



Meeting Date: Jan. 10, 2012

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: James Cameron

Agenda Item No. I-7

Reviewed By: City Manager

City Attorney

Finance

Other (Specify)

DATE: January 5, 2012

TO: City Council

FROM: Edmund F. Sotelo
City Manager

SUBJECT: FY 2011-12 Salary Adjustment for Non-Represented Employees

RECOMMENDATION

That City Council approve a 2% salary adjustment effective January 2, 2012 for non-represented employees, including management, mid-management, and confidential employee classifications as budgeted.

DISCUSSION

Last fiscal year, the various bargaining units for City employees with the exception of SEIU, agreed to a 4 year contract that provides for a 2% pay adjustment effective January 2012 as well as 3% in January 2013 and 3% in January 2014, with no increase in the prior fiscal year. Funding for the January 2012 adjustment was included in the adopted budget for FY 2011-12. While non-represented employees were not specifically discussed, capacity was included in the budget for the same salary adjustment offered to all the bargaining units and approved by the Oxnard Peace Officers Association (OPOA), International Association of Fire Fighters (IAFF), and International Union of Operating Engineers (IUOE). The last salary adjustment received by non-represented employees was 5% in FY 2007-08.

FINANCIAL IMPACT

The cost of the 2% pay adjustment effective January 2012 for non-represented employees has been budgeted at \$94,000 in the general fund and \$79,000 for all other funds for a total cost of \$173,000. The cost of this salary adjustment was more than offset by savings in workers compensation rates.

JC:tr