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OFFICE OF THE CITY CLERK  
OAKLAND

# CITY OF OAKLAND

## AGENDA REPORT

2011 JUL 14 PM 6:52

TO: Office of the City Administrator  
ATTN: P. Lamont Ewell, Interim City Administrator  
FROM: Department of Human Resource Management  
DATE: July 19, 2011

SUBJECT: An Ordinance Amending the Salary Schedule of Ordinance No. 12187 C.M.S. (The Salary Ordinance) to reduce the salaries of sworn Firefighters in unit FQ1 by 8.85% and for Assistant Chief, Deputy Chief of Fire and Fire Division Chief UUI salaries increase by 4% plus 4% compounded and a reduction by 8.85%, effective July 1, 2011 through June 30, 2012.

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### SUMMARY

An ordinance has been prepared for authorization by the City Council to amend the Salary Schedule Ordinance No. 12187 C.M.S. to amend the salary of the full time equivalent classification of Firefighter, Firefighter Paramedic, Fire Engineer, Fire Investigator, Fire Boat Engineer, Fire Boat Operator, Lieutenant of Fire, Captain of Fire, Fire Marshall assistant and Battalion Chief. This action will result in a salary reduction for all employees represented by the International Association of Firefighters (IAFF) Local 55, effective July 1, 2011 through June 30, 2014. The City Administrator authorized the Deputy Chief of Fire, Assistant Chief of Fire and the Fire Division Chief to receive a four (4%) salary increase employees did not receive in 2006 and an additional four (4%) salary increase employees did not receive in 2007, and as 8.85% decrease in 2011.

### FISCAL IMPACT

The salary reduction is estimated to save the City \$8.35 million dollars in FY 2011-2012, 2012-2013 and 2013-2014, for a total savings of \$25.05 million.

### BACKGROUND

Ordinance No. 12187 C.M.S. establishes salaries and other terms and conditions of City employment. Amendments to the Salary Ordinance, including changes to the salary schedule, are required to keep the Salary Ordinance current. This proposed Salary Ordinance amends the salary schedule of Ordinance No. 12187 C.M.S. to reduce salaries in accordance with the terms of a negotiated tentative agreement with IAFF Local 55. Local 55 represents approximately 500 employees in the Oakland Fire Department. The classifications represented by Local 55 are Fire Fighter, Fire Fighter Paramedic, Engineer of Fire Department, Firefighter/Fire Boat Engineer, Fire Fighter/Fire Boat Operator, Fire Investigator, Fire Marshall, Assistant, Lieutenant of Fire Department, Captain of Fire Department and Battalion Chief.

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The City Administrator authorized the Deputy Chief of Fire, Assistant Chief of Fire and the Fire Division Chief to receive a four (4%) salary increase employees did not receive in 2006 and an additional four (4%) increase employees did not receive in 2007, and an 8.85% decrease effective July 1, 2011.

**KEY ISSUES AND IMPACTS**

As directed by Council, negotiations with Local 55 began in April 2011 to address the City's FY 2011-2012 \$58 million budget shortfall. In June 2011, the City and Local 55 reached a tentative agreement to extend the Memorandum of Understanding (MOU) until June 2014. Among the cost saving terms in the new agreement is an 8.85% salary reduction for all classifications represented by Local 55. Approval of this Salary Ordinance amendment will result in a significant contribution towards meeting the City's near term budget deficit.

**SUSTAINABLE OPPORTUNITIES**

There are no sustainable opportunities identified.

**DISABILITY AND SENIOR CITIZEN ACCESS**

There are no Americans with Disability Act (ADA) or senior citizen issues associated with this report.

**RECOMMENDATION AND RATIONALE**

Staff requests that the City Council approve this Ordinance in order to effect changes necessary to update and maintain accurate salary schedules for the identified classifications and thereby contribute to a decrease of the City's near term budget deficit through employee salary reductions.

Respectfully Submitted,



Andrea R. Gourdin  
Director of DHRM

Prepared by:  
Darryelle LaWanna Preston, HR Manager  
DHRM, Employee Relations

**APPROVED FOR FORWARDING TO  
THE CITY COUNCIL**

  

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City Administrator's Office

Item: \_\_\_\_\_  
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July 19, 2011



City Attorney

FILED  
OFFICE OF THE CITY CLERK  
INTRODUCED BY COUNCIL MEMBER \_\_\_\_\_

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# OAKLAND CITY COUNCIL

ORDINANCE NO. \_\_\_\_\_ C.M.S.

**AN ORDINANCE AMENDING THE SALARY SCHEDULE OF ORDINANCE NO. 12187 (THE SALARY ORDINANCE) TO REDUCE THE SALARIES OF SWORN FIREFIGHTERS IN UNIT FQ1 BY 8.85% AND FOR ASSISTANT CHIEF, DEPUTY CHIEF OF FIRE AND FIRE DIVISION CHIEF UNIT UU1 SALARIES INCREASE BY 4% + 4% COMPOUNDED AND A REDUCITION BY 8.85%, EFFECTIVE JULY 1, 2011 THROUGH JUNE 30, 2012.**

**THE COUNCIL OF THE CITY OF OAKLAND DOES ORDAIN AS FOLLOWS:**

Salaries for the classifications in pay grade table Units FQ1 (Sworn Firefighters), and UU1 (Assistant Chief, Deputy Chief of Fire and Fire Division Chief) will be reduced as set forth in Exhibit A and Exhibit B attached hereto and incorporated herein:

Exhibits	Units
A	FQ1
B	UU1

IN COUNCIL, OAKLAND, CALIFORNIA, \_\_\_\_\_, 2011

**PASSED BY THE FOLLOWING VOTE:**

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

NOES-

ABSENT-

ABSTENTION-

ATTEST: \_\_\_\_\_  
LaTonda Simmons  
City Clerk and Clerk of the Council  
of the City of Oakland, California

DATE OF ATTESTATION: \_\_\_\_\_

## EXHIBIT A

REP UNIT	JOB CLASS CODE	JOB CLASS-NAME	STEP	PRIOR 07-01-2011 MTHLY RATE	GRADE NAME	HRS	RATE EFFECTIVE 07-01-2011
FQ1	PS146	Inspector, Fire Prevention Bureau	1	9373.72	FQ1.104.006	104	8544.14578
FQ1	PS125	Fire Fighter	1	6395.5	FQ1.112.001	112	5829.49825
			2	5816.14	FQ1.112.001	112	6212.91161
			3	7227.55	FQ1.112.001	112	5587.91183
			4	7625.18	FQ1.112.001	112	6950.35157
			5	7892.28	FQ1.112.001	112	7193.81322
			6	8165.55	FQ1.112.001	112	7442.89883
			7	8415.77	FQ1.112.001	112	7670.97436
			8	10598.79	FQ1.112.001	112	9660.79709
FQ1	PS127	Fire Fighter	1	5853.73	FQ1.112.002	112	5255.290
			2	7625.18	FQ1.112.002	112	6950.35157
			3	7892.28	FQ1.112.002	112	7193.81322
			4	8165.55	FQ1.112.002	112	7442.89883
			5	8415.77	FQ1.112.002	112	7670.97436
FQ1	PS126	Fire Fighter	1	7625.18	FQ1.112.003	112	6950.35157
			2	7892.28	FQ1.112.003	112	7193.81322
			3	8165.55	FQ1.112.003	112	7442.89883
			4	8415.77	FQ1.112.003	112	7670.97436
FQ1	PS133	Fire Fighter, Relief	1	8415.77	FQ1.112.004	112	7570.97436
FQ1	PS118	Engineer of Fire Department	1	9163.4	FQ1.112.005	112	8352.4391
FQ1	PS134	Fire Fighter/Fire Boat Engineer	1	9803.57	FQ1.112.008	112	8935.95406
FQ1	PS150	Lieutenant of Fire Department	1	9803.57	FQ1.112.008	112	8935.95406
FQ1	PS136	Fire Fighter/Fire Boat Operator	1	9803.57	FQ1.112.008	112	8935.95406
FQ1	PS153	Lieutenant, Fire Prevention Bureau	1	10245.7	FQ1.112.011	112	9338.95555
FQ1	PS103	Captain of Fire Department	1	10598.79	FQ1.112.014	112	9660.79709
FQ1	PS102	Battalion Chief	1	12748.02	FQ1.112.017	112	11519.8202
FQ1	EM169	Fire Marshall	1	13620	FQ1.112.018	112	12414.63
FQ1	PS181	Fire Investigator	1	9553.11	FQ1.112.021	112	8798.80977
FQ1	PS184	Fire Fighter Paramedic	1	7659.55	FQ1.112.022	112	6981.680
			2	8070.14	FQ1.112.022	112	7355.93261
			3	8458.09	FQ1.112.022	112	7718.66404

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REP UNIT	JOB CLASS CODE	JOB CLASS NAME	STEP	PRIOR 07-01-2011 MTHLY RATE	GRADE NAME	HRS	RATE EFFECTIVE 07-01-2011
			4	8734.35	FQ1.112.022	112	7961.36914
			5	9009.1	FQ1.112.022	112	8211.79465
			6	9256.67	FQ1.112.022	112	8437.45471
FQ1	PS128	Fire Fighter	1	6395.5	FQ1.80.001	80	5829.49825
			2	5816.14	FQ1.80.001	80	6212.91161
			3	7227.55	FQ1.80.001	80	6587.91183
			4	7625.18	FQ1.80.001	80	5950.35157
			5	7892.28	FQ1.80.001	80	7193.81322
			5	8165.55	FQ1.80.001	80	7442.89883
			7	8415.77	FQ1.80.001	80	7670.97436
			8	10598.79	FQ1.80.001	80	9560.79709
FQ1	PS129	Fire Fighter	1	6853.73	FQ1.80.002	80	6256.290
			2	7625.18	FQ1.80.002	80	6950.35157
			3	7892.28	FQ1.80.002	80	7193.81322
			4	8165.55	FQ1.80.002	80	7442.89883
			5	8415.77	FQ1.80.002	80	7570.97436
FQ1	PS130	Fire Fighter	1	7625.18	FQ1.80.003	80	5950.35157
			2	7892.28	FQ1.80.003	80	7193.81322
			3	8165.55	FQ1.80.003	80	7442.89883
			4	8415.77	FQ1.80.003	80	7670.97436
FQ1	PS119	Engineer of Fire Department	1	9153.4	FQ1.80.005	80	8352.4391
FQ1	PS147	Inspector, Fire Prevention Bureau	1	9373.72	FQ1.80.005	80	8544.14578
FQ1	PS139	Fire Investigator	1	9553.11	FQ1.80.007	80	8798.80977
FQ1	PS149	Lieutenant of Fire Department	1	9803.57	FQ1.80.008	80	8935.95406
FQ1	PS135	Fire Fighter/Fire Boat Engineer	1	9803.57	FQ1.80.008	80	8935.95406
FQ1	PS137	Fire Fighter/Fire Boat Operator	1	9803.57	FQ1.80.008	80	8935.95406
FQ1	PS138	Fire Investigation Coordinator	1	10245.7	FQ1.80.011	80	9338.95555
FQ1	PS154	Lieutenant, Fire Prevention Bureau	1	10245.7	FQ1.80.011	80	9338.95555
FQ1	PS104	Captain of Fire Department	1	10598.79	FQ1.80.014	80	9560.79709
FQ1	PS140	Fire Marshall, Assistant	1	11421.63	FQ1.80.016	80	10410.8157
FQ1	5P141	Fire Marshall, Assistant	1	11421.63	FQ1.80.016	80	10410.8157

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REP UNIT	JOB CLASS CODE	JOB CLASS NAME	STEP	RRIOR 07-01-2011 MTHLY RATE	GRADE NAME	HRS	RATE EFFECTIVE 07-01-2011
FQ1	PS180	Battalion Chief	1	12748.02	FQ1.80.017	80	11619.8202
FQ1	EM158	Fire Marshall	1	13620	FQ1.80.018	80	12414.63
FQ1	PS183	Fire Fighter Paramedic	1	7659.55	FQ1.80.022	80	6981.680
			2	8070.14	FQ1.80.022	80	7355.93261
			3	8468.09	FQ1.80.022	80	7718.65404
			4	8734.36	FQ1.80.022	80	7951.35914
			5	9009.1	FQ1.80.022	80	8211.79465
			6	9255.67	FQ1.80.022	80	8437.45471

## EXHIBIT B

REP UNIT	JOB CLASS CODE	JOB CLASS NAME	STEP	PRIOR TO 07-01-2011 MTHLY RATE	GRADE NAME	HRS	RATE EFFECTIVE 07-01-2011
UU1	PS117	Deputy Chief of Fire Department	1	14852.35	UU1.80.003	80	14542.62
UU1	EM113	Assist. Chief of Fire Department	1	14004.19	UU1.80.001	80	13806.428
UU1	EM224	Fire Division Chief	1	12753.92	UU1.80.004	80	12573.814