



CITY OF OAKLAND

AGENDA REPORT

TO: DEANNA J. SANTANA
CITY ADMINISTRATOR

FROM: LaWanna Preston
Employee Relations
Director

SUBJECT: Resolution Approving the
Memorandum of Understanding between the City of
Oakland and the Confidential Management Employee
Association for the period of July 1, 2013 through June 30, 2015.

DATE: July 23, 2013

City Administrator
Approval

Date

7/25/13

COUNCIL DISTRICT: City-Wide

RECOMMENDATION

Staff **Recommends** that Council Adopt a **Resolution Approving the Memorandum of Understanding** between the City of **Oakland** and the **Confidential Management Employee Association, Representing Employees in Bargaining Unit U31 Covering the Period from July 1, 2013 to June 30, 2015.**

OUTCOME

The City of **Oakland** has reached a tentative agreement on wages and other terms and conditions of employment with the **Confidential Management Employee Association**. Key provisions are employees shall receive a cost of living adjustment of two percent (2%) effective July 1, 2013, and one percent (1%) effective July 1, 2014; and additional language updates and revisions.

BACKGROUND

The current **Memorandum of Understanding** between the City of **Oakland** and the **Confidential Management Employee Association (CMEA)** expired June 30, 2013. This labor agreement represents the culmination of negotiations that began in the spring of 2013 with representatives of **CMEA**, who represent approximately thirty (30) employees in the City of **Oakland**. Items of significance include represented employees receiving a two percent (2%) cost of living adjustment effective July 1, 2013, and a one percent (1%) increase on July 1, 2014.

Item: _____
City Council
July 30, 2013

OTHER SIGNIFICANT TENTATIVE AGREEMENTS

Professional Development

This tentative agreement sustains the employees' ability to get reimbursed for professional development for \$350.00 per fiscal year.

Bilingual Pay

The tentative agreement provides bilingual pay to CMEA represented employees who are designated by the department to provide non-English language translation while performing assign duties. In order for represented employees to receive the bilingual premium, represented employees must be certified and must have the ability to effectively communicate with the public. For Level 1 Certification represented employees will be paid \$45.00 per pay period and for Level 2 Certification represented employees will be paid \$90.00 per pay period.

Management Leave

This tentative agreement provides represented employees with Management Leave. Represented employees may be awarded zero (0) to five (5) days of management leave July 1st of each year. Additionally, represented employees who work irregular work hours or who demonstrate superior performance during the eligibility period of July 1 through June 30 of each fiscal year may also be awarded an additional zero (0) to five (5) days of management leave.

Leave of Absence Without Pay

The tentative agreement provides represented employees may be granted a leave of absence without pay of up to one (1) year, upon approval by the City without loss of seniority or benefits accrued prior to said leave. With the exception to section 9.9 of the MOU such leave shall be considered only after the represented employees has exhausted all accrued leave balances.

PUBLIC OUTREACH

No public outreach was required.

COST SUMMARY/IMPLICATIONS

The economic breakdown is as follows:

	FY 2013-14	FY 2014-15
COLA	\$86,621	\$43,739
Other Economic Items	\$14,477	\$14,477
TOTAL	\$101,098	\$58,216

SUSTAINABLE OPPORTUNITIES

There are no economic opportunities associated with this report.

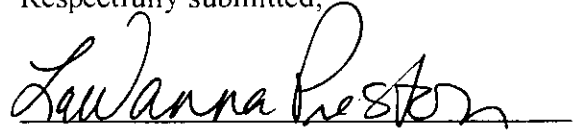
Item: _____
Council
July 30, 2013

There are no environmental opportunities associated with this report.

There are no social equity opportunities associated with this report.

For questions regarding this report, please contact LaWanna Preston, Employee Relations Director, at (510) 238-6466.

Respectfully submitted,



LaWanna Preston
Employee Relations Director

Prepared by:
Sonia Lara
Principal Human Resource Analyst
CAO/Employee Relations Department

Attachment – Council Resolution

FILED
OFFICE OF THE CITY CLERK
OAKLAND

2013 JUL 26 AM 10:41

Approved as to Form and Legality



City Attorney

OAKLAND CITY COUNCIL

RESOLUTION NO. _____ C.M.S.

RESOLUTION APPROVING MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF OAKLAND AND THE CONFIDENTIAL MANAGEMENT EMPLOYEE ASSOCIATION, REPRESENTING EMPLOYEES IN REPRESENTATION UNIT U31, FOR THE PERIOD OF JULY 1, 2013 THROUGH JUNE 30, 2015

WHEREAS, the Memorandum of Understanding to be entered into between the City of Oakland and the Confidential Management Employee 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 key provisions of the Memorandum of Understanding are described in the Report from the City Administrator dated July 30, 2013; 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, 2013.

IN COUNCIL, OAKLAND, CALIFORNIA, _____

PASSED BY THE FOLLOWING VOTE:

AYES - BROOKS, GALLO, GIBSON MCELHANEY, KALB, KAPLAN, REID, SCHAAF and PRESIDENT KERNIGHAN

NOES -

ABSENT -

ABSTENTION -

ATTEST: _____

LaTonda Simmons
City Clerk and Clerk of the Council
of the City of Oakland, California