

FILED  
OFFICE OF THE CITY CLERK  
OAKLAND

**CITY OF OAKLAND**  
**AGENDA REPORT**

TO: 2009 JUL 23 PM 6:57  
Office of the City Administrator  
ATTN: Dan Lindheim  
FROM: Department of Human Resources Management  
DATE: July 28, 2009

RE: **Resolution Amending the Memorandum of Understanding Between the City of Oakland and the Oakland Police Officers' Association Unit UN2 Sworn Management Police Officers**

**SUMMARY**

The City of Oakland has reached a tentative agreement on wages and other terms and conditions of employment with the Oakland Police Officers' Association Unit UN2 Sworn Management Police Officers. Key provisions include delaying a 4% Cost of Living Adjustment (COLA) that was part of an arbitration award in their current contract and due to start July 1, 2009. The tentative agreement delays the COLA to January 2013. Other key provisions include reducing the number of paid holidays by six for three years, adjusting patrol officers' schedule of hours, from 84 to 80 hours per pay period (at the sole discretion of the City), assumption of 2% of the employee paid member retirement contribution (EPMC) beginning January 1, 2013; and changes to the ways Shift Pay premiums are allocated. More details will be provided during the verbal presentation. The tentative agreement is currently under consideration by the OPOA membership.

**FISCAL IMPACT**

It is estimated that the proposed four year contract amendment would capture significant savings each year as detailed below:

Item	SAVINGS PROJECTIONS (in Millions)			
	FY09/10	FY10/11	FY11/12	FY12/13
Delay COLA Increase (4% January 2013)	\$6.1	\$6.1	\$6.1	\$3.0
Six unpaid holidays for three years	\$2.3	\$2.3	\$2.3	--
Decrease patrol officers schedule from 84 to 80hrs/pay period (296 officers) (effective 1/1/2010)	\$0.7	\$1.4	\$1.4	\$1.4
2%EPMC (effective 01/01/2013)				\$0.9
No Shift differential for Patrol officers with less than 5 years of service	\$0.6	\$0.6	\$0.6	\$0.6
5% Shift Pay Premium (for Patrol officers with over 20 years of service and Homeland Security training)	\$(0.1)	\$(0.1)	\$(0.1)	\$(0.1)
<b>(Cost)/Savings of Proposal</b>	<b>\$9.6</b>	<b>\$10.3</b>	<b>\$10.3</b>	<b>\$5.8</b>
<b>General Fund Savings (88% of Total)</b>	<b>\$8.5</b>	<b>\$9.0</b>	<b>\$9.0</b>	<b>\$5.1</b>

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**RECOMMENDATION AND RATIONALE**

Staff recommends that Council approve a resolution amending the Memorandum of Understanding between the City of Oakland and the Oakland Police Officers' Association Unit UN2 Sworn Management Police Officers. 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.

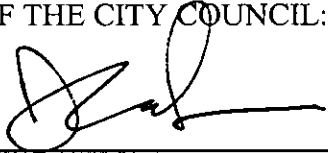
Respectfully submitted,

  
Wendell Pryor, Director

Department of Human Resources Management

Prepared by:  
Kip Walsh, Administrative Services Manager II  
Finance and Management Agency

APPROVED AND FORWARDED  
OF THE CITY COUNCIL:



Office of the City Administrator

**DRAFT**

City Attorney

FILED  
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OAKLAND

**OAKLAND CITY COUNCIL**

2009 JUL 23 PM 6:57 **RESOLUTION No. \_\_\_\_\_ C.M.S.**

Introduced by Councilmember \_\_\_\_\_

**RESOLUTION AMENDING THE MEMORANDUM OF UNDERSTANDING  
BETWEEN THE CITY OF OAKLAND AND THE OAKLAND POLICE OFFICERS'  
ASSOCIATION UNIT UN2 SWORN MANAGEMENT POLICE OFFICERS**

**WHEREAS**, an amendment to the Memorandum of Understanding between the City of Oakland and the Oakland Police Officers' Association Unit UN2 Sworn Management Police Officers 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 amendment to the Memorandum of Understanding are described in the Report from the City Administrator dated July 28, 2009; and

**WHEREAS**, the terms and conditions contained in said amendment to the 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 amendment to the Memorandum of Understanding are effective as of the date the City Council approves said amendment, unless otherwise specified in said amendment and shall not be retroactive.

IN COUNCIL, OAKLAND, CALIFORNIA, \_\_\_\_\_, 20\_\_\_\_\_

**PASSED BY THE FOLLOWING VOTE:**

AYES - BROOKS, DE LA FUENTE, KAPLAN, KERNIGHAN, NADEL, QUAN, REID, and PRESIDENT BRUNNER

NOES -

ABSENT -

ABSTENTION -

ATTEST: \_\_\_\_\_

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