, the wages, hours and other terms and conditions of employment for Unit employees shall be as follows:

A. Terms

1. The term of the MOU shall commence June 30, 2007, and shall expire June 27, 2008.
2. The City shall continue to contribute toward the payment of the premiums under the City's health insurance program on behalf of each eligible Unit employee and, to the extent required by law, each eligible retiree.
3. The City shall continue to pay 100 percent of the premiums for employee-only coverage under the existing level of benefits for life and long-term disability insurance for Unit employees.

4. The City shall continue to pay \$160.06 biweekly for each Unit employee as the City's contribution toward City's Health and Dental Insurance Reimbursement Program (Cafeteria Program) for Unit employees (includes \$129.23 for medical and \$30.83 for dental).
5. The City shall continue, in accordance with the provisions of California Government Code section 20636(c)(4), to report as special compensation the full monetary value of customary contributions paid to the Public Employees Retirement System (PERS) by the City on behalf of Unit employees pursuant to California Government Code section 20691, which equals nine percent (9%) of the compensation earned by a Unit employee and, as such, shall be included in the compensation earned by a Unit employee that is reported to PERS by the City for the purpose of calculating required retirement contributions and retirement benefits.
6. The City shall continue to contribute one percent (1%) of employees' base wages to a deferred compensation plan on behalf of each Unit employee. Employees are responsible to enroll in a deferred compensation program and contribute at least one percent (1%) of their earnings to be eligible to receive this compensation. Employees not enrolled shall not receive any City contribution to deferred compensation.
7. The City shall discontinue the set-aside pool of funds totaling four and one quarter percent (4.25%) of Unit employees annual base wages, PERS contributions, FICA contributions, and workers' compensation. Effective July 1, 2006, the City shall allocate this pool of funds into base wages and thus all Unit employees shall have their base wages increased by four and one quarter percent (4.25%). Additionally, the salary ranges for the Unit employees classifications shall be increased by four and one quarter percent (4.25%).
8. Based upon the semiannual evaluation of performance by the Fire Chief, a Unit employee may be awarded up to one day off every six months for outstanding performance. This leave is in addition to administrative leave which is available as set forth in the City of Oxnard Administrative Manual.
 - a. Performance leave time awarded and not used by the Unit employee within the six-month period following the award of the performance leave is forfeited and may not be accumulated or carried forwarded. Eligibility for such performance leave shall be determined by the Fire Chief and submitted to the City Manager on a semiannual basis.
 - b. The City Manager shall prepare a certificate acknowledging the performance leave and present it to the employee. The Unit employee shall redeem the performance leave day off by attaching the certificate to the employee's timesheet. The timesheet shall record the time off as regular hours worked.
9. a. A Unit employee may establish a Reserve Leave Fund (RLF). The Unit employee may accumulate up to 1560 hours in the RLF. Employees assigned to a shift schedule may accumulate a maximum of 1560 hours in the RLF of paid leave for severance, sabbatical, or other extended leave purposes.

- b. A Unit employee will have the opportunity, on a periodic basis, to transfer accumulated leave hours into the RLF subject to guidelines established by the City Manager. This benefit does not grant additional paid leave over and above that already earned by the Unit employee but rather allows the employee to preserve hours for long-range planning and use.
10. Unit employees employed in the classifications of Battalion Chief and Assistant Fire Chief, as defined in Government Code section 20425, shall be covered by the 3% at age 50 retirement formula set forth in California Government Code section 21362.2.
11. a. After five regular full-time years of service, a Unit employee may redeem up to forty hours of vacation leave for pay once during each calendar year (24-hour shift employees, 56 hours). After ten regular full-time years of service, a Unit employee may redeem up to eighty hours of vacation leave for pay once during each calendar year (24-hour shift employees, 112 hours). After fifteen regular full-time years of service, a Unit employee may redeem up to one hundred twenty hours of vacation leave for pay once during each calendar year (24-hour shift employees, 168 hours).
- b. All requests for redemption must be made by the Unit employee in writing on a City form, and submitted to the General Accounting Division (payroll) during the month of July or the month of December. Unit employees will have the option of either selling accrued vacation leave for cash, or placing the monetary equivalent value of the redeemed vacation leave into the City of Oxnard Employees' Thrift Plan (Thrift Plan).
12. The City and the Association agree to continue the Physical Fitness and Wellness Program (Program) to be developed by a committee comprised of representatives of the Oxnard Fire Department and the Oxnard Police Department. Participation in the program by Unit employees shall be voluntary. Each Unit employee shall be eligible for Wellness Reimbursement in accordance with the Administrative Manual Section E-19.
13. The City and the Association agree to continue the Drug and Alcohol Testing Program developed with the Association with respect to Unit employees.
14. All Unit employees hired subsequent to the ratification of this MOU shall be required sign a "Statement of Acceptance" and refrain from using tobacco products as a term and condition of employment and of continued employment. Prior to ratification of this MOU, all Unit employees shall refrain from using tobacco products while on-duty or on City premises. The term on-duty shall be interpreted to mean the hours the Unit employee is working. These hours will be inclusive of breaks and eating periods, irrespective of whether the Unit employee is compensated for such periods. Violation of the Non-Tobacco Use Policy set forth herein may be the basis for progressive disciplinary action if subsequent violations occur within one year of a prior offense.
15. The annual recurring occasions which shall be observed as City holidays for the Unit employees are as follows:

New Year's Day (January 1 st)	Independence Day (July 4 th)
Martin Luther King, Jr. Day (3 rd Monday in January)	Labor Day (1 st Monday in September)
Presidents' Day (3 rd Monday in February)	Veterans' Day (November 11 th)
Cesar Chavez Birthday (March 31 st)	Thanksgiving Day (4 th Thursday in November)
Memorial Day (Last Monday in May)	Christmas Day (December 25 th)

16. Unit employees shall be eligible to direct accrued vacation leave, and/or reserve leave to the Thrift Plan.

a. In addition to the limits established in Section 11 of this MOU, Unit employees shall be eligible to redeem accumulated leave from their RLF. Except upon separation from the City, the total number of hours a Unit employee shall be eligible to transfer to the Thrift Plan, either by transferring hours described in Section 11 of this MOU, or from their RLF, shall be limited to the following:

Employees with 25+ years of service	600 hours
Employees with 20-25 years of service	500 hours
Employees with less than 20 years of service	400 hours

b. In subsequent years, in addition to any hours redeemed under Section 11 of this MOU, the maximum number of hours Unit employees shall be eligible to transfer to the Thrift Plan in any calendar year either by transferring hours described in Section 11 of this MOU, or from their accrued leave bank(s) shall be limited to the following:

Employees with 25+ years of service	500 hours
Employees with 20-25 years of service	400 hours
Employees with less than 20 years of service	300 hours

c. The maximum number of hours Unit employees shall be eligible to accumulate in their RLF shall be reduced by the equivalent number of hours transferred to the Thrift Plan from RLF.

17. Wages

- a. Effective June 30, 2007, base wages of all Unit employees shall be increased by three percent (3%).
- b. Effective December 29, 2007, base wages of all Unit employees shall be increased by two percent (2%).
- c. Effective May 31, 2008, base wages of all Unit employees shall be increased by three percent (3%).

18. Effective April 5, 2008, the City shall commence contributing on behalf of each Unit employee an amount equal to 1.69233% of his or her base salary to a Post Employment Health Plan (PEHP), as authorized by Internal Revenue Code Section 501(c)(9), which PEHP shall be administered by a private agency authorized by the City. These contributions shall not be considered as taxable income or pensionable income and the City shall not report such contributions on the Unit employee's W-2 form.
19. The City and the Association agree to ethically and responsibly support this MOU as implemented by the City Council or City Manager and to seek neither increased nor decreased wages or other benefits for the term hereof.
20. Administrative Work Schedule Differential
- a. All Unit employees regularly assigned to an administrative work schedule (i.e., a schedule of approximately 80 hours of work per biweekly pay period) shall receive a schedule differential increase equal to five percent (5%) of base wages. This provision does not apply to Unit employees assigned to temporary modified duty.
 - b. When a Unit employee assigned to an administrative assignment works straight-time overtime in a suppression/shift assignment, such employee shall be paid based upon an hourly rate of pay calculated by dividing the employee's biweekly compensation including this differential by 112 hours (instead of 80 hours).

DATED: December 21, 2007

FOR THE OXNARD PUBLIC SAFETY
MANAGEMENT EMPLOYEES'
ASSOCIATION - FIRE

FOR THE CITY OF OXNARD

Michael O'Malia, Battalion Chief

Lino Corona, Human Resources Director

Brad Windsor, Battalion Chief

Karen Burnham, Assistant City Manager

Lynn Hutton, Human Resources Manager