

OAKLAND CITY COUNCIL

  
City Attorney

2018 MAR 27 AM 9:32

ORDINANCE No. \_\_\_\_\_ C.M.S.

**ORDINANCE AMENDING THE SALARY SCHEDULE OF ORDINANCE NO. 12187 C.M.S. ("SALARY ORDINANCE") TO PROVIDE WAGE INCREASES TO REPRESENTED EMPLOYEES PURSUANT TO THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF OAKLAND AND THE SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1021; THE WAGE INCREASES SHALL BE AS FOLLOWS: INCREASE OF 4% EFFECTIVE JULY 1, 2017; INCREASE OF 1% EFFECTIVE THE FIRST PAY PERIOD IN JANUARY 2019; ADDITIONAL INCREASES OF UP TO 3% FOR SELECT LISTED CLASSIFICATIONS EFFECTIVE JANUARY 1, 2018; ADDITIONAL INCREASE OF 2% FOR SELECT LISTED CLASSIFICATIONS EFFECTIVE THE SECOND PAY PERIOD FOLLOWING OAKLAND CITY COUNCIL'S RATIFICATION OF THE MEMORANDUM OF UNDERSTANDING WITH THE SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1021; AND ADDITIONAL INCREASES OF UP TO 2% FOR SELECT LISTED CLASSIFICATIONS EFFECTIVE JULY 1, 2018.**

**WHEREAS**, the Memorandum of Understanding between the City of Oakland and the Service Employees International Union ("SEIU"), Local 1021 has been approved by the parties pursuant to Section 3505.1 of the Government Code of the State of California; and

**WHEREAS**, said agreements are approved and include increases to wages of four percent (4%) effective July 1, 2017, and one percent (1%) effective the first pay period in January 2019 for employees represented by SEIU, Local 1021; and

**WHEREAS**, said agreements also include additional increases of up to three percent (3%) effective January 1, 2018, two percent (2%) effective the second pay period following City Council ratification of the SEIU, Local 1021 Memorandum of Understanding, and/or up to two percent (2%) effective July 1 2018 for select, listed employees represented by SEIU, Local 1021; and

**WHEREAS**, Oakland City Charter section 207 requires that the Council shall fix the compensation of all City employees; now, therefore

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

**Section 1.** Effective July 1, 2017, the classifications and associated wages listed in the current Memorandum of Understanding between the City of Oakland and SEIU, Local 1021 are increased by four percent (4%).

**Section 2.** Effective the first pay period in January 2019, the classifications and associated wages listed in the current Memorandum of Understanding between the City of Oakland and SEIU, Local 1021 are increased by one percent (1%).

**Section 3.** Effective January 1, 2018, the following classifications in the Memorandum of Understanding between the City of Oakland and SEIU, Local 1021 are increased by two percent (2%): Animal Control Officer; Animal Control Officer, PPT; Animal Care Attendant; Animal Care Attendant, PPT; Animal Care Attendant, PT; Fire Prevention Inspector, Civil; Construction Inspector (Field); Construction Inspector (Office); Custodian; Custodian, PPT; Custodian, PT; Police Services Tech II; and Sewer Maintenance Worker.

**Section 4.** Effective January 1, 2018, the following classifications and associated wages in the Memorandum of Understanding between the City of Oakland and SEIU, Local 1021 are

increased by three percent (3%): Park Attendant; Park Attendant, PPT; and Park Attendant, PT.

**Section 5.** Effective the second pay period following City Council ratification of the Memorandum of Understanding with the SEIU, Local 1021, the following classifications and associated wages in the Memorandum of Understanding between the City of Oakland and SEIU, Local 1021 are increased by two percent (2%): Police Communications Dispatcher and Fire Communications Dispatcher.

**Section 6.** Effective July 1, 2018, the following classifications and associated wages in the Memorandum of Understanding between the City of Oakland and the Service Employees International Union, Local 1021 are increased by one percent (1%): Animal Control Officer; Animal Control Officer, PPT; Animal Care Attendant; Animal Care Attendant, PPT; Animal Care Attendant, PT; Fire Prevention Inspector, Civil; Construction Inspector (Field); Construction Inspector (Office); Custodian; Custodian, PPT; Custodian, PT; Police Services Tech II; and Sewer Maintenance Worker.

**Section 7.** Effective July 1, 2018, the following classifications and associated wages in the Memorandum of Understanding between the City of Oakland and SEIU, Local 1021 are increased by two percent (2%): Park Attendant; Park Attendant, PPT; and Park Attendant, PT.

**Section 8.** Severability. If any section, subsection, sentence, clause or phrase of this Ordinance is for any reason held to be invalid or unconstitutional by decision of any court of competent jurisdiction, such decision shall not affect the validity of the remaining portions of this Chapter. The City Council hereby declares that it would have passed this Ordinance and each section, subsection, clause or phrase thereof irrespective of the fact that one or more others section, subsection, clauses or phrases may be declared invalid or unconstitutional.

**Section 9.** Effective Date. This ordinance shall become effective immediately on final adoption if it receives six or more affirmative votes; otherwise it shall become effective upon the seventh day after final adoption.

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

**PASSED BY THE FOLLOWING VOTE:**

AYES - BROOKS, CAMPBELL WASHINGTON, GALLO, GIBSON MCELHANEY, GUILLEN, KALB, KAPLAN, and PRESIDENT REID

NOES -

ABSENT -

ABSTENTION -

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

## NOTICE AND DIGEST

**ORDINANCE AMENDING THE SALARY SCHEDULE OF ORDINANCE NO. 12187 C.M.S. ("SALARY ORDINANCE") TO PROVIDE WAGE INCREASES TO REPRESENTED EMPLOYEES PURSUANT TO THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF OAKLAND AND THE SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1021; THE WAGE INCREASES SHALL BE AS FOLLOWS: INCREASE OF 4% EFFECTIVE JULY 1, 2017; INCREASE OF 1% EFFECTIVE THE FIRST PAY PERIOD IN JANUARY 2019; ADDITIONAL INCREASES OF UP TO 3% FOR SELECT LISTED CLASSIFICATIONS EFFECTIVE JANUARY 1, 2018; ADDITIONAL INCREASE OF 2% FOR SELECT LISTED CLASSIFICATIONS EFFECTIVE THE SECOND PAY PERIOD FOLLOWING OAKLAND CITY COUNCIL'S RATIFICATION OF THE MEMORANDUM OF UNDERSTANDING WITH THE SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1021; AND ADDITIONAL INCREASES OF UP TO 2% FOR SELECT LISTED CLASSIFICATIONS EFFECTIVE JULY 1, 2018.**

This Ordinance will provide wage increases in the classifications and associated wages listed in the current Memorandum of Understanding between the City of Oakland and the Service Employees International Union, Local 1021 of 4% effective July 1, 2017 and 1% effective January 1, 2019, and additional increases for select classifications listed in the Memorandum of Understanding of up to 3% effective January 1, 2018, 2% following Council Ratification of the Memorandum of Understanding, and/or up to 2% effective July 1, 2018.