

2008 JAN 24 PM 6:01 **AGENDA REPORT**

TO: Office of the City Administrator
 ATTN: Deborah A. Edgerly
 FROM: Finance and Management Agency
 DATE: February 5, 2008

RE: Resolution Approving The Two (2) Year Extension Of 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 Which Includes An Increase In Wage Of Four Percent (4%) Per Fiscal Year In Parity With All Units Except Police And An Ordinance Amending The Salary Schedule Of Ordinance No. 12187 C.M.S. (The Salary Ordinance) To Increase The Salaries Of Employees In Representation Unit R01 By 4% For Fiscal Year 2006-07 And Fiscal Year 2007-2008, Pursuant To The Recently Approved Two (2) Year Extension Of The Memorandum Of Understanding For The Oakland Park Rangers' Association

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, which includes 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 \$ 114,100 in increased wages, retirement and other fringe benefits for FY 2006-07 and FY 2007-08, as detailed below.

Description	FY 2006-07	FY 2007-08	Total
Negotiated Salary Increases	4.0%	4.0%	
Incremental Cost to General Purpose Fund (GPF)	\$42,500	\$71,600	\$114,100

The cost of the MOU increase will be absorbed by the current FY 2007-2009 budget appropriation, General Fund (1010), Police Special Operations Organization (107710), Special Operations Program (PS13).

BACKGROUND

The current Memorandum of Understanding (MOU) between the City of Oakland and the Oakland Park Rangers' Association expired on 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. The only modification to the current MOU is a salary increase of four percent (4%) for FY 2006-07 and four percent for (4%) FY 2007-08.

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 included 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.

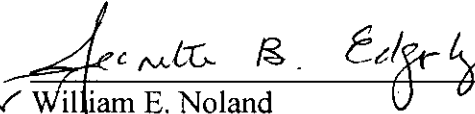
RECOMMENDATION AND RATIONALE

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

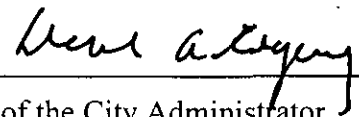
Staff recommends that the City Council approve the resolution and first reading of the ordinance.

Respectfully submitted,


for William E. Noland
Director, Finance and Management Agency

Prepared by:
Wayne Heine
Office of Personnel Resource Management

APPROVED AND FORWARDED TO THE
CITY COUNCIL:


Office of the City Administrator

OFFICE OF THE CITY CLERK
OAKLAND

2008 JAN 24 PM 6:01

Approved as to Form and Legality

[Signature]
Oakland City Attorney's Office
[Signature]

OAKLAND CITY COUNCIL

Resolution No. _____ C.M.S.

Introduced by Councilmember _____

RESOLUTION APPROVING THE TWO (2) YEAR EXTENSION OF 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 WHICH INCLUDES AN INCREASE IN WAGE OF FOUR PERCENT (4%) PER FISCAL YEAR IN PARITY WITH ALL UNITS EXCEPT POLICE

WHEREAS, the two year extension of 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 cost of the MOU increase shall be absorbed by the current budget appropriation in General Fund (1010); Police Special Operations Organization (107710), Special Operations Program (PS13); 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, _____

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

INTRODUCED BY COUNCILMEMBER _____

Kathleen Selma Boyd
for Vicki _____ City Attorney

OAKLAND CITY COUNCIL
ORDINANCE NO. _____ C.M.S.

AN ORDINANCE AMENDING THE SALARY SCHEDULE OF ORDINANCE NO. 12187 C.M.S. (THE SALARY ORDINANCE) TO INCREASE THE SALARIES OF EMPLOYEES IN REPRESENTATION UNIT R01 BY 4% FOR FISCAL YEAR 2006-07 AND FISCAL YEAR 2007-2008, PURSUANT TO THE RECENTLY APPROVED TWO (2) YEAR EXTENSION OF THE 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, the cost of the MOU increase shall be absorbed by the current budget appropriation in General Fund (1010); Police Special Operations Organization (107710), Special Operations Program (PS13); and

WHEREAS, said agreement has been, and is, approved; now, therefore,

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

Section 1. 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. 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.

Section 3. This ordinance shall be effective immediately, if passed by the affirmative vote of at least six City Council members; if this ordinance is passed by the affirmative vote of five City Councilmembers, it will be effective seven days after final passage.

IN COUNCIL, OAKLAND, CALIFORNIA, _____

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

DATE OF ATTESTATION: _____