

OFFICE OF THE CITY CLERK
2007 JUN 21 PM 4:17

CITY OF OAKLAND

AGENDA REPORT

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

RE: **Resolution Approving the Memorandum of Understanding between the City of Oakland and the International Association of Firefighters, Local 55, Representing Employees in Representation Unit FQ1, Covering the Period of July 1, 2007 to June 20, 2008**

SUMMARY

The City of Oakland has reached a tentative agreement on wages and other terms and conditions of employment with the International Association of Firefighters, Local 55. Key provisions include an increase to salaries and a one year agreement effective July 1, 2007 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 2001-2007 Memorandum of Understanding.

FISCAL IMPACT

The proposed one year contract would cost the City an estimated \$3,478,000 in increased wages, retirement and other fringe benefits for FY 2007-08.

Fiscal impact is provided below:

Description		FY 2007-08
Negotiated Salary Increases		4.0%
Incremental cost to General Purpose Fund (GPF)		\$3,478,000

The four percent (4%) wage increase has been included in the City's FY 2007-2008 Baseline Budget.

Item: _____
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June 5, 2007

BACKGROUND

The current Memorandum of Understanding between the City of Oakland and the International Association of Firefighters, Local 55, expires June 30, 2007. This labor agreement represents the culmination of negotiations that began in the Spring of 2007 with representatives of the International Association of Firefighters, Local 55, who represent approximately 590 employees of the Oakland Fire Department. Items of significance include a salary increase of four percent (4%) for FY 2007-08.

KEY ISSUES AND IMPACTS

This tentative agreement brings the salary of the Firefighters in line with those of other collective bargaining agreements covering employees represented by IFPTE, Local 21; SEIU, Local 790; and IBEW, Local 1245 that expire on June 30, 2008, and includes a 4% wage increase effective June 30, 2007.

In addition to the salary increase, the tentative agreement includes language approved by the City Council at its February 15, 2005, closed session. Those approved revisions to the collective bargaining agreement were necessary to accurately reflect the City's agreements with the International Association of Firefighters, Local 55, on the following topics: Measure Y Agreement To Provide 25 Engine and 7 Truck Companies, Promotion Procedures, Physical Agility Test, Holiday In-Lieu Pay, Catastrophic Leave, Death Leave, Union Business Leave, Maintenance of Fire Boat, and Sick Leave.

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 International Association of Firefighters, Local 55. 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

Reviewed by:
Marcia L. Meyers, Director OPRM

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

Item: _____
City Council
June 5, 2007

OAKLAND CITY COUNCIL

OFFICE OF THE CITY CLERK


City Attorney

2007 MAY 24 PM 4:18

RESOLUTION No. _____ C.M.S.

Introduced by Councilmember _____

RESOLUTION APPROVING THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF OAKLAND AND THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, REPRESENTING EMPLOYEES IN REPRESENTATION UNIT FQ1, COVERING THE PERIOD OF JULY 1, 2007 TO JUNE 30, 2008

WHEREAS, the Memorandum of Understanding to be entered into between the City of Oakland and the International Association of Firefighter 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, 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