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OAKLAND

2016 FEB 10 PM 12: 14

AGENDA REPORT

TO: Sabrina B. Landreth
City Administrator

FROM: Anil Comelo
HRM Director

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

DATE: February 1, 2016

City Administrator Approval

Date:

2/9/16

RECOMMENDATION

Staff Recommends that the City Council Adopt an Ordinance Amending the Salary Schedule of Ordinance No. 12187 C.M.S. ("Salary Ordinance") To Add The Classifications of Housing Development Coordinator I, Housing Development Coordinator II, and Home Management Specialist I; Adjust The Title Of Home Management Counselor II And III to Home Management Specialist II And III, Adjust The Title Of Manager, Cultural Arts To Manager, Cultural Affairs, And Modify Various Information Technology Classification Titles; Adjust The Title And Salary Rate Of Cable Television Operations Coordinator to Cable Television Production and Operations Manager; Correct The Effective Date Of Environmental Services Analyst, Assistant, And Capital Improvement Project Coordinator, Assistant; And Delete All The Museum Classifications.

EXECUTIVE SUMMARY

Adoption of the proposed ordinance is routine maintenance to ensure accuracy of the City's classification plan and Salary Schedule.

If City Council does not take the recommended action, several necessary classifications will not be created or amended and could hinder the City's ability to recruit well for certain positions and would retain titles that are no longer relevant. As part of routine maintenance, it is also necessary to ensure that salary and bargaining unit information related to specific titles are accurate and appropriately aligned within the classification system.

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 the classification titles and bargaining unit designation of positions. The Ordinance is amended from time to time to accommodate the City's evolving classification needs. Pursuant to the Personnel Manual (Civil Service Rules), Section 3.04, components of the City's Classification Plan shall be administered and maintained by the Personnel Director with the approval of the Civil Service Board.

Item: _____
Finance & Management Committee
February 23, 2016

As applicable regulations or departmental operations change, staff in the Human Resources Management Department (HRM) periodically consults with departments regarding classification needs. Many such changes require HRM to initiate an amendment to the Salary Ordinance to add, amend, or delete certain classifications. The proposed Salary Ordinance Amendment accompanying this report is comprised of various routine actions to correct and amend the salary schedule.

ANALYSIS AND POLICY ALTERNATIVES

As stated above, the proposed action is recommended to update the Salary Schedule of the Salary Ordinance to align it with other actions that are in progress, to modify existing classification titles, and to delete obsolete classifications. In cases in which union involvement was required, the appropriate notification and/or discussions occurred with the applicable unions (title changes, salary modification, and deletion of the museum classifications).

New Classifications – Three new classifications are being proposed, all of which will amend the City's Classification Plan such that full job series will now exist for those titles. Historically, the City had Home Management Counselor II and III classifications but was missing the Home Management Counselor I classification. Similarly, the Housing Development Coordinator III and IV classifications existed but the Housing Development Coordinator I and II were missing. Discussions occurred between City staff in HRM and the Housing and Community Development Department and union representatives for the International Federation of Professional and Technical Engineers (IFPTE), Local 21. The union does not object to the new classifications. Staff obtained approval for the establishment of the new classifications at the Civil Service Board meetings of October 15, 2015, November 19, 2015, and December 17, 2015.

Classification Title Changes – Several classifications require title changes, which will ensure that the assigned duties better reflect work and functional responsibilities. (1) The Home Management Counselor II and III classifications will be re-titled to Home Management Specialist II and III since the focus of the industry has shifted away from counselor. (2) The Manager, Cultural Arts title is changing to Manager, Cultural Affairs to acknowledge broader aspects of the City's engagement with the overall arts community. (3) Several Information Technology classifications are also being changed to ensure that recruitment processes will attract the appropriate applicants with relevant backgrounds and experience for the vacancies. The outdated titles have resulted in very small pools of applicants and have made it difficult to attract the most skilled individuals to participate in recruitment processes. Discussions occurred between City staff and Local 21 union representatives and the union does not object to the title changes.

Staff obtained approval for revision of the classifications, including title changes, at the Civil Service Board meetings on October 15, 2015, November 19, 2015, and December 17, 2015. (Home Management Counselor II and III to Home Management Specialist II and III; Microcomputer Systems Specialist I, II, and III to Information Systems Specialist I, II, and III; and Systems Programmer II and III to Application Developer II and III.) The Manager, Cultural Arts to Manager, Cultural Affairs classification is expected to go before the Civil Service Board on February 18, 2016, for approval.

Classification Title Change And Salary Rate Modification – One classification requires a title change and salary rate modification as a result of a classification study, which will ensure that the assigned duties better reflect operations and that the salary is internally aligned within the structure of the City Clerk's Office. Recent changes to the Municipal Code 2.29 reorganized the City's television station, KTOP, and moved it from the City Administrator's Office to the City Clerk's Office. Cable TV Operations Coordinator is being re-titled to Cable TV Production and Operations Manager, which more accurately describes the assigned work and functional responsibilities. Further, the salary modification will ensure that the pay rate for the Cable TV Production and Operations Manager classification does not result in compaction with the salary rates of subordinates. Discussions occurred between City staff and union representatives and the union does not object to the title change or salary rate modification.

Correction of Effective Dates – Two classifications that were newly established in November 2015 (Ordinance No. 13336 C.M.S.) are subject to a technical correction. Environmental Services Analyst, Assistant, and Capital Improvement Project Coordinator, Assistant, were developed as a result of a classification review. However, the effective date was April 25, 2015, and had to be revised as such to align the new classifications with the effective date of the final findings of the classification review.

Classification Deletions - The City's Classification Plan is dynamic and can be affected by a variety of forces. Classifications can become obsolete as operations change. In this case, the City transferred operations of the former City Museum Department to the nonprofit Oakland Museum of California in July 2011. The classifications associated with the City's former operations at the museum are no longer necessary in the City's classification plan. Those titles include: Chief Conservator; Conservator, Senior; Curator of Aquatic Biology, Assoc; Curator of Art, Associate; Curator of Art, Chief; Curator of Art, Senior; Curator of Art, Senior, PPT; Curator of Education, Chief; Curator of History, Associate; Curator of History, Chief; Curator of History, Senior; Curator of Natural Science, Assoc; Curator of Natural Science, Chief; Curator of Natural Science, Senior; Curator of Photography, Associate; Curator of Special Projects; Curator of Special Projects, PPT; Manager, Museum Operations; Manager, Museum Services; Museum Collections Coordinator; Museum Curatorial Specialist; Museum Curatorial Specialist, PPT; Museum Design & Prod Specialist; Museum Docent Coordinator; Museum Education Coordinator; Museum Interp Spec, Nat Sc; Museum Interpretive Spec, History; Museum Interpretive Specialist, Art; Museum Tech Spec Exhibits, PPT; Museum Tech Spec Exhibits; Museum Tech Spec Nat Sci; Museum Tech Spec Conserv, PPT; Museum Tech Spec Conserv, PT; Museum Tech Specialist EV/AV, PT; Museum Tech Specialist Exhibits, PT; Museum Tech Specialist Nat Sc, PPT; Museum Tech Specialist Nat Sc, PT; Museum Technical Aide; Museum Technical Specialist, EV/AV; Preparator; Preparator, PPT; Registrar; and Registrar, PPT.

FISCAL IMPACT

Adoption of the proposed Salary Ordinance Amendment does not require a change in the overall allocations for any of the affected departments. For new classifications, placeholder positions were added to the budget as part of the FY 2015-2017 budget cycle. Once the correct titles are established, the placeholder positions will be converted to positions with the new titles. For the salary modification of the Cable TV Production and Operations Manager classification, the department has identified funding within its current allocation to fund the difference in the

cost of the position following implementation. For the proposed deletions, there are no authorized positions allocated in the budget and no fiscal impact associated with deleting them. All other changes are budget neutral and do not affect staffing or budget allocation.

PUBLIC OUTREACH / INTEREST

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

COORDINATION

HRM Department coordinated with departments regarding the proposed modifications. When necessary, Employee Relations was also involved. Representative unions were formally notified of the proposed legislation because the related actions are subject to mandatory bargaining regulations. Discussions took place and there were no objections raised by the representative unions. Regarding the classification deletions, the unions were appropriately notified of the pending actions.

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

SUSTAINABLE OPPORTUNITIES

Economic: There are no economic opportunities associated with this report.

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

Social Equity: There are no social equity opportunities associated with this report.

ACTION REQUESTED OF THE CITY COUNCIL

Staff Recommends that the City Council Adopt an Ordinance Amending the Salary Schedule of Ordinance No. 12187 C.M.S. ("Salary Ordinance") to add the Classifications of Housing Development Coordinator I, Housing Development Coordinator II, and Home Management Specialist I; adjust the title of Home Management Counselor II and III to Home Management Specialist II and III, adjust the title of Manager, Cultural Arts to Manager, Cultural Affairs, and modify various Information Technology classification titles; adjust the title and salary rate of Cable Television Operations Coordinator to Cable Television Production and Operations Manager; correct the effective date of Environmental Services Analyst, Assistant, and Capital Improvement Project Coordinator, Assistant; and delete all the Museum Classifications.

For questions regarding this report, please contact Kip Walsh, Recruitment & Classification Manager, at (510) 238-7334.

Respectfully submitted,

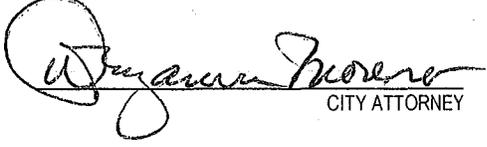


ANIL COMELO
Director, Human Resources Management

Reviewed by: Kip Walsh
Human Resources Manager
Recruitment & Classification Division

Prepared by: Jaime Pritchett
Principal Human Resource Analyst

INTRODUCED BY COUNCIL MEMBER
OFFICE OF THE CITY CLERK
OAKLAND


CITY ATTORNEY

2016 FEB 10 PM 12:14 **OAKLAND CITY COUNCIL**

ORDINANCE No. _____ C.M.S.

ORDINANCE AMENDING THE SALARY SCHEDULE OF ORDINANCE NO. 12187 C.M.S. ("SALARY ORDINANCE") TO ADD THE CLASSIFICATIONS OF HOUSING DEVELOPMENT COORDINATOR I, HOUSING DEVELOPMENT COORDINATOR II, AND HOME MANAGEMENT SPECIALIST I; ADJUST THE TITLE OF HOME MANAGEMENT COUNSELOR II AND III TO HOME MANAGEMENT SPECIALIST II AND III, ADJUST THE TITLE OF MANAGER, CULTURAL ARTS, TO MANAGER, CULTURAL AFFAIRS, AND MODIFY VARIOUS INFORMATION TECHNOLOGY CLASSIFICATION TITLES; ADJUST THE TITLE AND SALARY RATE OF CABLE TELEVISION OPERATIONS COORDINATOR TO CABLE TELEVISION PRODUCTION AND OPERATIONS MANAGER; CORRECT THE EFFECTIVE DATE OF ENVIRONMENTAL SERVICES ANALYST, ASSISTANT, AND CAPITAL IMPROVEMENT PROJECT COORDINATOR, ASSISTANT; AND DELETE ALL THE MUSEUM CLASSIFICATIONS

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 upon passage unless otherwise specified in individual sections. 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 passage, the following classification is added in Ordinance No. 12187 C.M.S. in the Unit TW1.75.005 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary
<u>Housing Development Coordinator I</u>	AP449	Step 1	4542.64
		Step 2	4781.65
		Step 3	5033.86
		Step 4	5297.79
		Step 5	5577.86

Section 3. Effective upon passage, the following classification is added in Ordinance No. 12187 C.M.S. in the Unit TW1.75.008 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary
<u>Housing Development Coordinator II</u>	AP450	Step 1	5258.20
		Step 2	5535.34
		Step 3	5827.13
		Step 4	6133.59
		Step 5	6456.18

Section 4. Effective upon passage, the following classification is added in Ordinance No. 12187 C.M.S. in the Unit TW1.75.002 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary
<u>Home Management Specialist I</u>	AP447	Step 1	3923.86
		Step 2	4130.61
		Step 3	4347.62
		Step 4	4576.37
		Step 5	4818.31

Section 5. Effective upon passage, the following classification is amended in Ordinance No. 12187 C.M.S. in the Unit TW1.75.006 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary
<u>Home Management Specialist II</u>	AP197	Step 1	4769.92
<u>Home Management Counselor II</u>		Step 2	5020.66
		Step 3	5284.60
		Step 4	5563.20
		Step 5	5856.47

Section 6. Effective upon passage, the following classification is amended in Ordinance No. 12187 C.M.S. in the Unit TW1.75.010 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary
<u>Home Management Specialist III</u>	AP198	Step 1	5797.81
<u>Home Management Counselor III</u>		Step 2	6102.80
		Step 3	6423.93
		Step 4	6762.65
		Step 5	7118.96

Section 7. Effective upon passage, the following classification is to be amended in Ordinance No. 12187 C.M.S. in the Unit ~~UM1.75.019~~ UM2.75.019 Pay Grade Table to read as follows:

Classification Title	Class No.	Rate	Salary
<u>Manager, Cultural Affairs</u>	EM179	Min	8994.36
<u>Manager, Cultural Arts</u>		Max	11044.29

Section 8. Effective upon passage, the following classification is amended in Ordinance No. 12187 C.M.S. in the Unit TW1.75.007 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary
<u>Information Systems Specialist I</u>	AP242	Step 1	5008.93
<u>Microcomputer Systems Specialist I</u>		Step 2	5271.40
		Step 3	5550.00
		Step 4	5841.80
		Step 5	6149.72

Section 9. Effective upon passage, the following classification is amended in Ordinance No. 12187 C.M.S. in the Unit TW1.75.011 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary
<u>Information Systems Specialist II</u>	AP243	Step 1	6088.14
Microcomputer Systems Specialist II		Step 2	6407.80
		Step 3	6745.04
		Step 4	7101.37
		Step 5	7475.28

Section 10. Effective upon passage, the following classification is amended in Ordinance No. 12187 C.M.S. in the Unit TW1.75.011 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary
<u>Information Systems Specialist II, PPT</u>	AP390	Step 1	6088.14
Microcomputer Systems Specialist II,		Step 2	6407.80
PPT		Step 3	6745.04
		Step 4	7101.37
		Step 5	7475.28

Section 11. Effective upon passage, the following classification is amended in Ordinance No. 12187 C.M.S. in the Unit TW1.75.015 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary
<u>Information Systems Specialist III</u>	AP241	Step 1	7400.48
Microcomputer Systems Specialist III		Step 2	7789.06
		Step 3	8199.62
		Step 4	8630.73
		Step 5	9085.28

Section 12. Effective upon passage, the following classification is amended in Ordinance No. 12187 C.M.S. in the Unit TW1.75.012 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary
<u>Application Developer II</u>	AP335	Step 1	6391.67
Systems Programmer II		Step 2	6728.92
		Step 3	7082.30
		Step 4	7456.21
		Step 5	7847.72

Section 13. Effective upon passage, the following classification is amended in Ordinance No. 12187 C.M.S. in the Unit TW1.75.016 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary
<u>Application Developer III</u>	AP336	Step 1	7770.00
<u>Systems Programmer III</u>		Step 2	8179.10
		Step 3	8610.20
		Step 4	9063.30
		Step 5	9539.84

Section 14. Effective as of March 31, 2015, the following classification is amended in Ordinance No. 12187 C.M.S. in the Unit TW1.75.008 TW1.75.016 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary
<u>Cable TV Production & Operations</u>	TC136	Step 1	5258.20 7770.00
<u>Manager</u>		Step 2	5535.34 8179.10
<u>Cable TV Operations Coordinator</u>		Step 3	5827.13 8610.20
		Step 4	6133.59 9063.30
		Step 5	6456.18 9539.84

Section 15. Effective as of April 25, 2015, the following classification is added in Ordinance No. 12187 C.M.S. in the Unit TW1.75.006 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary
<u>Environmental Services</u>	AP447	Step 1	4769.92
<u>Analyst, Assistant</u>		Step 2	5020.66
		Step 3	5284.60
		Step 4	5563.20
		Step 5	5856.47

Section 16. Effective as of April 25, 2015, the following classification is added in Ordinance No. 12187 C.M.S. in the Unit TW1.75.012 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary
<u>Capital Improvement Project</u>	AP448	Step 1	6391.67
<u>Coordinator, Assistant</u>		Step 2	6728.92
		Step 3	7082.30
		Step 4	7456.21
		Step 5	7847.72

Section 17. Effective upon passage, the following classification is to be deleted in Ordinance No. 12187 C.M.S. in the Unit UM2.75.019 Pay Grade Table to read as follows:

Classification Title	Class No.	Rate	Salary
Chief Conservator	EM235	Min	8994.36
		Max	11044.29

Section 18. Effective upon passage, the following classification is to be deleted in Ordinance No. 12187 C.M.S. in the Unit TF1.75.010 Pay Grade Table to read as follows:

Classification Title	Class No.	Rate	Salary
Conservator, Senior	AP151	Min	5813.94
		Max	6120.40
		Step 3	6442.99
		Step 4	6781.71
		Step 5	7138.02

Section 19. Effective upon passage, the following classification is to be deleted in Ordinance No. 12187 C.M.S. in the Unit TF1.75.005 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary
Curator of Aquatic Biology, Assoc	AP156	Step 1	4611.57
		Step 2	4854.97
		Step 3	5110.09
		Step 4	5378.45
		Step 5	5661.45

Section 20. Effective upon passage, the following classification is to be deleted in Ordinance No. 12187 C.M.S. in the Unit TF1.75.005 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary
Curator of Art, Associate	AP157	Step 1	4611.57
		Step 2	4854.97
		Step 3	5110.09
		Step 4	5378.45
		Step 5	5661.45

Section 21. Effective upon passage, the following classification is to be deleted in Ordinance No. 12187 C.M.S. in the Unit UM1.75.019 Pay Grade Table to read as follows:

Classification Title	Class No.	Rate	Salary
Curator of Art, Chief	EM129	Min	8994.37
		Max	11044.28

Section 22. Effective upon passage, the following classification is to be deleted in Ordinance No. 12187 C.M.S. in the Unit TF1.75.008 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary
Curator of Art, Senior	AP159	Step 1	5485.48
		Step 2	5774.34
		Step 3	6077.87
		Step 4	6397.54
		Step 5	6734.78

Section 23. Effective upon passage, the following classification is to be deleted in Ordinance No. 12187 C.M.S. in the Unit TF1.75.008 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary
Curator of Art, Senior, PPT	AP160	Step 1	5485.48
		Step 2	5774.34
		Step 3	6077.87
		Step 4	6397.54
		Step 5	6734.78

Section 24. Effective upon passage, the following classification is to be deleted in Ordinance No. 12187 C.M.S. in the Unit UM1.75.019 Pay Grade Table to read as follows:

Classification Title	Class No.	Rate	Salary
Curator of Education, Chief	EM130	Min	8994.37
		Max	11044.28

Section 25. Effective upon passage, the following classification is to be deleted in Ordinance No. 12187 C.M.S. in the Unit TF1.75.005 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary
Curator of History, Associate	AP161	Step 1	4611.57
		Step 2	4854.97
		Step 3	5110.09
		Step 4	5378.45
		Step 5	5661.45

Section 26. Effective upon passage, the following classification is to be deleted in Ordinance No. 12187 C.M.S. in the Unit UM1.75.019 Pay Grade Table to read as follows:

Classification Title	Class No.	Rate	Salary
Curator of History, Chief	EM131	Min	8994.37
		Max	11044.28

Section 27. Effective upon passage, the following classification is to be deleted in Ordinance No. 12187 C.M.S. in the Unit TF1.75.008 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary
Curator of History, Senior	AP162	Step 1	5485.48
		Step 2	5774.34
		Step 3	6077.87
		Step 4	6397.54
		Step 5	6734.78

Section 28. Effective upon passage, the following classification is to be deleted in Ordinance No. 12187 C.M.S. in the Unit TF1.75.005 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary
Curator of Natural Sci, Assoe	AP163	Step 1	4611.57
		Step 2	4854.97
		Step 3	5110.09
		Step 4	5378.45
		Step 5	5661.45

Section 29. Effective upon passage, the following classification is to be deleted in Ordinance No. 12187 C.M.S. in the Unit UM1.75.019 Pay Grade Table to read as follows:

Classification Title	Class No.	Rate	Salary
Curator of Natural Science, Chief	EM132	Min	8994.37
		Max	11044.28

Section 30. Effective upon passage, the following classification is to be deleted in Ordinance No. 12187 C.M.S. in the Unit TF1.75.008 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary
Curator of Natural Science, Senior	AP164	Step 1	5485.48
		Step 2	5774.34
		Step 3	6077.87
		Step 4	6397.54
		Step 5	6734.78

Section 31. Effective upon passage, the following classification is to be deleted in Ordinance No. 12187 C.M.S. in the Unit TF1.75.005 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary
Curator of Photography, Associate	AP166	Step 1	4611.57
		Step 2	4854.97
		Step 3	5110.09
		Step 4	5378.45
		Step 5	5661.45

Section 32. Effective upon passage, the following classification is to be deleted in Ordinance No. 12187 C.M.S. in the Unit TF1.75.017 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary
Curator of Special Projects	AP394	Step 1	7400.49
		Step 2	7789.06
		Step 3	8199.64
		Step 4	8630.73
		Step 5	9085.28

Section 33. Effective upon passage, the following classification is to be deleted in Ordinance No. 12187 C.M.S. in the Unit TF1.75.017 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary
Curator of Special Projects, PPT	AP395	Step 1	7400.49
		Step 2	7789.06
		Step 3	8199.64
		Step 4	8630.73
		Step 5	9085.28

Section 34. Effective upon passage, the following classification is to be deleted in Ordinance No. 12187 C.M.S. in the Unit UM1.75.020 Pay Grade Table to read as follows:

Classification Title	Class No.	Rate	Salary
Manager Museum Operations	EM193	Min	9444.53
		Max	11595.61

Section 35. Effective upon passage, the following classification is to be deleted in Ordinance No. 12187 C.M.S. in the Unit UM1.75.019 Pay Grade Table to read as follows:

Classification Title	Class No.	Rate	Salary
Manager, Museum Services	EM194	Min	8994.37
		Max	11044.28

Section 36. Effective upon passage, the following classification is to be deleted in Ordinance No. 12187 C.M.S. in the Unit TW1.75.009 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary
Museum Collections Coordinator	SC181	Step 1	5522.13
		Step 2	5812.47
		Step 3	6118.93
		Step 4	6440.06
		Step 5	6780.24

Section 37. Effective upon passage, the following classification is to be deleted in Ordinance No. 12187 C.M.S. in the Unit SD1.75.033 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary
Museum Curatorial Specialist	AP245	Step 1	23.15
		Step 2	24.36
		Step 3	25.65
		Step 4	27.00
		Step 5	28.41

Section 38. Effective upon passage, the following classification is to be deleted in Ordinance No. 12187 C.M.S. in the Unit SD1.75.033 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary
Museum Curatorial Specialist, PPT	AP246	Step 1	23.15
		Step 2	24.36
		Step 3	25.65
		Step 4	27.00
		Step 5	28.41

Section 39. Effective upon passage, the following classification is to be deleted in Ordinance No. 12187 C.M.S. in the Unit SB1.75.001 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary
Museum Design & Prod Specialist	TC120	Step 1	30.34
		Step 2	31.94
		Step 3	33.62
		Step 4	35.40
		Step 5	37.26

Section 40. Effective upon passage, the following classification is to be deleted in Ordinance No. 12187 C.M.S. in the Unit TW1.75.009 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary
Museum Decent Coordinator	SC182	Step 1	5522.13
		Step 2	5812.47
		Step 3	6118.93
		Step 4	6440.06
		Step 5	6780.24

Section 41. Effective upon passage, the following classification is to be deleted in Ordinance No. 12187 C.M.S. in the Unit TW1.75.012 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary
Museum Education Coordinator, PPT	SC184	Step 1	6391.67
		Step 2	6728.92
		Step 3	7082.30
		Step 4	7456.21
		Step 5	7847.72

Section 42. Effective upon passage, the following classification is to be deleted in Ordinance No. 12187 C.M.S. in the Unit TW1.75.009 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary
Museum-Interp-Spec, Nat-Se	AP258	Step-1	5522.13
		Step-2	5812.47
		Step-3	6118.93
		Step-4	6440.06
		Step-5	6780.24

Section 43. Effective upon passage, the following classification is to be deleted in Ordinance No. 12187 C.M.S. in the Unit TW1.75.009 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary
Museum Interpretive Spec, History	AP257	Step-1	5522.13
		Step-2	5812.47
		Step-3	6118.93
		Step-4	6440.06
		Step-5	6780.24

Section 44. Effective upon passage, the following classification is to be deleted in Ordinance No. 12187 C.M.S. in the Unit TW1.75.009 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary
Museum Interpretive Specialist, Art	AP256	Step-1	5522.13
		Step-2	5812.47
		Step-3	6118.93
		Step-4	6440.06
		Step-5	6780.24

Section 45. Effective upon passage, the following classification is to be deleted in Ordinance No. 12187 C.M.S. in the Unit SD1.75.032 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary
Museum-Tech-Spec Exhibits, PPT	TC121	Step-1	23.04
		Step-2	24.26
		Step-3	25.53
		Step-4	26.87
		Step-5	28.29

Section 46. Effective upon passage, the following classification is to be deleted in Ordinance No. 12187 C.M.S. in the Unit SD1.75.032 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary
Museum Tech Spec Exhibits	TC133	Step 1	23.04
		Step 2	24.26
		Step 3	25.53
		Step 4	26.87
		Step 5	28.29

Section 47. Effective upon passage, the following classification is to be deleted in Ordinance No. 12187 C.M.S. in the Unit SD1.75.032 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary
Museum Tech Spec, Nat Sei	ET129	Step 1	23.04
		Step 2	24.26
		Step 3	25.53
		Step 4	26.87
		Step 5	28.29

Section 48. Effective upon passage, the following classification is to be deleted in Ordinance No. 12187 C.M.S. in the Unit SD1.75.032 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary
Museum Tech Specialist Conserv, PPT	TC125	Step 1	23.04
		Step 2	24.26
		Step 3	25.53
		Step 4	26.87
		Step 5	28.29

Section 49. Effective upon passage, the following classification is to be deleted in Ordinance No. 12187 C.M.S. in the Unit SI1.75.013 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary
Museum Tech Specialist Conserv, PT	TC126	Step 1	23.05
		Step 2	24.26
		Step 3	25.53
		Step 4	26.87
		Step 5	28.30

Section 50. Effective upon passage, the following classification is to be deleted in Ordinance No. 12187 C.M.S. in the Unit SI1.75.013 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary
Museum Tech	TC122	Step 1	23.05
Specialist EV/AV, PT		Step 2	24.26
		Step 3	25.53
		Step 4	26.87
		Step 5	28.30

Section 51. Effective upon passage, the following classification is to be deleted in Ordinance No. 12187 C.M.S. in the Unit SI1.75.013 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary
Museum Tech	TC127	Step 1	23.05
Specialist Exhibits, PT		Step 2	24.26
		Step 3	25.53
		Step 4	26.87
		Step 5	28.30

Section 52. Effective upon passage, the following classification is to be deleted in Ordinance No. 12187 C.M.S. in the Unit SD1.75.032 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary
Museum Tech	TC124	Step 1	23.04
Specialist Nat Se, PPT		Step 2	24.26
		Step 3	25.53
		Step 4	26.87
		Step 5	28.29

Section 53. Effective upon passage, the following classification is to be deleted in Ordinance No. 12187 C.M.S. in the Unit SI1.75.013 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary
Museum Tech	TC128	Step 1	23.05
Specialist Nat Se, PT		Step 2	24.26
		Step 3	25.53
		Step 4	26.87
		Step 5	28.30

Section 54. Effective upon passage, the following classification is to be deleted in Ordinance No. 12187 C.M.S. in the Unit SI1.75.005 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary
Museum Technical Aide, PT	TC131	Step 1	18.31
		Step 2	19.29
		Step 3	20.29
		Step 4	21.37
		Step 5	22.50

Section 55. Effective upon passage, the following classification is to be deleted in Ordinance No. 12187 C.M.S. in the Unit SD1.75.032 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary
Museum Technical Specialist, EV/AV	TC132	Step 1	23.04
		Step 2	24.26
		Step 3	25.53
		Step 4	26.87
		Step 5	28.29

Section 56. Effective upon passage, the following classification is to be deleted in Ordinance No. 12187 C.M.S. in the Unit SD1.75.040 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary
Preparator	AP287	Step 1	24.99
		Step 2	26.30
		Step 3	27.69
		Step 4	29.14
		Step 5	30.67

Section 57. Effective upon passage, the following classification is to be deleted in Ordinance No. 12187 C.M.S. in the Unit SD1.75.040 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary
Preparator, PPT	AP288	Step 1	24.99
		Step 2	26.30
		Step 3	27.69
		Step 4	29.14
		Step 5	30.67

Section 58. Effective upon passage, the following classification is to be deleted in Ordinance No. 12187 C.M.S. in the Unit TF1.75.005 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary
Registrar	AP310	Step 1	4611.57
		Step 2	4854.97
		Step 3	5110.09
		Step 4	5378.45
		Step 5	5661.45

Section 59. Effective upon passage, the following classification is to be deleted in Ordinance No. 12187 C.M.S. in the Unit TF1.75.005 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary
Registrar, PPT	AP311	Step 1	4611.57
		Step 2	4854.97
		Step 3	5110.09
		Step 4	5378.45
		Step 5	5661.45

Section 60. Pursuant to City of Oakland Charter Section 216, this ordinance shall become effective immediately on final adoption if it receives six (6) or more affirmative votes; or, if it receives five (5) affirmative votes, it shall become effective upon the seventh day after final adoption.

IN COUNCIL, OAKLAND, CALIFORNIA, _____, 2016

PASSED BY THE FOLLOWING VOTE:

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

NOES-

ABSENT-

ABSTENTION-

ATTEST: _____

LaTonda Simmons
 City Clerk and Clerk of the Council
 of the City of Oakland, California

DATE OF ATTESTATION _____

ORDINANCE AMENDING THE SALARY SCHEDULE OF ORDINANCE NO. 12187 C.M.S. ("SALARY ORDINANCE") TO ADD THE CLASSIFICATIONS OF HOUSING DEVELOPMENT COORDINATOR I, HOUSING DEVELOPMENT COORDINATOR II, AND HOME MANAGEMENT SPECIALIST I; ADJUST THE TITLE OF HOME MANAGEMENT COUNSELOR II AND III TO HOME MANAGEMENT SPECIALIST II AND III. ADJUST THE TITLE OF MANAGER, CULTURAL ARTS TO MANAGER, CULTURAL AFFAIRS, AND MODIFY VARIOUS INFORMATION TECHNOLOGY CLASSIFICATION TITLES; ADJUST THE TITLE AND SALARY RATE OF CABLE TELEVISION OPERATIONS COORDINATOR TO CABLE TELEVISION PRODUCTION AND OPERATIONS MANAGER; CORRECT THE EFFECTIVE DATE OF ENVIRONMENTAL SERVICES ANALYST, ASSISTANT, AND CAPITAL IMPROVEMENT PROJECT COORDINATOR, ASSISTANT; AND DELETE ALL THE MUSEUM CLASSIFICATIONS

DIGEST

Ordinance Amending the Salary Schedule of Ordinance No. 12187 C.M.S. ("Salary Ordinance") to add the Classifications of Housing Development Coordinator I, Housing Development Coordinator II, and Home Management Specialist I; Adjust The Title Of Home Management Counselor II And III to Home Management Specialist II And III, Adjust the Title of Manager, Cultural Arts to Manager, Cultural Affairs, And Modify Various Information Technology Classification Titles; Adjust The Title And Salary Rate Of Cable Television Operations Coordinator to Cable Television Production and Operations Manager; Correct The Effective Date of Environmental Services Analyst, Assistant, and Capital Improvement Project Coordinator, Assistant; And Delete All The Museum Classifications
