

2004 APR 22 PM 5:16

**CITY OF OAKLAND
COUNCIL AGENDA REPORT**

TO: Office of the City Administrator
ATTN: Deborah Edgerly
FROM: Finance and Management Agency
DATE: May 4, 2004

SUBJECT: RESOLUTION APPROVING MEMORANDA OF UNDERSTANDING BETWEEN THE CITY OF OAKLAND AND SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 790; REPRESENTING EMPLOYEES IN REPRESENTATION UNIT S11, (PART-TIME EMPLOYEES) COVERING THE PERIOD OF JULY 1, 2002 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 City's Part-Time Employees represented by Service Employees International Union (SEIU), Local 790. Key provisions of the agreement include increases to salaries, consistent with full-time positions. The tentative agreement has a six year term, effective July 1, 2002 through June 30, 2008. Employees have voted to ratify the tentative agreement.

FISCAL IMPACT

The six-year tentative agreement has a cost of \$2,514,286 from July 1, 2002 through June 30, 2008. Details are provided below:

The costs by fiscal year are as follows:

- FY 02-03: \$625,569, including \$566,973 for wages and equity adjustments; \$58,597 for health and welfare premium.
- FY 03-04: \$393,772, including \$335,175 for wages and equity adjustments; \$58,597 for health and welfare premium.
- FY 04-05: \$151,208, including \$92,612 for wages and equity adjustments; \$58,597 for health and welfare premium.
- FY 05-06: \$432,746, including \$374,149 for wages and equity adjustments; \$58,597 for health and welfare premium.
- FY 06-07: \$447,712, including \$389,115 for wages and equity adjustments; \$58,597 for health and welfare premium.

Resolution approving Memoranda of Understanding Between the City of Oakland and Service Employees International Union, Local 790; Representing Employees in Representation Unit SI1 (Part-time Employees) Covering the Period of July 1, 2002 Through June 30, 2008

FY 07-08: \$463,277, including \$404,680 for wages and equity adjustments;
\$58,597 for health and welfare premium.

There are sufficient appropriations to cover the costs of Memoranda of Understanding (MOU) wage and equity increases detailed above for FY 2003-05. Retroactive wages, including equity and premium increases for FY 2002-03 will be absorbed within existing Departmental budgets.

BACKGROUND

This labor agreement represents the culmination of negotiations that began in October 2003 with representatives of the City's largest union (SEIU, Local 790) representing some 1,400 part-time employees. The City and Local 790 commenced negotiations in October 2003, to replace the prior Agreement which had expired on June 20, 2002. Negotiations were conducted from October, 2003 until late December, 2003. The Agreement was ratified by the Union, effective January 14, 2004. Items of significance contained in the Agreement include: general wage increases of 6 percent retroactive to July 6, 2002, 3 percent effective June 21, 2003, 1 percent effective July 3, 2004, 4 percent effective July 2, 2005, 4 percent effective July 1, 2006, and 4 percent effective June 30, 2007; an increase in the health and welfare premium by \$.10 per hour effective July 6, 2002, and a subsequent \$.10 increase per hour in each of the succeeding five years of the agreement.

DISCUSSION

This tentative agreement brings the salaries of part-time employees in line with their full-time counterparts. Like the full-time agreement, the six year term will aid the City's financial planning by providing certainty relative to expenditure increases due to increased salaries.

Finally, this tentative agreement updates the existing MOU to eliminate outdated language in order to streamline and ease contract administration, with the potential for reduced grievances and administrative costs. Also, the language in the MOU has been amended to make it consistent where practicable with other MOUs in order to ease administration.

ENVIRONMENTAL OPPORTUNITIES

None

DISABILITY AND SENIOR CITIZEN ACCESS

None

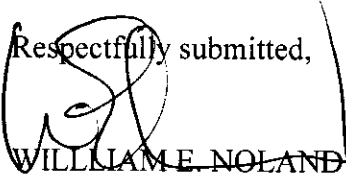
Resolution approving Memoranda of Understanding Between the City of Oakland and Service Employees International Union, Local 790; Representing Employees in Representation Unit S11 (Part-time Employees) Covering the Period of July 1, 2002 Through June 30, 2008

RECOMMENDATION AND RATIONALE

Staff recommends that the City Council approve the tentative agreement negotiated with SEIU Local 790. The tentative agreement meets many of the interests of both parties and represents a fair and reasonable settlement given external and internal comparability considerations, increases in the cost of living, and the current economic environment.

ACTION REQUESTED OF THE CITY COUNCIL

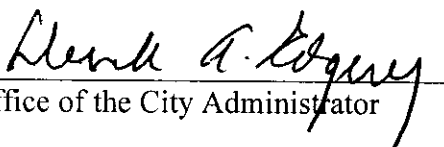
Staff recommends that the City Council approve the resolution.

Respectfully submitted,


~~WILLIAM E. NOLAND~~
Agency Director,
Finance and Management Agency

Prepared by:
Tim Loney, Principal HR Analyst
Office of Personnel, Employee Relations

APPROVED FOR FORWARDING
TO THE CITY COUNCIL:


Office of the City Administrator

OAKLAND CITY COUNCIL

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RESOLUTION No. _____ C.M.S.

INTRODUCED BY COUNCILMEMBER _____

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RESOLUTION APPROVING THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF OAKLAND AND THE SEIU LOCAL 790 REPRESENTING EMPLOYEES IN REPRESENTATION UNIT SI1 (PART-TIME EMPLOYEES), COVERING THE PERIOD OF JULY 1, 2002 TO JUNE 30, 2008.

WHEREAS, the Memorandum of Understanding to be entered into between the City of Oakland and SEIU Local 790 Part-Time Unit 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, 2002.

In Council, Oakland, California, _____

Passed By The Following Vote:

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

NOES-

ABSENT-

ABSTENTION-

ATTEST: _____

CEDA FLOYD
City Clerk and Clerk of the Council
of the City of Oakland, California

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CITY COUNCIL
MAY 4 2004