

OAKLAND CITY COUNCIL

City Attorney

ORDINANCE No. _____ C.M.S.

ORDINANCE AMENDING THE SALARY SCHEDULE OF ORDINANCE NO. 12187 C.M.S. ("SALARY ORDINANCE") TO 1) PROVIDE A 3% WAGE INCREASE TO THE SALARIES OF EMPLOYEES IN REPRESENTATION UNITS SB1, SC1, SD1, SI1, TA1, TF1, TM2, TW1, UH1, UM1, UM2, TM1, U41, IE1, TV1, U31, CON, U51, UG1, TL1, UK1, UK2, UP1, US1, CON, U51, UG1, TL1, UK1, UK2, UP1 and US1 EFFECTIVE THE FIRST FULL PAY PERIOD OF JANUARY 2021; 2) TO PROVIDE A 2.5% WAGE INCREASE TO THE SALARIES OF UNREPRESENTED CHIEF OF FIRE, DEPUTY CHIEF OF FIRE DEPARTMENT AND ASSISTANT CHIEF OF FIRE DEPARTMENT, REPRESENTATION UNITS UR1 AND UU1 EFFECTIVE THE FIRST FULL PAY PERIOD OF JANUARY 2021; 3) TO PROVIDE A 3% WAGE INCREASE TO THE SALARIES OF THE UNREPRESENTED CHIEF OF POLICE AND CHIEF OF POLICE, ASSISTANT, REPRESENTATION UNIT UN1 EFFECTIVE THE FIRST FULL PAY PERIOD OF JULY 2021; 4) PROVIDE A 1% WAGE INCREASE TO THE SALARIES OF CERTAIN UNREPRESENTED EMPLOYEES IN THE UNITS CON, U51, UG1, TL1, UK1, UK2, UP1, AND US1 EFFECTIVE THE FIRST FULL PAY PERIOD OF JANUARY 2021.

WHEREAS, the contract extension to the Memorandum of Understanding between the City of Oakland and the Confidential Management Employees Association ("CMEA") 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 salaries of 2% effective the first full pay period of July 2019 and 2% effective the first full pay period of July 2020 for employees in representation unit U31 and represented by Confidential Management Employees Association; and

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

WHEREAS, the contract extension of the Memoranda of Understanding between the City of Oakland and the Confidential Management Employee Association (CMEA), the International Brotherhood of Electrical Workers (IBEW), Local 1245, the International Federation of Professional and Technical Engineers, Local 21 (IFPTE), 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; and

WHEREAS, said agreements are approved and include a three percent (3%) wage increase effective the first full pay period of July 2021 for employees in representation units SB1, SC1, SD1, SI1, TA1, TF1, TM2, TW1, UH1, UM1, UM2, TM1, U41, IE1, TV1, U31, CON, U51, UG1, TL1, UK1, UK2, UP1, US1, CON, U51, UG1, TL1, UK1, UK2, UP1 and US1; and

WHEREAS, the City Administrator as permitted through City Ordinance No. 12903 C.M.S. adopted on November 18, 2008 shall provide select terms and conditions of employment and benefits to most unrepresented employees; and

WHEREAS, City Ordinance No. 12903 provides that the Chief of Fire and Chief of Police shall receive salary adjustments that are commensurate and concurrent with rank-and-file uniformed employees of their respective Departments; and

WHEREAS, the City Administrator has authorized a two and a half percent (2.5%) wage increase effective the first full pay period in January 2021 for the Assistant Chief of Fire Department in representation unit UR1 and Fire Marshal Sworn in UU1; and

WHEREAS, the City Administrator recommends the Council approve a two and a half percent (2.5%) wage increase effective the first full pay period in January 2021 for the Chief of Fire Department in representation unit UR1; and

WHEREAS, the City Administrator has authorized a three percent (3%) wage increase effective the first full pay period in July 2021 for employees in representation unit UN1; and

WHEREAS, the City Administrator has authorized a one percent (1%) wage increase effective the first full pay period in January 2021 for employees in representation units CON, U51, UG1, TL1, UK1, UK2, UP1, And US1; 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 the first full pay period of July 2021, the classifications and associated salaries listed in the current Memorandum of Understanding between the City of Oakland and the Confidential Management Employee Association (CMEA) (U31) are increased by 3%.

Section 2. Effective the first full pay period of July 2021, the classifications and associated salaries listed in the current Memorandum of Understanding between the City of Oakland and the International Brotherhood of Electrical Workers (IBEW), Local 1245 (IE1 and TV1) are increased by 3%.

Section 3. Effective the first full pay period of July 2021, the classifications and associated salaries listed in the current Memorandum of Understanding between the City of Oakland and the International Federation of Professional and Technical Engineers (IFPTE), Local 21 (TA1, TF1, TM2, TW1, UH1, UM1, UM2, TM1, U41) are increased by 3%.

Section 4. Effective the first full pay period of July 2021, the classifications and associated salaries listed in the current Memorandum of Understanding between the City of Oakland and the Service Employees International Union (SEIU), Local 1021 (SB1, SC1, SD1, SI1) are increased by 3%.

Section 5. Effective the first full pay period of July 2021, the classifications and salary schedules of certain unrepresented classifications (CON, U51, UG1, TL1, UK1, UK2, UP1, and US1) are increased by 3%.

Section 6. Effective the first full pay period of January 2021, the classifications and salary schedules of certain unrepresented classifications (UR1 and UU1 only) shall be increased by 2.5%.

Section 7. Effective the first full pay period of July 2021, the classifications and salary schedules of certain unrepresented classifications (UN1 only) shall be increased by 3%.

Section 8. Effective the first full pay period of January 2021, the classifications and salary schedules of certain unrepresented classifications (CON, U51, UG1, TL1, UK1, UK2, UP1, and US1 only) are increased by 1%.

Section 9. 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 10. 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 - - FIFE, GALLO, KALB, KAPLAN, REID, TAYLOR, THAO, PRESIDENT FORTUNATO-BAS

NOES -

ABSENT -

ABSTENTION -

ATTEST: _____

Asha Reed
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 1) PROVIDE A 3% WAGE INCREASE TO THE SALARIES OF EMPLOYEES IN REPRESENTATION UNITS SB1, SC1, SD1, SII, TA1, TF1, TM2, TW1, UH1, UM1, UM2, TM1, U41, IE1, TV1, U31, CON, U51, UG1, TL1, UK1, UK2, UP1, US1, CON, U51, UG1, TL1, UK1, UK2, UP1 and US1 EFFECTIVE THE FIRST FULL PAY PERIOD OF JANUARY 2021; 2) TO PROVIDE A 2.5% WAGE INCREASE TO THE SALARIES OF UNREPRESENTED CHIEF OF FIRE, DEPUTY CHIEF OF FIRE DEPARTMENT AND ASSISTANT CHIEF OF FIRE DEPARTMENT, REPRESENTATION UNITS UR1 AND UU1 EFFECTIVE THE FIRST FULL PAY PERIOD OF JANUARY 2021; 3) TO PROVIDE A 3% WAGE INCREASE TO THE SALARIES OF THE UNREPRESENTED CHIEF OF POLICE AND CHIEF OF POLICE, ASSISTANT, REPRESENTATION UNIT UN1 EFFECTIVE THE FIRST FULL PAY PERIOD OF JULY 2021; 4) PROVIDE A 1% WAGE INCREASE TO THE SALARIES OF CERTAIN UNREPRESENTED EMPLOYEES IN THE UNITS CON, U51, UG1, TL1, UK1, UK2, UP1, AND US1 EFFECTIVE THE FIRST FULL PAY PERIOD OF JANUARY 2021.

This Ordinance will provide wage increases of 3% effective the first full pay period of July 2021 for employees in representation units SC1, SD1, SII, TA1, TF1, TM2, TW1, UH1, UM1, UM2, TM1, U41, IE1, TV1, U31, CON, U51, UG1, TL1, UK1, UK2, UP1, US1, CON, U51, UG1, TL1, UK1, UK2, UP1 and US1; provide a wage increase of 2.5% effective the first full pay period of January 2021 for certain unrepresented classifications in representation unit UR1 and UU1; provide a wage increase of 3% effective the first full pay period of July 2021 for certain unrepresented classifications in representation unit UN1; and provide a wage increase of 1% effective the first full pay period of January 2021 for certain unrepresented classifications in representation units CON, U51, UG1, TL1, UK1, UK2, UP1, and US1.