

CITY OF OAKLAND

AGENDA REPORT

2007 JUN 05 PM 4:18

TO: Office of the City Administrator
ATTN: Deborah A. Edgerly
FROM: Finance and Management Agency
DATE: June 5, 2007

RE: **Resolution Approving Memorandum of Understanding between the City of Oakland and the Deputy City Attorney V and Special Counsel Association, Representing Employees in Representation Unit U41 Covering the Period of July 1, 2006 through June 30, 2008**

SUMMARY

The City of Oakland has reached a tentative agreement on wages and other terms and conditions of employment with the Deputy City Attorney V and Special Counsel Association. Key provisions include increases to salaries and a two year agreement term, effective July 1, 2006 through June 30, 2008. Because of the City Council's interest in concurrently negotiating the City's collective bargaining agreements in 2008, the Council directed its designated representatives to "roll over" the 2005-2006 Memorandum of Understanding.

FISCAL IMPACT

The proposed two year contract would cost the City an estimated \$159,179 in increased wages and retirement for FY 2006-07 and FY 2007-08.

Fiscal impact is provided below:

Description	FY 2006-07	FY 2007-08
Negotiated Salary Increases	4.0%	4.0%
Incremental cost to General Purpose Fund (GPF)	\$78,029.00	\$81,150.00

The four percent (4%) wage increase for FY 2006-07 was included the City's FY 2005-07 Baseline Budget. The four percent (4%) wage increase has been included in the City's FY 2007-08 Baseline Budget.

Item: _____
City Council
June 5, 2007

BACKGROUND

The current Memorandum of Understanding between the Deputy City Attorney V and Special Counsel and the City of Oakland expired June 30, 2006.

The labor agreement represents the culmination of negotiations that began in the Spring of 2007 with representatives of the Deputy City Attorney V and Special Counsel Association, who represent approximately eight employees of the City Attorney Office. Items of significance include a salary increase of four percent (4%) for each year of FY 2006-07 and FY 2007-08.

KEY ISSUES AND IMPACTS

This tentative agreement brings the salary increase of the Deputy City Attorney V and Special Counsel Association in line with those of other full-time professional personnel in the City Attorney's Office. This agreement includes an increase to the professional development allowance from \$1,000 to \$1,300 annually. The City and Union agreed to this increase to broaden the supervisors' areas of expertise to more effectively manage their subordinates and their respective projects.

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 agreements negotiated with the Deputy City Attorney V and Special Counsel Association. The tentative agreements meet many of the interests of both parties and represent 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

Reviewed by:
Marcia L. Meyers, Director OPRM

Prepared by:
Ian Appleyard, Principal Human Resource Analyst
Office of Personnel Resource Management

APPROVED AND FORWARDED TO THE
CITY COUNCIL:



Office of the City Administrator

OAKLAND CITY COUNCIL

Barbara J. Parker
City Attorney

OFFICE OF THE CITY CLERK
CITY OF OAKLAND

2007 MAY 24 PM 4:18

RESOLUTION NO. _____ C.M.S.

Introduced by Councilmember _____

RESOLUTION APPROVING MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF OAKLAND AND THE DEPUTY CITY ATTORNEY V AND SPECIAL COUNSEL ASSOCIATION, REPRESENTING EMPLOYEES IN REPRESENTATION UNIT U41 COVERING THE PERIOD FROM JULY 1, 2006, THROUGH JUNE 30, 2008.

WHEREAS, the Memorandum of Understanding to be entered into between the City of Oakland and the Deputy City Attorney v and Special Counsel 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, _____, 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