



Meeting Date: 11/17/09

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: Michelle H. Téllez, Human Resources Director Agenda Item No. I-5

Reviewed By: City Manager [Signature] City Attorney [Signature] Finance [Signature] 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 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 October 31, 2009, and expiring on November 23, 2014.
2. Adopt a resolution implementing the MOU for the International Union of Operating Engineers, Local 501 (IUOE).
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.

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 October 31, 2009 and shall remain in force and effect through November 23, 2014.
- By January 30, 2011, the Union shall have the option to reopen this Agreement to compel the City

to meet regarding a wage re-opener, as well as three (3) non-economic Articles contained in the collective bargaining agreement.

- Effective the first pay period in January 2012, base wages of Unit employees will be increased by 2%. The Union shall have the option by January 30, 2012 to reopen this Agreement to compel the City to meet regarding a wage re-opener, as well as three (3) non-economic Articles contained in the collective bargaining agreement.
- Effective the first pay period in January 2013, base wages of Unit employees will be increased by 3%. The Union shall have the option by January 30, 2013 to reopen this Agreement to compel the City to meet regarding a wage re-opener, as well as three (3) non-economic Articles contained in the collective bargaining agreement.
- Effective the first pay period in January 2014, base wages of Unit employees will be increased by 3%. The Union shall have the option by January 30, 2014 to reopen this Agreement to compel the City to meet regarding a wage re-opener, as well as three (3) non-economic Articles contained in the collective bargaining agreement.

FINANCIAL IMPACT

The fiscal year 2011-2012 cost of the MOU is approximately \$218,894 both incrementally and cumulatively. The fiscal year 2012-2013 cost of the MOU is approximately \$334,909 incrementally and \$772,698 cumulatively. The fiscal year 2013-2014 cost of the MOU is approximately \$334,956 incrementally and \$1,452,562 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 IUOE

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

AYES:

NOES:

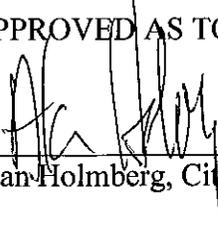
ABSENT:

Dr. Thomas E. Holden, Mayor

ATTEST:

Daniel Martinez, City Clerk

APPROVED AS TO FORM:



Alan Holmberg, City Attorney

ATTACHMENT NO. |
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