

**CITY OF OAKLAND  
AGENDA REPORT**

FILED  
OFFICE OF THE CITY CLERK  
OAKLAND

2005 APR 28 PM 1:13

TO: Office of the City Administrator  
ATTN: Deborah A. Edgerly  
FROM: Finance and Management Agency  
DATE: May 10, 2005

**RE: AN ORDINANCE AMENDING ORDINANCE NO. 12379 C.M.S. TO  
ADJUST THE WAGES OF EMPLOYEES REPRESENTED BY THE  
OAKLAND PARK RANGERS ASSOCIATION (OPRA) PURSUANT TO A  
MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF  
OAKLAND AND OPRA**

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**SUMMARY**

An Ordinance has been prepared for consideration by the City Council that amends the Salary Schedule of Ordinance No. 12379 C.M.S. to modify the salaries of employees in Unit RO1 as the result of the current Memorandum of Understanding (MOU) between the City of Oakland and the Oakland Park Rangers Association.

**FISCAL IMPACT**

The negotiated one-time equity adjustment of 11.42 percent (retroactive to January 1, 2005) will cost the City's General Fund an estimated \$53,976 in increased wages and retirement benefits for six (6) months in FY 2004-05.

The negotiated general wage increase of 4 percent increase (effective July 2, 2005) in addition to the 11.42 percent equity increase will cost the City's General Fund an additional \$111,851 for 12 months in FY 2005-06.

Details are provided below:

Description	FY 2004-05	FY 2005-06
Equity Adjustment due 1/1/05	11.42%	
Negotiated Salary Increases		4.0%
Incremental cost to General Purpose Fund (GPF)	\$53,976	\$111,851

The retroactive pay increase for FY 2004-05 in the amount of \$53,976 will be funded from the 2004-05 budget surplus.

Item # \_\_\_\_\_  
Finance and Management Committee  
May 10, 2005

The wage increase for FY 2005-06 has been included the FY 2005-07 Proposed Budget.

The current Memorandum of Understanding between the Oakland Park Rangers Association and the City expires June 30, 2006.

## **BACKGROUND**

The labor agreement, that contains the subject salary increases, represents the culmination of negotiations that began in the Fall of 2001 with representatives of the Oakland Park Rangers Association. The Oakland Park Rangers Association represents ten (10) employees of the Oakland Police Department.

Ordinance No. 12379 C.M.S. establishes salary/wage steps for the Ranger classification. Amendments to the Ordinance, including changes to the salary schedule, are required periodically to keep the Salary Ordinance current. This proposed ordinance would amend the salary schedule of Ordinance No. 12379 to revise the salaries pursuant to the equity adjustment and wage increase mandated by the Memorandum of Understanding between the City of Oakland and the Oakland Park Rangers Association having been previously approved by the City Council.

## **KEY ISSUES AND IMPACTS**

This pay increase for the Rangers is part of the implementation process of the Memorandum of Understanding between the City of Oakland and the Oakland Park Rangers Association that mandates an equity increase (11.42 percent based on a salary survey) effective January 1, 2005 and a wage increase of four percent (4%) effective July 2, 2005. The applicable section of the MOU is attached as Exhibit 1.

The equity adjustment was calculated in accordance with Article II, Section A (2) of the Memorandum of Understanding which required that a salary survey be performed. The Salary Survey is attached as Exhibit 2.

## **SUSTAINABLE OPPORTUNITIES**

None.

## **DISABILITY AND SENIOR CITIZEN ACCESS**

None.

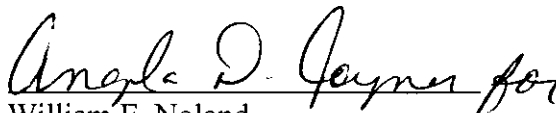
## **RECOMMENDATION AND RATIONALE**

Staff recommends that Council approve the ordinance providing for an equity adjustment (11.42 percent effective January 1, 2005) and a general wage increase (4 percent effective July 2, 2005) to employees represented by OPRA Unit RO1.

**ACTION REQUESTED OF THE CITY COUNCIL**

Staff recommends that Council approve the Ordinance providing for an equity adjustment (11.42 percent effective January 1, 2005) and a general wage increase (4 percent effective July 2, 2005) to employees represented by OPRA Unit RO1.

Respectfully submitted,



William E. Noland  
Director, Finance and Management Agency

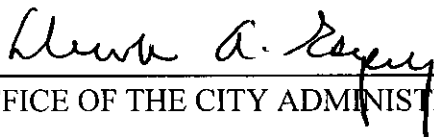
Reviewed by:

Marcia Meyers, Director OPRM

Prepared by:

Claire Iandoli, (Acting) Senior Supervising Human  
Resource Analyst  
Office of Personnel Resource Management

APPROVED AND FORWARDED TO THE  
FINANCE AND MANAGEMENT COMMITTEE:

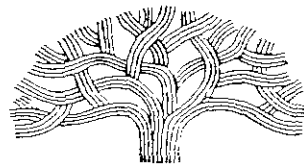


OFFICE OF THE CITY ADMINISTRATOR

MEMORANDUM OF UNDERSTANDING

BETWEEN

THE CITY OF OAKLAND



AND

OAKLAND PARK RANGERS ASSOCIATION

JULY 1, 2001 - JUNE 30, 2006

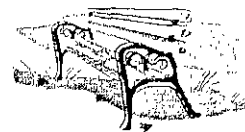


EXHIBIT 1

## **ARTICLE II - DIRECT PAY FOR SERVICES**

### **A. Wages**

1. Wages for represented employees covered by this Memorandum shall be increased by four percent effective at the beginning of the first full pay period in July of each year of the term of this agreement.

2. **Equity Adjustment** Effective the first full pay period in January of 2005, wages for represented employees covered by this agreement shall be increased according to the following formula:

a. The top salary step for the classification of Park Ranger that is effective in July of 2004 and is inclusive of the increase provided in July of 2004 pursuant to Article II, A, above, shall be compared to:

- i. the top step salary then in effect for the classification of Oakland Police Officer;
- ii. the **average** of the top step salaries then in effect for California State Park Ranger, Federal Park Ranger (inclusive of the localized adjustment for the S.F. Bay Area), and East Bay Regional Park District (EBRPD) Police Officer.

b. Each comparison described above in (i) and (ii) shall be expressed as a percent difference. Each percent difference shall then be divided in half, and the results added together. The result shall represent the amount of the equity adjustment.

c. **Example for illustrative purposes only:** Top Step Oakland Park Ranger salary in July of 2004 is \$5,112. Top Step Oakland Police Officer then in effect is \$6,500. Average of the Top Step Salaries then in effect for Cal State Park Ranger, Federal Park Ranger and EBRPD Police Officer is \$4,817. Half the percent difference between Oakland Park Ranger and Oakland Police Officer is +13.5% (rounded to one decimal place). Half the percent difference between Oakland Park Ranger and the Average of the Top Step Salaries then in effect for Cal State Park Ranger, Federal Park Ranger and EBRPD Police Officer is -3% (i.e., Oakland Park Ranger is higher than the average of the three comparables used).  $+13.5\% + (-3\%) = +10.5\%$ . The amount of the equity adjustment in this illustrative scenario would be 10.5%. This example is intended to illustrate how the formula works, and is not intended to reflect the actual salaries that may be in effect at the time the formula is used, and/or the actual amount of the resulting equity adjustment.

### **B. Salary Deductions**

1. **Adjustments for Overpayments** In the event an employee is erroneously overpaid by the City, regardless of fault, the City shall recoup overpayment by deducting from that employee's regular pay check either the full amount of the overpayment or ten (10) percent of the employee's gross salary, whichever is less, and continue said deductions for as many consecutive pay periods as is necessary until full overpayment is recouped. The City shall not commence recoupment by payroll deductions until written notification, which includes all the details of the overpayment, the amount of overpayment and the schedule of overpayment, has been given to the employee at least 10 working days in advance.

2. **Court Order Salary Deduction** If the City is ordered by a court of competent jurisdiction to garnish the wages of any employee or if a court of competent jurisdiction orders the City to make payroll deductions from the wages of employee in favor of the City or a third party, the City shall assess and



City of Oakland

Memorandum

OFFICE OF PERSONNEL RESOURCE MANAGEMENT  
Marcia L. Meyers, Director

**DATE:** December 17, 2004  
**TO:** Marianna Marysheva, Budget Office  
**FROM:** Ian Appleyard, Employee Relations  
**SUBJECT:** Park Rangers' Equity Adjustment January 2005 - updated

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The Employee Relations Division has completed the salary survey in accordance with provision Article II A. 2. "Direct Pay for Services – Wages" of the Oakland Park Rangers' Association Memorandum of Understanding. The text reads as follows:

**Article II – DIRECT PAY FOR SERVICES**

**2. Equity Adjustment** Effective the first full pay period in January of 2005, wages for represented employees covered by this agreement shall be increased according to the following formula:

a. The top salary step for the classification of Park Ranger that is effective in July of 2004 and is inclusive of the increase provided in July of 2004 pursuant to Article II, A, above, shall be compared to:

- i. the top step salary then in effect for the classification of Oakland Police Officer;
- ii. the **average** of the top step salaries then in effect for California State Park Ranger, Federal Park Ranger (inclusive of the localized adjustment for the S.F. Bay Area), and East Bay Regional Park District (EBRPD) Police Officer.

b. Each comparison described above in (i) and (ii) shall be expressed as a percent difference. Each percent difference shall then be divided in half, and the results added together. The result shall represent the amount of the equity adjustment.

**c. Example for illustrative purposes only:** Top Step Oakland Park Ranger salary in July of 2004 is \$5,112. Top Step Oakland Police Officer then in effect is \$6,500. Average of the Top Step Salaries then in effect for Cal State Park Ranger, Federal Park Ranger and EBRPD Police Officer is \$4,817. Half the percent difference between Oakland Park Ranger and Oakland Police Officer is +13.5% (rounded to one decimal place). Half the percent difference between Oakland Park Ranger and the Average of the Top Step Salaries then in effect for Cal State Park Ranger, Federal Park Ranger and EBRPD Police Officer is -3% (i.e., Oakland Park Ranger is higher than the average of the three comparables used).  $+13.5\% + (-3\%) = +10.5\%$ . The amount of the equity adjustment in this illustrative scenario would be 10.5%. This example is intended to illustrate how the formula works, and is not intended to reflect the actual salaries that may be in effect at the time the formula is used, and/or the actual amount of the resulting equity adjustment.

EXHIBIT 2

It was found that the average top step hourly salary for Cal State Park Ranger, Federal Park Ranger and EBRPD Police Officer was \$27.73 per hour, or 93.99% of the top step Oakland Park Ranger Salary (\$29.50/hr). The top step Oakland Police Officer as of July 3, 2004 is \$38.01 per hour, or 128.84% of the top step Oakland Park Ranger Salary (\$29.50/hr). Both percentages are then divided by two and added together (46.99% + 64.42% = 111.42%). Therefore, the equity adjustment, in accordance with the above provision, should be 11.42% and the new top step Oakland Park Ranger Salary should be \$32.87. The table below illustrates the above methodology:

Surveyed Classification	Low	High	Notes
California State Park Ranger	\$19.84	\$23.85	3,440.00 - 4,135.00 monthly 916-654-3329 certification desk
Federal Park Ranger (bay area)	\$21.78	\$28.31	GS9 Bay Area (45,309 - 58,903) Muir Woods (415) 388-2596
East Bay Regional Park Ranger Police Officer	\$26.16	\$31.02	Effective date 7/3/04
<b>AVERAGE</b>		<b>\$27.73</b>	
Percentage of Oakland Ranger:		93.99%	
Divided by 2		46.99%	
<b>Oakland Police Officer</b>	\$30.16	<b>\$38.01</b>	5,227.68 - 6,588.98 per month
Percentage of Oakland Ranger:		128.85%	
Divided by 2		64.42%	
Percentages added together (47.34% + 64.42%)		111.42%	
<i>City of Oakland Ranger</i>	\$22.83	<b>\$29.50</b>	<i>Effective July 3, 2004</i>
Salary adjustment due January 2005		111.42%	
New top salary (\$29.50 * 1.1142)	\$25.44	\$32.87	

CC: Marcia Meyers  
 Ian Appleyard  
 Claire Iandoli  
 Tim Loney

2005 APR 28 PM 4:13

*Judy Chino*  
 CITY ATTORNEY

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

ORDINANCE NO. \_\_\_\_\_ C.M.S.

AN ORDINANCE AMENDING ORDINANCE NO. 12379 C.M.S TO ADJUST THE WAGES OF EMPLOYEES REPRESENTED BY THE OAKLAND PARK RANGERS ASSOCIATION (OPRA) PURSUANT TO A MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF OAKLAND AND OPRA

**SECTION 1.** The following classification in Ordinance No. 12379 C.M.S. is hereby amended as follows:

Classification Name	Class. No.	Salary/Wage Steps					
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Ranger	PS174	\$25.44	\$26.77	\$28.18	\$29.67	\$31.23	\$32.87

**SECTION 2.** The following classification in Ordinance No. 12379 C.M.S. is hereby amended as follows:

Classification Name	Class. No.	Salary/Wage Steps					
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Ranger	PS174	\$26.46	\$27.84	\$29.31	\$30.86	\$32.48	\$34.18



**SECTION 3.** The provisions of Section 1 of this ordinance are effective January 1, 2005.

**SECTION 4.** The provisions of Section 2 of this ordinance are effective July 2, 2005.

IN COUNCIL, OAKLAND, CALIFORNIA, \_\_\_\_\_, 2005

PASSED BY THE FOLLOWING VOTE:

AYES- BROOKS, BRUNNER, CHANG, NADEL, QUAN, REID, WAN and President DE LA FUENTE

NOES-

ABSENT-

ABSTENTION-

ATTEST: \_\_\_\_\_

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