

CITY COUNCIL OF THE CITY OF OXNARD
RESOLUTION NO. 15,289

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF OXNARD
APPROVING THE BENEFITS FOR THE CLASSIFICATIONS
DESIGNATED AS CONFIDENTIAL NON-MANAGEMENT

WHEREAS, the confidential non-management classifications consist of classifications that are not assigned to a bargaining group; and

WHEREAS, the City of Oxnard desires to maintain parity in salary and benefits to other classifications that are represented by a bargaining unit; and


WHEREAS, these classifications listed in Attachment A perform the same type of work as those Oxnard classifications represented by Service Employees International Union (SEIU) Local 721 in that they are non-management professional administrative classifications.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF OXNARD RESOLVES

1. The classifications listed in Attachment A will receive those limited benefits in Attachment A for the term of the Attachment, which is through June 30, 2022. All other terms and conditions of employment including salary and benefits shall be derived through the SEIU Local 721 contract with the City of Oxnard.
2. At the expiration of this Attachment A, employees in these classifications will revert fully to only those salary, benefits, and terms and conditions of employment that are provided to SEIU Local 721. All other benefits listed in Attachment A will cease at that time.
3. The City Manager and/or his or her designee is directed to perform all acts necessary to implement these terms on behalf of the City.

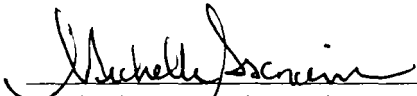
PASSED AND ADOPTED this 17th day of December 2019, by the following vote:


AYES: Councilmembers Basua, Flynn, Lopez, MacDonald, Madrigal, and Ramirez.
NOES: Councilmember Perello.
ABSENT: None.
ABSTAIN: None.


Tim Flynn, Mayor

ATTEST:

APPROVED AS TO FORM:


Michelle Ascencion, City Clerk


Stephen Fischer, City Attorney

ATTACHMENT A

Classifications listed in this attachment shall receive the following benefits through June 30, 2022 after which all benefits under this attachment shall cease and will revert 100% to those listed in the SEIU MOU.

1. Long Term and Short Term Disability Plan – The City shall continue to provide at its cost a long term and short term disability plan.
2. Annual Leave Bank Accrual – City shall continue to provide the following annual leave bank accrual in lieu of the vacation and sick leave bank in the SEIU contract:

Years of Service	Months of Service	Biweekly Accruals	Annual Accruals	Maximum Accrual
<5	0-59	6.24	162.24	324.48
5-6	60-71	7.47	194.22	388.44
6-7	72-83	7.78	202.28	404.56
7-8	84-95	8.09	210.34	420.68
8-9	96-107	8.40	218.40	436.80
9-10	108-119	8.70	226.20	452.40
10-11	120-131	9.54	248.04	496.08
11-12	132-143	9.85	256.10	512.20
12-13	144-155	10.16	264.16	528.32
13-14	156-167	10.46	271.96	543.92
14-15	168-179	10.77	280.02	560.04
15+	180+	11.78	306.28	612.56

3. Tuition Reimbursement – The City shall continue to provide 75% up to a fiscal year maximum of \$5,000 towards reimbursement tuition and fees for an employee pursuing a degree program from an accredited college or university. The terms for such reimbursement are contained in the City’s Personnel Rules and Regulations.

4. Wellness Plan – City shall continue to provide a wellness plan reimbursement up to \$500 per fiscal year. The plan shall be managed pursuant to the City's Personnel Rules and Regulations.

Classifications subject to this Resolution are as follows:

Administrative Assistant (c)
Administrative Services Assistant (c)
Administrative Legal Assistant
Human Resources Technician
Paralegal
Sr. Human Resources Coordinator
Executive Assistant I/II
Accounting Technician (C)
Accountant II (c)
Administrative Legal Secretary I/II/III
Administrative Technician (c)
Office Assistant I/II (C)
Sr. Administrative Secretary (c)