

CITY OF OAKLAND
AGENDA REPORT

2007 SEP -6 PM 12:19

TO: Office of the City Administrator
ATTN: Deborah A. Edgerly
FROM: Finance and Management Agency
DATE: September 18, 2007

RE: **RESOLUTION APPROVING THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF OAKLAND AND THE OAKLAND PARK RANGERS' ASSOCIATION, REPRESENTING EMPLOYEES IN REPRESENTATION UNIT R01, COVERING THE PERIOD OF JULY 1, 2006 TO JUNE 30, 2008**

SUMMARY

The City of Oakland has reached a tentative agreement on wages and other terms and conditions of employment with the Oakland Park Rangers' Association. Key provisions include increases to salaries and a two year agreement effective July 1, 2006 through June 30, 2008.

FISCAL IMPACT

The proposed two year contract will cost the City an estimated \$ 122,087 in increased wages, retirement and other fringe benefits for FY 2006-07 and FY 2007-08.

Details are provided below:

Description	FY 2006-07	FY 2007-08	Total
Negotiated Salary Increases	4.0%	4.0%	
Incremental Cost to General Purpose Fund (GPF)	\$42,495	\$71,595	\$114,090.00
Negotiated Shift Differential	+58 per hour		
Incremental Cost to General Purpose Fund (GPF)	\$1,412	\$6,585	\$7,997.00
Total			\$122,087.00

BACKGROUND

The current Memorandum of Understanding between the City of Oakland and the Oakland Park Rangers' Association expired June 30, 2006. This tentative labor agreement represents the culmination of negotiations that began in the Spring of 2007 with representatives of the Oakland Rangers' Association, who represent approximately eight (8) employees of the Oakland Police Department. Items of significance include a salary increase of four percent (4%) for FY 2006-07 and four percent for (4%) FY 2007-08; modified bilingual pay language providing for skill testing in accordance with the City's Equal Access Ordinance; the elimination of paid time off on Christmas Eve or New Year's Eve to enhance safety services in exchange for an additional floating holiday; and an increase in the swing shift differential from 87¢ per hour to \$1.45 per hour.

KEY ISSUES AND IMPACTS

This tentative agreement brings the salary of the Rangers' in line with those of City employees represented by IFPTE, Local 21; SEIU, Local 790; and IBEW, Local 1245. Those collective bargaining agreements all expire on June 30, 2008 and include a four percent (4%) wage increase effective July 1, 2006 and June 30, 2007.

SUSTAINABLE OPPORTUNITIES

No sustainable opportunities have been identified.

DISABILITY AND SENIOR CITIZEN ACCESS

There are no Americans with Disabilities Act (ADA) or senior citizen access issues contained in this report.

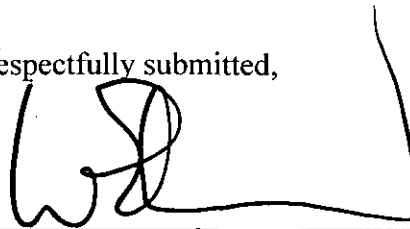
RECOMMENDATION AND RATIONALE

Staff recommends that Council approve the tentative agreement negotiated with the Oakland Park Rangers' Association. The tentative agreement meets the interests of both parties and represents a fair and reasonable settlement.

ACTION REQUESTED OF THE CITY COUNCIL

Staff recommends that the City Council approve the resolution.


Respectfully submitted,



William E. Noland
Director, Finance and Management Agency

Prepared by:
Trinette Gist Skinner, Principal Human Resource
Analyst
Office of Personnel Resource Management

APPROVED AND FORWARDED TO THE
CITY COUNCIL:


OFFICE OF THE CITY ADMINISTRATOR

FILED
OFFICE OF THE CITY CLERK
OAKLAND

Tracy Christ
OAKLAND CITY ATTORNEY'S OFFICE

2007 SEP -6 PM 12:36 OAKLAND CITY COUNCIL

Resolution No. _____ C.M.S.

RESOLUTION APPROVING THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF OAKLAND AND THE OAKLAND PARK RANGERS' ASSOCIATION, REPRESENTING EMPLOYEES IN REPRESENTATION UNIT R01, COVERING THE PERIOD OF JULY 1, 2006 TO JUNE 30, 2008

WHEREAS, the Memorandum of Understanding to be entered into between the City of Oakland and the Oakland Park Rangers' Association has been presented to the City Council for determination pursuant to Section 3505.1 of the Government Code of the State of California; and

WHEREAS, the terms and conditions contained in said Memorandum of Understanding are in the best interests of the City, now, therefore; be it

RESOLVED: that said agreement be, and is, hereby approved; and, be it

FURTHER RESOLVED: that the provisions of said Memorandum of Understanding are effective as of July 1, 2006.

IN COUNCIL, OAKLAND, CALIFORNIA, _____, 2007

PASSED BY THE FOLLOWING VOTE:

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

NOES-

ABSENT-

ABSTENTION-

ATTEST:

LATONDA SIMMONS
City Clerk and Clerk of the Council
of the City of Oakland, California

20-1

ORA/COUNCIL

SEP 18 2007

INTRODUCED BY COUNCILMEMBER _____

FILED
OFFICE OF THE CITY CLERK
OAKLAND

Jacy Chris
City Attorney

OAKLAND CITY COUNCIL

ORDINANCE NO. _____ C.M.S.

AN ORDINANCE AMENDING THE SALARY SCHEDULE OF ORDINANCE NO. 12187 (THE SALARY ORDINANCE) TO INCREASE THE SALARIES OF EMPLOYEES BY 4% FOR FISCAL YEAR 2006-07 AND 2007-2008, PURSUANT TO THE RECENTLY APPROVED MEMORANDUM OF UNDERSTANDING FOR THE OAKLAND PARK RANGERS ASSOCIATION.

WHEREAS, the Memorandum of Understanding between the City of Oakland and the Oakland Park Rangers Association has been approved by the parties pursuant to Section 3505.1 of the Government Code of the State of California; and

WHEREAS, said agreement has been, and is, approved; now, therefore increases to salaries of 4% for both fiscal years 2006-07 and 2007-08 for employees represented by the Oakland Park Rangers Association.

THE COUNCIL OF THE CITY OF OAKLAND DOES ORDAIN AS FOLLOWS:

Section 1. Effective, date of passage, the classifications and associated salaries listed in the current Memorandum of Understanding between the City and the Oakland Park Rangers Association, are increased by 4% effective July 1, 2006.

Section 2. Effective, date of passage, the classifications and associated salaries listed in the current Memorandum of Understanding between the City and the Oakland Park Rangers Association, are increased by 4% effective June 30, 2007.

IN COUNCIL, OAKLAND, CALIFORNIA, _____, 20____

PASSED BY THE FOLLOWING VOTE:

AYES- BROOKS, BRUNNER, CHANG, KERNIGHAN, NADEL, QUAN, REID, and PRESIDENT DE LA FUENTE

NOES-

ABSENT-

ABSTENTION-

ATTEST: _____
LaTonda Simmons
City Clerk and Clerk of the Council
of the City of Oakland, California

20-2

ORACOUNCIL

SEP 18 2007