Meeting Date: 5 / 13 / 08

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

Prepared By: Lynn Hutton, Human Resources Manager Agenda Item No. I-11

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

**DATE:** May 1, 2008

**TO:** City Council

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

**SUBJECT:** **Memorandum of Understanding with the International Union of Operating Engineers, Local 501**

## RECOMMENDATION

That City Council:

1. Ratify a Memorandum of Understanding (MOU) between the City and the International Union of Operating Engineers, Local 501 (IUOE), commencing November 24, 2007, and expiring on November 23, 2008.

2. Adopt a resolution implementing the MOU for IUOE (A-7053).

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

- The new MOU shall be effective November 24, 2007, and shall remain in full force and effect through November 23, 2008.
- Effective December 29, 2007, base wages of IUOE employees will be increased by 5%.
- Effective December 29, 2007, the tool allowance will be increased from $500 to $600 per year for eligible IUOE employees.

- Effective December 29, 2007, the bilingual pay for Spanish language ability for eligible IUOE employees will be increased from $20 to $30 biweekly.
- Effective December 29, 2007, vacation leave of IUOE employees will be increased 9.88 hours per year.
- Effective May 31, 2008, all IUOE employees occupying the classification of Equipment Operator I shall receive a 5% increase in base wages.
- Effective May 31, 2008, the City shall set aside $51,507 for transitioning limited benefited employees assigned to the Water Resources Division to regular full-time employees.
- Effective November 23, 2008, the City will increase each IUOE employee's health insurance cafeteria account by $48 biweekly.

## FINANCIAL IMPACT

The fiscal year cost of the MOU is approximately $1,131,092. There are sufficient funds available in the fiscal year 2007-2008 budget.

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

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

CITY COUNCIL OF THE CITY OF OXNARD

RESOLUTION NO.

A RESOLUTION RATIFYING A MEMORANDUM OF UNDERSTANDING FOR EMPLOYEES OCCUPYING CLASSIFICATIONS REPRESENTED BY THE INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL 501

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 Union of Operating Engineers, Local 501 (IUOE); 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 IUOE; 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 IUOE is ratified and staff is directed to perform all acts necessary to implement its terms.

APPROVED AND ADOPTED this 13th day of May, 2008, by the following vote:

AYES:

NOES:

ABSENT:

Dr. Thomas E. Holden, Mayor

ATTEST:

Daniel Martinez, City Clerk

APPROVED AS TO FORM:

05-05-08

Gary Gillig, City Attorney

ATTACHMENT NO. 1

PAGE 1 OF 1