Meeting Date: 11 /17 / 09

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

Prepared By: Michelle H. Téllez, Human Resources Director Agenda Item No. I-4

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

DATE: November 9, 2009

TO: City Council

FROM: Michelle H. Téllez, 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 July 1, 2008, and expiring on June 30, 2014.

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 July 1, 2008 and shall remain in force and effect through June 30, 2014.

- Fiscal year 2010-2011, the Union shall have the option to reopen this Agreement in January 2011 to compel the City to meet and confer in good faith with respect to compensation only.

- Fiscal year 2011-2012, effective the first pay period beginning in January 1, 2012, Unit employees shall be entitled to have their base wages increased by two percent (2%). The Union shall have the option to reopen this Agreement in January 2012 to compel the City to meet and confer in good faith with respect to any and all subjects regarding the wages, hours and other terms and conditions of employment.

- Fiscal year 2012-2013, effective the first pay period beginning in January 1, 2013, Unit employees shall be entitled to have their base wages increased by two percent (3%). The Union shall have the option to reopen this Agreement in January 2012 to compel the City to meet and confer in good faith with respect to compensation only.

- Fiscal year 2013-2014, effective the first pay period beginning in January 1, 2014, Unit employees shall be entitled to have their base wages increased by two percent (3%). The Union shall have the option to reopen this Agreement in January 2014 to compel the City to meet and confer in good faith with respect to any and all subjects regarding the wages, hours and other terms and conditions of employment.

FINANCIAL IMPACT

The fiscal year 2011-2012 cost of the MOU is approximately $133,882 both incrementally and cumulatively. The fiscal year 2012-2013 cost of the MOU is approximately $204,839 incrementally and $472,602 cumulatively. The fiscal year 2013-2014 cost of the MOU is approximately $210,984 incrementally and $888,424 cumulatively. There are sufficient funds available in the fiscal years stated budget.

MT/SP

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

Note: Attachment #2 has been provided to City Council under separate cover. Copies for review are available at the Help Desk in the Library after 6:00 p.m. on Thursday prior to the Council meeting and in the City Clerk's Office after 8:00 a.m. on Monday prior to the Council meeting.

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 17th day of November, 2009 by the following vote:

AYES:

NOES:

ABSENT:

Dr. Thomas E. Holden, Mayor

ATTEST:

Daniel Martinez, City Clerk

APPROVED AS TO FORM:

Alan Holmberg, City Attorney

ATTACHMENT 1
PAGE 1 OF 1

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