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OFFICE OF THE CITY CLERK
OAKLAND

2019 OCT 31 PM 2: 05

AGENDA REPORT

TO: Sabrina B. Landreth
City Administrator

FROM: Ian Appleyard
HRM Director

SUBJECT: Amendment to Ordinance No. 12187
C.M.S. (The Salary Ordinance) to
Correct Salary Adjustments of Various
Classifications

DATE: October 28, 2019

City Administrator Approval

Date:

10/31/19

RECOMMENDATION

Staff Recommends that the City Council Adopt:

An Ordinance Amending Ordinance No. 13543 C.M.S., Which Amended The Salary Schedule Of Ordinance No. 12187 C.M.S. ("Salary Ordinance"), To Correct The Salary Information For Certain Unrepresented Employees In Representational Units UR1 (Fire Chief) And UU1 (Deputy Chief And Assistant Chief Of Fire).

EXECUTIVE SUMMARY

Adoption of this Ordinance corrects the Salary Ordinance amendments that were adopted by City Council on June 18, 2019 (Ordinance No.13543). That action inadvertently included Representation Units UR1 (Fire Chief) and UU1 (Deputy Chief and Assistant Chief of Fire) to receive the same wage increases as miscellaneous representation groups. However, Representation Units UR1 and UU1 receive wage increases consistent with the International Association of Firefighters, Local 55 (Representation Unit FQ1). This was accomplished by City Council passing amendments to the Salary Ordinance on February 26, 2019 (Ordinance No.13521).

BACKGROUND/LEGISLATIVE HISTORY

Salary 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. Salary Ordinance 13543 C.M.S. (**Attachment A**) adopted June 18, 2019, inadvertently included a two percent (2%) wage increase, effective the first pay period after July 1, 2019 and another two percent (2%) wage increase effective the first full pay period after July 1, 2020, for the classifications and salary schedules of unrepresented classifications UR1 (Fire Chief) and UU1 (Deputy Chief and Assistant Chief of Fire). Salary Ordinance No. 13521 C.M.S. (**Attachment B**) amended salaries for Representation Units UR1 and UU1 on February 26, 2019.

Item: _____
City Council

The proposed Ordinance will correct that error. There is no need to amend Salary Ordinance No. 12187 C.M.S. since the errors were not implemented.

ANALYSIS AND POLICY ALTERNATIVES

The proposed action to amend Salary Ordinance 13543 S.M.S. will correct the ordinance. Incumbents in the unrepresented representation units that were inadvertently included (UR1 and UU1) have not received the corresponding wage increases. The error was identified by the Finance Department prior to implementing amendments. Therefore, no employee will be impacted by this action and incumbents were provided appropriate wage increases by way of Salary Ordinance No. 13521 C.M.S.

FISCAL IMPACT

There are no fiscal impacts related to this action.

PUBLIC OUTREACH/INTEREST

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

COORDINATION

Human Resources Management coordinated with the City Attorney's Office to draft the proposed ordinance.

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 Ordinance No. 13543 C.M.S., Which Amended The Salary Schedule Of
Ordinance No. 12187 C.M.S. ("Salary Ordinance"), To Correct The Salary Information For Certain
Unrepresented Employees In Representational Units UR1 (Fire Chief) And UU1 (Deputy Chief
And Assistant Chief Of Fire).

For questions regarding this report, please contact Ian Appleyard at (510) 238-6450.

Respectfully submitted,



IAN APPLEYARD

Director, Human Resources Management

Attachment (2):

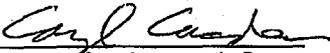
- A: City Ordinance No. 13543 C.M.S.
- B: City Ordinance No. 13521 C.M.S.

Item: _____
City Council

FILED
OFFICE OF THE CITY CLERK
OAKLAND

2019 JUN 13 PM 4:36

APPROVED AS TO FORM AND LEGALITY


CITY ATTORNEY'S OFFICE

OAKLAND CITY COUNCIL

ORDINANCE NO. 13548 C.M.S.

ORDINANCE AMENDING THE SALARY SCHEDULE OF ORDINANCE NO. 12187 C.M.S. ("SALARY ORDINANCE") TO:

- 1) PROVIDE A ONE PERCENT (1%) WAGE INCREASE TO THE SALARIES OF EMPLOYEES IN REPRESENTATION UNITS SB1, SC1, SD1, SI1, TA1, TF1, TM2, TW1, UH1, UM1, UM2, TM1, U41, U31, IE1, TV1, FQ1, US1, UR1, UU1, UK1, UK2 AND UP1 EFFECTIVE THE FIRST PAY PERIOD AFTER JANUARY 1, 2019;
- 2) PROVIDE A ONE PERCENT (1%) WAGE INCREASE TO THE SALARY SCHEDULE OF UNREPRESENTED UNITS IN CON, U51, UG1, TL1 AND EFFECTIVE THE FIRST PAY PERIOD AFTER JANUARY 1, 2019;
- 3) PROVIDE A WAGE INCREASE TO THE SALARIES OF CERTAIN UNREPRESENTED EMPLOYEES IN UNITS CON, U51, UG1, TL1, UK1, UK2, UP1, AND US1 AS FOLLOWS: INCREASE OF TWO PERCENT (2%) EFFECTIVE THE FIRST FULL PAY PERIOD IN JULY 2019 AND AN INCREASE OF TWO PERCENT (2%) EFFECTIVE THE FIRST FULL PAY PERIOD IN JULY 2020;
- 4) PROVIDE A FIVE PERCENT (5%) WAGE INCREASE TO THE SALARIES OF THE FULL-TIME CLASSIFICATIONS OF DEPUTY CHIEF OF FIRE DEPARTMENT AND ASSISTANT CHIEF OF FIRE DEPARTMENT EFFECTIVE THE FIRST FULL PAY PERIOD IN JULY 2019;
- 5) PROVIDE A TWENTY PERCENT (20%) WAGE INCREASE TO THE SALARY OF THE FULL-TIME CLASSIFICATION OF EXECUTIVE ASSISTANT TO THE CITY ADMINISTRATOR AND AMEND THE REPRESENTATION UNIT FROM U31 TO UP1 EFFECTIVE THE FIRST FULL PAY PERIOD IN JULY 2019; AND

- 6) **AMEND THE TITLE OF THE FULL-TIME CLASSIFICATION OF EQUAL EMPLOYMENT OPPORTUNITIES OFFICER TO EQUAL EMPLOYMENT OPPORTUNITY AND CIVIL RIGHTS DIRECTOR, CHANGE THE CLASSIFICATION REPRESENTATION UNIT FROM UK2 TO UK1, AND INTERNALLY ALIGN THE COMPENSATION RANGE WITH THE DEPARTMENT OF RACE AND EQUITY DIRECTOR EFFECTIVE THE FIRST FULL PAY PERIOD IN JULY 2019**

WHEREAS, the Memorandums of Understanding between the City of Oakland and the International Brotherhood of Electrical Workers (IBEW), Local 1245, Confidential Management Employee Association (CMEA), Service Employees International Union (SEIU), Local 1021, the International Federation of Professional and Technical Engineers (IFPTE), and International Association of Firefighters (IAFF), Local 55 have been approved by the parties pursuant to Section 3505.1 of the Government Code of the State of California and ratified via Resolutions of the City Council; and

WHEREAS, said agreements are approved and include a one percent (1%) wage increase effective the first pay period after January 1, 2019 if certain revenue triggers were met; and

WHEREAS, the City has determined that said revenue triggers in the Memorandums of Understanding between the City of Oakland and the International Brotherhood of Electrical Workers, Local 1245 ("IBEW"), Confidential Management Employee Association (CMEA), Service Employees International Union (SEIU), Local 1021, the International Federation of Professional and Technical Engineers (IFPTE), and International Association of Firefighters (IAFF), Local 55 have been met thereby mandating wage increases to certain classifications;

WHEREAS, City Ordinance Nos. 12187 and 12903 C.M.S., adopted on November 9, 1999 and November 18, 2008, respectively, give the City Administrator the discretion to grant unrepresented employees the same compensation and other terms and conditions of employment that are provided to represented employees under MOUs, or to provide unrepresented employees less compensation than the compensation provided to represented employees in each category or type of compensation; and

WHEREAS, the City Administrator, as permitted through Ordinance Nos. 12187 and 12903, seeks to provide a one percent (1%) wage increase to unrepresented employees in representation units CON, U51, UG1, TL1, US1, UK1, UK2, UR1 and UU1, effective the first pay period after January 1, 2019; and

WHEREAS, the contract extensions to the Memorandums of Understanding between the City of Oakland and the International Brotherhood of Electrical Workers (IBEW), Local 1245, Confidential Management Employee Association (CMEA) have been approved by the parties pursuant to section 3515.1 of the Government Code of the State of California and ratified via Resolution of the City Council; and

WHEREAS, said contract extensions include a two percent (2%) wage increase effective the first full pay period of July 2019 and a two percent (2%) wage increase effective the first full pay period of July 2020 for employees in representational units IE1 and TV1 (IBEW) and representational unit U31 (CMEA); and

WHEREAS, the City Administrator as permitted through City Ordinance Nos. 12187 and 12903 C.M.S, seeks to provide a two percent (2%) wage increase to unrepresented employees in representation units CON, U51, UG1, TL1, US1, UK1, UK2, UR1 and UU1, effective the first full pay period in July 2019; and

WHEREAS, the City Administrator as permitted through City Ordinance Nos. 12187 and 12903 C.M.S., seeks to provide a two percent (2%) wage increase to unrepresented employees in representation units CON, U51, UG1, TL1, US1, UK1, UK2, UR1 and UU1, effective the first full pay period in July 2020; and

WHEREAS, after interest arbitration between the City and IAFF, the City Council approved through a Resolution the conditional arbitration award and tentative agreements to the Memorandum of Understanding between the City and IAFF covering the period November 1, 2017 through October 31, 2020, which granted increases to the wages of employees in representational unit FQ1 of four percent (4%) effective November 1, 2017, one percent (1%) effective November 1, 2018, one percent (1%) effective the first pay period in January 2019 if certain revenue triggers were met, which occurred, and two percent (2%) effective the first full pay period in November 2019; and

WHEREAS, the City Administrator as permitted through City Ordinance Nos. 12187 and 12903 C.M.S, seeks to provide a five percent (5%) wage increase to unrepresented employees in the classifications of the full-time Deputy Chief of Fire Department and Assistant Chief of Fire Department to improve internal alignment with their counterparts in Oakland Police Department, effective the first full pay period in July 2019; and

WHEREAS, consistent with the City's Employee-Employer Relations Resolution No. 55881 C.M.S. (EERR) under the authority of the Employee Relations Officer the representation unit of Executive Assistant to the City Administrator classification shall be amended from U31 to UP1; and

WHEREAS the classification is required to perform at a high level in terms of management, community relations and highly sensitive communications, an equity increase of twenty percent (20%), effective the first full pay period of July 2019, is recommended; and

WHEREAS, consistent with the City's Employee-Employer Relations Resolution No. 55881 C.M.S. (EERR) under the authority of the Employee Relations Officer, the representation unit of Equal Employment Opportunities Officer shall be amended from UK2 to UK1 and the title of the Equal Employment Opportunities Officer will be amended to Equal Employment Opportunity and Civil Rights Director; and

WHEREAS, the responsibilities of the classification of Equal Employment Opportunity and Civil Rights Director will be broadened to include responsibility for ensuring compliance with Title VI of the Civil Rights Act and the compensation range be internally aligned with Department of Race and Equity Director effective the first full pay period of July 2019, is recommended; and

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

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF OAKLAND DOES ORDAIN AS FOLLOWS:

SECTION 1. Effective the first pay period after January 1, 2019, 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 one percent (1%).

SECTION 2. Effective the first pay period after January 1, 2019, 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 one percent (1%).

SECTION 3. Effective the first pay period after January 1, 2019, 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 one percent (1%).

SECTION 4. Effective the first pay period after January 1, 2019, 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 one percent (1%).

SECTION 5. Effective the first pay period after January 1, 2019, the classifications and associated salaries listed in the current Memorandum of Understanding between the City of Oakland and the International Association of Firefighters (IAFF), Local 55 (FQ1) are increased by one percent (1%).

SECTION 6. Effective the first pay period after January 1, 2019, the classifications and salary schedules of certain unrepresented classifications (CON, U51, UG1, TL1, US1, UK1, UK2, UR1 and UU1) are increased by one percent (1%).

SECTION 7. Effective the first full pay period in July 2019, the classifications and salary schedules of certain unrepresented classifications (CON, U51, UG1, TL1, US1, UK1, UK2, UR1 and UU1, only) shall be increased by two percent (2%).

SECTION 8. Effective the first full pay period in July 2020, the classifications and salary schedules of certain unrepresented classifications (CON, U51, UG1, TL1, US1, UK1, UK2, UR1 and UU1, only) shall be increased by two percent (2%).

SECTION 9. Effective the first full pay period in July 2019, the classifications and associated wages of the classifications of full-time Deputy Chief of Fire Department and Assistant Chief of Fire Department shall be increased by five percent (5%).

SECTION 10. Amend the representation unit of the Executive Assistant to the City Administrator from U31 to UP1 and effective the first full pay period in July 2019, the classification and associated wages of the Executive Assistant to the City Administrator shall be increased by twenty percent (20%).

SECTION 11. Amend the representation unit and salary of the Equal Employment Opportunity and Civil Rights Director (formerly titled Equal Employment Opportunities Officer) from UK2 to UK1 and effective the first full pay period in July 2019, the classification and associated wages of the Equal Employment Opportunity and Civil Rights Director shall be amended in Ordinance No. 12187 C.M.S. in the Unit UK1.75.041 ~~UK2.75.041~~ Pay Grade Table to read as follows:

SECTION 12. As amended, the Salary Schedule of the Salary Ordinance is set forth as below:

Classification Title	Class No.	Step	Salary
<u>Equal Employment Opportunity And Civil Rights Director</u>	EM258	MIN	<u>9829.37</u>
Equal Employment Opportunities Officer		MAX	<u>12069.59</u>
			<u>15719.36</u>

SECTION 13. 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.

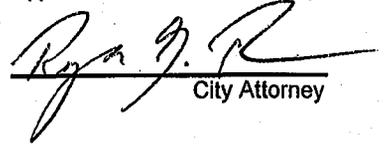
FILED
OFFICE OF THE CITY CLERK
OAKLAND

2019 JAN 31 PM 3:04

OAKLAND CITY COUNCIL

ORDINANCE NO. 13521 C.M.S.

Approved as to Form and Legality


City Attorney

ORDINANCE AMENDING THE SALARY SCHEDULE OF ORDINANCE 12187 C.M.S. (THE SALARY ORDINANCE) TO PROVIDE WAGE INCREASES TO THE SALARIES OF THE UNREPRESENTED CHIEF OF FIRE, DEPUTY CHIEF OF FIRE DEPARTMENT, AND ASSISTANT CHIEF OF FIRE DEPARTMENT, REPRESENTATION UNITS UR1 AND UU1, THE WAGE INCREASES SHALL BE AS FOLLOWS: INCREASE OF 4% EFFECTIVE NOVEMBER 1, 2017; INCREASE OF 1% EFFECTIVE NOVEMBER 1, 2018; AND 2% EFFECTIVE THE FIRST FULL PAY PERIOD IN NOVEMBER 2019.

WHEREAS, Pursuant to City Ordinance No. 12903, the City Administrator may grant unrepresented employees the same or lesser compensation and other terms and conditions of employment as provided to represented employees; and

WHEREAS, The City Administrator intends to grant unrepresented employees in Representation Units UR1 and UU1 (Chief of Fire, Deputy Chief of Fire Department and Assistant Chief of Fire Department) wage increases as follows: 4% effective November 1, 2017, 1% effective November 1, 2018, and 2% effective the first full pay period in November 2019; 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 November 1, 2017, the associated wages for employees in Representation Units UR1 AND UU1 (Chief of Fire, Deputy Chief of Fire Department and Assistant Chief of Fire Department) are increased by four percent (4%).

Section 2. Effective November 1, 2018, the associated wages for employees in Representation Units UR1 AND UU1 (Chief of Fire, Deputy Chief of Fire Department and Assistant Chief of Fire Department) are increased by one percent (1%).

Section 3. Effective the first full pay period in November 2019, the associated wages for employees Representation Units UR1 AND UU1 (Chief of Fire, Deputy Chief of Fire Department and Assistant Chief of Fire Department) are increased by two percent (2%).

Section 4. Representation Units UR1 and UU1 shall receive select terms and conditions of employment and benefits within the sole discretion of the City Administrator that are provided to represented employees in the Memorandum of Understanding between International Association of Firefighters, Local 55.

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 5. 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, FEB 26 2019

PASSED BY THE FOLLOWING VOTE:

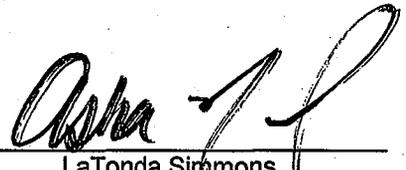
AYES – FORTUNATO BAS, GALLO, GIBSON MCELHANEY, KALB, ~~_____~~, TAYLOR, THAO AND PRESIDENT KAPLAN →

NOES - 0

ABSENT - 0

ABSTENTION - 0

Acused - Reid - 1

ATTEST: 
LaTonda Sirimons
City Clerk and Clerk of the Council
of the City of Oakland, California

Introduction Date
FEB 05 2019

NOTICE AND DIGEST

ORDINANCE AMENDING THE SALARY SCHEDULE OF ORDINANCE 12187 C.M.S. (THE SALARY ORDINANCE) TO PROVIDE WAGE INCREASES TO THE UNREPRESENTED CHIEF OF FIRE, DEPUTY CHIEF OF FIRE DEPARTMENT AND ASSISTANT CHIEF OF FIRE DEPARTMENT, REPRESENTATION UNITS UR1 AND UU1, THE WAGE INCREASES SHALL BE AS FOLLOWS: INCREASE OF 4% EFFECTIVE NOVEMBER 1, 2017; INCREASE OF 1% EFFECTIVE NOVEMBER 1, 2018; AND 2% EFFECTIVE THE FIRST FULL PAY PERIOD IN NOVEMBER 2019.

This Ordinance will provide wage increases for unrepresented employees in Representation Units UR1 and UU1 (Chief of Fire, Deputy Chief of Fire Department and Assistant Chief of Fire Department) as follows: 4% effective November 1, 2017, 1% effective November 1, 2018, and 2% effective the first full pay period in November 2019.

FILED
OFFICE OF THE CITY CLERK
OAKLAND

APPROVED AS TO FORM AND LEGALITY

INTRODUCED BY COUNCIL MEMBER 2019 OCT 31 PM 2:05


CITY ATTORNEY'S OFFICE

OAKLAND CITY COUNCIL

ORDINANCE NO. _____ C.M.S.

ORDINANCE AMENDING ORDINANCE NO. 13543 C.M.S., WHICH AMENDED THE SALARY SCHEDULE OF ORDINANCE NO. 12187 C.M.S. ("SALARY ORDINANCE"), TO CORRECT THE SALARY INFORMATION FOR CERTAIN UNREPRESENTED EMPLOYEES IN REPRESENTATIONAL UNITS UR1 (FIRE CHIEF) AND UU1 (DEPUTY CHIEF AND ASSISTANT CHIEF OF FIRE).

WHEREAS, Ordinance No. 13543 C.M.S., amending the salary schedule of the Salary Ordinance, established the current salaries and wage increases for certain categories of employees in representation units SB1, SC1, SD1, SI1, TA1, TF1, TM2, TW1, UH1, UM1, UM2, TM1, U41, U31, IE1, TV1, FQ1, US1, UR1, UU1, UK1, UK2, UP1, CON, U51, UG1 and TL1; and

WHEREAS, Ordinance No. 13543 C.M.S. among other things provided for a one percent (1%) wage increase to the salaries of the classifications of Fire Chief (representation unit UR1), and Deputy Chief and Assistant Chief of Fire (representational unit UU1) effective January 1, 2019; a five percent (5%) wage increase to the salaries of the full-time classifications of Deputy Chief of Fire and Assistant Chief of Fire effective the first full pay period in July 2019; and a two percent (2%) wage increase effective the first pay period in January 2019 and a two percent (2%) wage increase effective the first pay period in July 2019 to the Fire Chief, Deputy Chief and Assistant Chief of Fire; and

WHEREAS, the two percent wage increases to the salaries of the classifications of Fire Chief and Deputy Chief and Assistant Chief described in the preceding paragraph were included in Ordinance No. 13543 in error; and

WHEREAS, the remainder of the provisions of Ordinance No. 13543 are correct.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF OAKLAND DOES ORDAIN AS FOLLOWS:

SECTION 1. Effective the first pay period after July 1, 2019, the classifications and salary schedules of unrepresented classifications UR1 (Fire Chief) and UU1 (Deputy Chief and Assistant Chief of Fire) shall not be increased by two percent (2%).

SECTION 2. Effective the first pay period after July 1, 2020, the classifications and salary schedules of unrepresented classifications UR1 (Fire Chief) and UU1 (Deputy Chief and Assistant Chief of Fire) shall not be increased by two percent (2%).

SECTION 3. 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 4. 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 - FORTUNATO BAS, GALLO, GIBSON MCELHANEY, KALB, REID, TAYLOR, THAO AND
PRESIDENT KAPLAN

NOES –

ABSENT –

ABSTENTION –

ATTEST: _____
LATONDA SIMMONS
City Clerk and Clerk of the Council of the City of
Oakland, California

Date of Attestation: _____

NOTICE AND DIGEST

**ORDINANCE TITLE (Indent half inch both sides and justified)
ORDINANCE AMENDING ORDINANCE NO. 13543 C.M.S., WHICH
AMENDED THE SALARY SCHEDULE OF ORDINANCE NO. 12187
C.M.S. ("SALARY ORDINANCE"), TO CORRECT THE SALARY
INFORMATION FOR CERTAIN UNREPRESENTED EMPLOYEES IN
REPRESENTATIONAL UNITS UR1 (FIRE CHIEF) AND UU1 (DEPUTY
CHIEF AND ASSISTANT CHIEF OF FIRE).**

This Ordinance will amend Ordinance No. 13543 C.M.S. to correct errors that incorrectly provided for two wage increases of two percent (2%) to the unrepresented classifications of Fire Chief, Deputy Chief of Fire and Assistant Chief of Fire effective the first pay period after July 1, 2019 and the first pay period after July 1, 2020, and clarify that these classifications will not receive wage increases of two percent (2%) effective the first pay period after July 1, 2019 and July 1, 2020.