Meeting Date: 7 /27 / 10

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

I-10

Prepared By: Michelle H. Téllez, Director of Human Resources Agenda Item No. ___

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

DATE: July 19, 2010

TO: City Council

FROM: Michelle H. Téllez, Director of Human Resources
Human Resources Department

SUBJECT: Memorandum of Understanding with the Oxnard Peace Officers' Association

RECOMMENDATION

That City Council:

1. Ratify a Memorandum of Understanding (MOU) between the City and the Oxnard Peace Officers' Association (OPOA), commencing September 6, 2008, and expiring on June 30, 2014.

2. Adopt a resolution implementing the MOU for the Oxnard Peace Officers' Association (OPOA).

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

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 September 6, 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 at which time the City will meet and confer in good faith with respect to compensation only.

- Fiscal year 2011-2012, effective the first pay period in January 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 at which time the City will 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 in January 2013, Unit employees shall be entitled to have their base wages increased by three percent (3%). The Union shall have the option to reopen this Agreement in January 2012 at which time the City will meet and confer in good faith with respect to compensation only.

- Fiscal year 2013-2014, effective the first pay period in January 2014, Unit employees shall be entitled to have their base wages increased by three percent (3%). The Union shall have the option to reopen this Agreement in January 2014 at which time the City will 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 $389,261 both incrementally and cumulatively. The fiscal year 2012-2013 cost of the MOU is approximately $595,569 incrementally and $1,374,091 cumulatively. The fiscal year 2013-2014 cost of the MOU is approximately $613,436 incrementally and $2,583,097 cumulatively.

MT

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

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 OXNARD PEACE OFFICERS' ASSOCIATION

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 Peace Officers' Association (OPOA); 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 OPOA; 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 OPOA is ratified and staff is directed to perform all acts necessary to implement its terms.

APPROVED AND ADOPTED this 27th day of July, 2010 by the following vote:

AYES:

NOES:

ABSENT:

Dr. Thomas E. Holden, Mayor

ATTEST:

Daniel Martinez, City Clerk

APPROVED AS TO FORM:

for

Alan Holmberg, City Attorney

ATTACHMENT NO. 1
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