

FILED
OFFICE OF THE CITY CLERK
CITY OF OAKLAND
2011 JUL -7 PM 6:06
AGENDA REPORT

TO: Office of the City Administrator
ATTN: P. Lamont Ewell, Interim City Administrator
FROM: Department of Human Resource Management
DATE: July 19, 2011

SUBJECT: An Ordinance Amending the Salary Schedule of Ordinance No. 12187 (The Salary Ordinance) to Reduce the Salaries Of Permanent Full time equivalent Classifications Of Firefighter, Firefighter Paramedic, Fire Engineer, Fire Investigator, Fire Boat Engineer, Fire Boat Operator, Lieutenant of Fire, Captain of Fire, Fire Marshall Assistant and Battalion Chief by 8.85%, effective July 1, 2011 through June 30, 2014.

SUMMARY

An ordinance has been prepared for authorization by the City Council to amend the Salary Schedule Ordinance No. 12187 to amend the salary of the full time equivalent classification of Firefighter, Firefighter Paramedic, Fire Engineer, Fire Investigator, Fire Boat Engineer, Fire Boat Operator, Lieutenant of Fire, Captain of Fire, Fire Marshall Assistant and Battalion Chief. This action will result in a salary reduction for all employees represented by the International Association of Firefighters (IAFF) Local 55, effective July 1, 2011 through June 30, 2014.

FISCAL IMPACT

The salary reduction is estimated to save the City \$8.35 million dollars in FY 2011-2012, 2012-2013 and 2013-2014, for a total savings of \$25.05 million.

BACKGROUND

Ordinance No. 12187 C.M.S. establishes salaries and other terms and conditions of City employment. Amendments to the Salary Ordinance, including changes to the salary schedule, are required to keep the Salary Ordinance current. This proposed Salary Ordinance amends the salary schedule of Ordinance No. 12187 C.M.S. to reduce salaries in accordance with the terms of a negotiated tentative agreement with IAFF Local 55. Local 55 represents approximately 500 employees in the Oakland Fire Department. The classifications represented by Local 55 are Fire Fighter, Fire Fighter Paramedic, Engineer of Fire Department, Firefighter/Fire Boat Engineer, Fire Fighter/Fire Boat Operator, Fire Investigator, Fire Marshal, Assistant, Lieutenant of Fire Department, Captain of Fire Department, and Battalion Chief

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KEY ISSUES AND IMPACTS

As directed by Council, negotiations with Local 55 began in April 2011 to address the City's FY 2011-2012 \$58 million budget shortfall. In June 2011, the City and Local 55 reached a tentative agreement to extend the Memorandum of Understanding (MOU) until June 2014. Among the cost saving terms in the new agreement is an 8.85% salary reduction for all classifications represented by Local 55. Approval of this Salary Ordinance amendment will result in a significant contribution towards meeting the City's near term budget deficit.

SUSTAINABLE OPPORTUNITIES

There are no sustainable opportunities identified.

DISABILITY AND SENIOR CITIZEN ACCESS

There are no Americans with Disability Act (ADA) or senior citizen issues associated with this report.

RECOMMENDATION AND RATIONALE

Staff requests that the City Council approve this Ordinance in order to effect changes necessary to update and maintain accurate salary schedules for the identified classifications and thereby contribute to a decrease of the City's near term budget deficit through employee salary reductions.

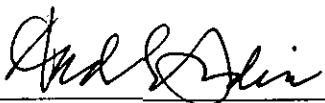
Respectfully Submitted,



Andrea R. Gourdine
Director of DHRM

Prepared by:
Darryelle LaWanna Preston, HR Manager
DHRM, Employee Relations

**APPROVED FOR FORWARDING TO
THE CITY COUNCIL**



City Administrator's Office
for Lamont Ewell

Item: **7.11**
City Council
July 19, 2011

DRAFT

INTRODUCED BY COUNCILMEMBER _____

City Attorney

2011 JUN -7 PM 6:07

OAKLAND CITY COUNCIL

ORDINANCE No. _____ C.M.S.

AN ORDINANCE AMENDING THE SALARY SCHEDULE OF ORDINANCE NO. 12187 (THE SALARY ORDINANCE) TO REDUCE THE SALARIES OF PERMANENT FULL TIME EQUIVALENT CLASSIFICATIONS OF FIREFIGHTER, FIREFIGHTER PARAMEDIC, FIRE ENGINEER, FIRE INVESTIGATOR, FIRE BOAT ENGINEER, FIRE BOAT OPERATOR, LIEUTENANT OF FIRE, CAPTAIN OF FIRE, FIRE MARSHALL ASSISTANT AND BATTALION CHIEF BY 8.85%, EFFECTIVE JULY 1, 2011 THROUGH JUNE 30, 2012.

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

Section 1. Effective, July 1, 2011, the salaries for the following classifications are reduced Ordinance No. 12187 C.M.S in the Unit FQ1 Pay Grade Table to read as follows:

<i>Classification Name</i>	<i>Class No.</i>	<i>Monthly Salary</i>	
Battalion Chief	PS180 FTE	11,619.82	
Fire Marshal, Assist.	PS140 PTE	10,410.82	
Captain	PS104 PTE	9,660.80	
Lieutenant	PS149 FTE	8,935.95	
Fire Boat Operator	PS136 PTE	8,935.95	
Fire Boat Engineer	PS134 FTE	8,935.95	
Investigator	PS181 FTE	8,798.81	
Engineer	PS119 FTE	8,352.44	
Firefighter Paramedic	PS183 FTE	Step 6	8,437.45
		Step 5	8,211.79
		Step 4	7,961.37
		Step 3	7,718.66
		Step 2	7,355.93
		Step 1	6,981.68
Firefighter Paramedic	PS184 FTE	Step 6	8,437.45
		Step 5	8,211.79
		Step 4	7,961.37

		Step 3	7,718.66
		Step 2	7,355.93
		Step 1	6,981.68
Firefighter	PS125 FTE	Step 7	7,670.97
		Step 6	7,442.90
		Step 5	7,193.81
		Step 4	6,950.35
		Step 3	6,587.91
		Step 2	6,212.91
		Step 1	5,829.50

IN COUNCIL, OAKLAND, CALIFORNIA, _____, 2011

PASSED BY THE FOLLOWING VOTE:

AYES- BROOKS, BRUNNER, DE LA FUENTE, KAPLAN, KERNIGHAN, NADEL, SCHAAF, 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: _____