

CITY OF OAKLAND
AGENDA REPORT

FILED
OFFICE OF THE CITY CLERK
OAKLAND

2004 OCT 14 PM 1:13

TO: Office of the City Administrator
ATTN: Deborah Edgerly
FROM: Finance and Management Agency
DATE: October 26, 2004

Re: AN ORDINANCE AMENDING THE SALARY SCHEDULE OF ORDINANCE NO. 12187 C.M.S. (THE SALARY ORDINANCE) TO INCREASE THE PAY OF CERTAIN MISCELLANEOUS JOB CLASSIFICATIONS PURSUANT TO THE DEPUTY CITY ATTORNEY V AND SPECIAL COUNSEL ASSOCIATION MEMORANDUM OF UNDERSTANDING

SUMMARY

An Ordinance has been prepared for consideration by the City Council that amends the Salary Schedule of Ordinance No. 12187 C.M.S. to modify the salaries of employees in Unit U41 as the result of negotiations with the Deputy City Attorney V and Special Counsel Association, resulting in a Memorandum of Understanding.

FISCAL IMPACT

The proposed three-year contract (retroactive to July 1, 2002 and through June 30, 2005) would cost the City an estimated \$59,890 for FY 2002-03, \$31,741 for FY 2003-04 (on top of the "baseline" amount for FY 2002-03), and another \$16,488 for FY 2004-05 (beyond the cumulative baseline for the prior years). Overall, the "baseline" payment for FY 2004-05 is estimated at \$108,119 (i.e., total of the three years' incremental increases), while retroactive payments for FY 2002-03 and FY 2003-04 are costed to be \$59,890 and \$91,631, respectively. Details are provided in the chart below:

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AN ORDINANCE AMENDING THE SALARY SCHEDULE OF ORDINANCE NO. 12187 C.M.S. TO INCREASE THE PAY OF CERTAIN MISCELLANEOUS JOB CLASSIFICATIONS

Description	FY 2002-03	FY 2003-04	FY 2004-05
Annual Salary Increases	6.0%	3.0%	1.0%
2.7% @ 55 Retirement Plan	N/A	N/A	Effective July 1, 2004
Employee Retirement Pickup	3% retirement costs paid by employees for all three years. Savings from FY 2002-03 and FY 2003-04 are "banked" to help with FY 2004-05 increase in cost (one-time use of savings)		
Annual Incremental Impacts			
Cost due to salary increases	59,890	31,741	10,898
Savings due to 3% retirement contributions (all "banked" and used in FY 2004-05)			(90,665)
Increased retirement cost due to new plan			96,255
Net Incremental Impact	59,890	31,741	16,488
Annual Incremental Cost to General Purpose Fund (GPF)	27,549	14,601	7,585
Annual Incremental Cost to non-GPF funds	32,340	17,140	8,904

Note: The annual amounts provided above are not cumulative, and reflect an increase from the prior year "baseline" amount.

There are budgeted appropriations to cover the cost of the MOU increases detailed above for FY 2004-05 (estimated at \$108,119). Retroactive increases for FY 2002-03 and FY 2003-04 (estimated at \$59,890 and \$91,631, respectively) will need to be paid within the FY 2004-05 budget baseline.

There are sufficient appropriations to cover the costs of Memorandum of Understanding (MOU) salary increases detailed above for FY 2002-2005. Retroactive salaries will be absorbed within the existing Departmental budget. The costs identified above also account for changes to the employee retirement contribution (3% pick up) and the change to the retirement formula for FY 04-05.

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BACKGROUND

This labor agreement, that contains the subject salary increases, represents the culmination of negotiations that began in the Fall 2003 with representatives of the Deputy Attorney V and Special Counsel Association, representing seven employees in the Office of the City Attorney. Negotiations were conducted from the Fall 2003 through Summer 2004. This is the first agreement for the Association. Items of significance include salary increases of 6 percent retroactive to July 6, 2002, 3 percent effective June 21, 2003, and 1 percent effective July 3, 2004.

KEY ISSUE AND IMPACTS

This pay increase for the Deputy City Attorney V's and Special Counsel is consistent with the increases received by employees in classifications represented by Professional and Technical Engineers, Local 21 and the International Brotherhood of Electrical Workers, Local 1245.

SUSTAINABLE OPPORTUNITIES

None.

DISABILITY AND SENIOR CITIZEN ACCESS

There is no impact on residents with disabilities and/or senior citizens relative to accessibility.

RECOMMENDATION(S) AND RATIONALE

Staff recommends approval of the enclosed Ordinance in order to implement the provisions of the negotiated agreement with the Deputy City Attorney V and Special Counsel Association.

ACTION REQUESTED OF THE CITY COUNCIL

Approval of the Ordinance is requested

Respectfully submitted,

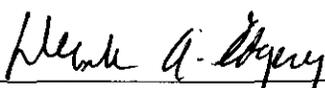


William E. Noland
Director, Finance and Management Agency

Prepared by:
Tim Loney, Principal HR Analyst
Office of Personnel Resource Management

APPROVED AND FORWARDED TO THE
FINANCE AND MANAGEMENT COMMITTEE:

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Office of the City Administrator



CITY ATTORNEY

INTRODUCED BY COUNCILMEMBER _____

ORDINANCE NO. _____ C.M.S.

AN ORDINANCE AMENDING THE SALARY SCHEDULE OF ORDINANCE NO. 12187 C.M.S. (THE SALARY ORDINANCE) TO INCREASE THE PAY OF CERTAIN MISCELLANEOUS JOB CLASSIFICATIONS PURSUANT TO THE DEPUTY CITY ATTORNEY V AND SPECIAL COUNSEL ASSOCIATION MEMORANDUM OF UNDERSTANDING

The Council of the City of Oakland does hereby ordain that the salary schedule of Ordinance No. 12187 C.M.S. shall be amended as follows:

Salaries for Miscellaneous Job Classifications in pay grade table Unit U41 shall be increased by 6% effective July 6, 2002, 3% effective June 30, 2003 and 1% effective July 1, 2004, as set forth in the Exhibit A attached hereto and incorporated herein:

AYES- BRUNNER, BROOKS, CHANG, NADEL, QUAN, REID, WAN
AND PRESIDENT DE LA FUENTE

NOES-

ABSENT-

ABSTENTION-

ATTEST:

CEDA FLOYD
City Clerk and Clerk of the Council
of the City of Oakland, California

AN ORDINANCE AMENDING THE SALARY SCHEDULE OF ORDINANCE NO. 12187 C.M.S. (THE SALARY ORDINANCE) TO INCREASE THE PAY OF CERTAIN MISCELLANEOUS JOB CLASSIFICATIONS PURSUANT TO THE DEPUTY CITY ATTORNEY V AND SPECIAL COUNSEL ASSOCIATION MEMORANDUM OF UNDERSTANDING

Digest

An Ordinance amending the salary schedule of ordinance no. 12187 C.M.S. (The Salary Ordinance) to increase the pay of certain miscellaneous job classifications pursuant to the Deputy City Attorney V and Special Counsel Association Memorandum of Understanding

Mass Update Report on Salary for Three Years

Deputy City Attorney V

Rep Unit U41	Eff. Date	Rate	Min	Max
			9070.53	11135.97
	07/02	6%	9614.76	11804.13
	06/03	3%	9903.20	12158.25
	07/04	1%	10002.24	12279.83

Special Counsel

Rep Unit U41	Eff. Date	Rate	Min	Max
			9524.04	11693.02
	07/02	6%	10095.48	12394.60
	06/03	3%	10398.35	12766.44
	07/04	1%	10502.33	12894.10