



CITY OF OAKLAND

FILED  
OFFICE OF THE CITY CLERK  
OAKLAND

18 JAN -4 PM 2:37

# AGENDA REPORT

**TO:** President Larry Reid  
and Members of the City Council

**FROM:** Sabrina B. Landreth  
City Administrator and  
Barbara J. Parker  
City Attorney

**SUBJECT:** Amendment to Ordinance No. 12187  
C.M.S. (The Salary Ordinance)

**DATE:** January 16, 2018

City Administrator Approval *SBV*  
City Attorney Approval

Date: January 4, 2018  
Date: January 4, 2018

## RECOMMENDATION

This ordinance will implement the Council’s authorization in the adopted two-year budget for Fiscal Years (“FY”) 2017-2019 of \$150,000 each fiscal year for Neighborhood Law Corps (sometimes referred to as “NLC”) and Constituent Services. The ordinance will amend the Salary Schedule of Ordinance No. 12187 C.M.S. (“Salary Ordinance”) to establish a salary range for the Neighborhood Law Corps Classification of \$46,799.16 - \$70,000. Currently, the classification has a set salary of \$46,799.16 and the FY 2017-2019 budget authorizes five Neighborhood Law Corps Attorneys at that salary, plus benefits.

This amendment will allow the implementation of the Council’s budget authorization of a total of \$150,000 each year of the two-year budget cycle for the five Neighborhood Law Corps Attorneys. Each of the five NLC Attorneys will receive a salary of \$65,000 plus benefits for each year of the two year budget cycle (July 1, 2017 through June 30, 2019); the total cost of the \$65,000 plus benefits for each fiscal year is \$150,005.36. The \$5.36 will be paid by the Office of the City Attorney out of its budgeted Operations and Maintenance funds.

## EXECUTIVE SUMMARY

The City’s FY 2017-2019 budget authorizes temporary funding of \$150,000 each fiscal year of the two-year budget cycle for Neighborhood Law Corps and constituent services. The funding totals \$300,000 for the two year budget cycle to provide additional funding for Neighborhood Law Corps services provided by the five Neighborhood Law Corps attorneys. To implement the authorization, this proposed amendment will expand the salary range for the Neighborhood Law Corps classification.

Item: \_\_\_\_\_  
City Council  
January 16, 2018

This salary ordinance amendment is necessary to implement the Council's budget action because the current salary for Neighborhood Law Corps classification is set at the amount of \$46,799.16.

### **BACKGROUND / LEGISLATIVE HISTORY**

The Salary Ordinance (Ordinance No. 12187 C.M.S.) establishes salaries as well as other terms and conditions of City employment including but not limited to classification titles and salary ranges. The Ordinance is amended from time to time to implement the Council's budget approvals of salary increases and changes in salary ranges and other evolving classification needs.

### **ANALYSIS AND POLICY ALTERNATIVES**

As stated above, the proposed salary ordinance amendment will implement the Council's FY 2017-2019 budget authorizing temporary funding for Neighborhood Law Corps in the amount of \$150,000 for each year of the two-year budget cycle. The amendment will provide a salary range that will allow an increase in the salary and benefits for the five Neighborhood Law Corps Attorneys during the two-year budget cycle. The amendment also will provide a salary range that more closely reflects the market for public sector and non-profit attorneys.

The NLC has 5 attorneys who serve for a period of two to three years. The current salary of \$46,799.6 is substantially below the starting salary for newly minted attorneys in the public and private sectors. This has made recruitment of attorneys challenging and an increasing number of NLC attorneys leave the City before they complete the two to three year term; we also have difficulty hiring a diverse group of NLC attorneys, including difficulty finding attorneys who speak Spanish and/or Chinese and who reflect the diversity of our City.

### **FISCAL IMPACT**

The amendment will have no fiscal impact. The FY 2017-2019 budget already authorizes the funding of \$150,000 per fiscal year and the Office of the City Attorney will pay the \$5.36 for each year by which the salary and benefits exceed the \$150,000 amount budgeted by the Council.

## **PUBLIC OUTREACH / INTEREST**

No public outreach was required other than the required posting on the City's website.

## **COORDINATION**

The Office of the City Attorney met with HRM Department representatives and with the City Administrator.

Additionally, the preparation of this report was coordinated with the City Attorney's Office and the City Administrator's Office.

## **SUSTAINABLE OPPORTUNITIES**

***Economic:*** The work of the Neighborhood Law Corps protects the rights of Oakland tenants and other residents, thereby enabling them to have safe and habitable housing which in turn makes it possible for them to continue to work and contribute to the welfare of Oakland.

***Environmental:*** There are no environmental opportunities associated with this report.

***Social Equity:*** The work the Neighborhood Law Corps does advances social equity by, among other things, shutting down motels/hotels that cater to prostitution and massage parlors that are fronts for human trafficking and sexual exploitation, prosecuting illegal dumping, immigration fraud, and protecting tenants' rights and requiring landlords to provide habitable and safe housing. By expanding the salary range temporarily, the amendment will improve the City Attorney's recruitment of attorneys to perform this important work and provide them salaries that will make it more likely that they can afford to work in the NLC.

## **ACTION REQUESTED OF THE CITY COUNCIL**

The City Administrator and City Attorney request that the City Council Adopt an Ordinance Amending the Salary Schedule of Ordinance No. 12187 C.M.S. ("Salary Ordinance") to establish a salary range for the Neighborhood Law Corps Attorney classification of \$46,799.16 to \$70,000. The proposed salary range will allow implementation of the Council's authorization of \$150,000 of funding for the Neighborhood Law Corps Attorneys for each year of the FY 2017-2019 budget.

For questions regarding this report, please contact City Attorney, Barbara J. Parker or City Administrator Sabrina Landreth.

Respectfully submitted,



Sabrina Landreth  
City Administrator



Barbara J. Parker  
City Attorney

2285576v2

*Barbara J. Parker*

FILED  
OFFICE OF THE CITY CLERK  
OAKLAND

INTRODUCED BY COUNCILMEMBER \_\_\_\_\_

18 JAN -4 PM 2:37

CITY ATTORNEY

# OAKLAND CITY COUNCIL

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

## ORDINANCE AMENDING THE SALARY SCHEDULE OF ORDINANCE NO. 12187 C.M.S. ("SALARY ORDINANCE") TO AMEND THE SALARY RANGE FOR THE CLASSIFICATION OF NEIGHBORHOOD LAW CORPS ATTORNEY

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

**Section 1.** Ordinance No. 12187 C.M.S. "The Salary Ordinance" is hereby amended as set forth below. Additions are indicated by underscoring and deletions are indicated by ~~strike-through type~~; portions of ordinances not cited or not shown in underscoring or strike-through type are not changed.

**Section 2.** Effective upon July 1, 2017 the salary range for the following classification is amended in Ordinance No. 12187 C.M.S. monthly Pay Grade Table to read as follows:

Classification Title	Class No.	Pay Range	
<u>Neighborhood Law Corps Attorney</u>	ALO41	Min	\$3,899.93
		Max	\$3,899.93 <u>\$5,416.66</u>

IN COUNCIL, OAKLAND, CALIFORNIA, \_\_\_\_\_, 2018  
PASSED BY THE FOLLOWING VOTE:

AYES- BROOKS, GALLO, GUILLEN, CAMPBELL WASHINGTON, GIBSON-MCELHANEY, KALB, KAPLAN 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: \_\_\_\_\_



**AN ORDINANCE AMENDING THE SALARY SCHEDULE OF ORDINANCE NO. 12187 C.M.S. ("SALARY ORDINANCE") TO AMEND THE SALARY RANGE OF THE CLASSIFICATION OF NEIGHBORHOOD LAW CORPS**

**DIGEST**

Ordinance Amending The Salary Schedule Of Ordinance No. 12187 C.M.S. ("Salary Ordinance") To Amend The Salary Range for The Classification of Neighborhood Law Corps Attorney