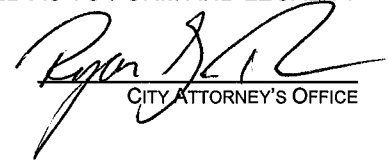


FILED
OFFICE OF THE CITY CLERK
OAKLAND

APPROVED AS TO FORM AND LEGALITY

INTRODUCED BY COUNCIL MEMBER: 2019 NOV 1 AMH: 24


CITY ATTORNEY'S OFFICE

OAKLAND CITY COUNCIL

ORDINANCE NO. 18568 C.M.S.

ORDINANCE AMENDING THE SALARY SCHEDULE OF ORDINANCE NO. 12187 C.M.S. ("SALARY ORDINANCE") TO PROVIDE A 1% WAGE INCREASE TO THE SALARY SCHEDULE OF REPRESENTED UNITS IN SB1, SC1, SD1, AND SI1 EFFECTIVE THE FIRST FULL PAY PERIOD AFTER JULY 1, 2019; 2) PROVIDE A 1% WAGE INCREASE TO THE SALARY SCHEDULE OF REPRESENTED UNITS IN SB1, SC1, SD1, AND SI1 EFFECTIVE THE FIRST FULL PAY PERIOD AFTER NOVEMBER 1, 2019; 3) PROVIDE A 1% WAGE INCREASE TO THE SALARY SCHEDULE OF REPRESENTED AND UNREPRESENTED UNITS IN SB1, SC1, SD1, SI1, IE1, TV1, U31, CON, TL1, U51, US1, UG1, UP1, UK1, AND UK2 EFFECTIVE THE FIRST FULL PAY PERIOD AFTER JANUARY 1, 2020; 4) PROVIDE A 2% WAGE INCREASE TO THE SALARY SCHEDULE OF REPRESENTED UNITS IN SB1, SC1, SD1, AND SI1 EFFECTIVE THE FIRST FULL PAY PERIOD AFTER JULY 1, 2020; 5) PROVIDE A 1% WAGE INCREASE TO THE SALARY SCHEDULE OF REPRESENTED AND UNREPRESENTED UNITS IN SB1, SC1, SD1, SI1, IE1, TV1, U31, CON, TL1, U51, US1, UG1, UP1, UK1, AND UK2 EFFECTIVE THE FIRST FULL PAY PERIOD AFTER JANUARY 1, 2021

WHEREAS, the Tentative Agreement to the Memorandum of Understanding between the City of Oakland and the Service Employees International Union ("SEIU"), Local 1021 has been approved by the parties pursuant to Section 3505.1 of the Government Code of the State of California; and

WHEREAS, said agreements are approved and include wage increases for employees represented by SEIU, Local 1021 in representation units SB1, SC1, SD1, and SI1 as follows: an increase of one percent (1%) effective the first full pay period following July 1, 2019; an increase of one percent (1%) effective the first full pay period following November 1, 2019; increase of one percent (1%) effective the first full pay period following January 1, 2020; increase of two percent (2%) effective the first full pay period following July 1, 2020; and an increase of one percent (1%) effective the first full pay period following January 1, 2021; and

WHEREAS, agreements with other City of Oakland Unions, including the International Brotherhood of Electrical Workers (“IBEW”), Local 1245 and Confidential Management Employee Association (“CMEA”) contain “me too” provisions that now require additional increases for represented employees in representation units IE1, TV1, and U31 as follows: an increase of one percent (1%) effective the first full pay period following January 1, 2020 and an increase of one percent (1%) effective the first full pay period following January 1, 2021; and

WHEREAS, the City Administrator as permitted through City Ordinance No. 12903 C.M.S. adopted on November 18, 2008 shall provide select terms and conditions of employment and benefits to unrepresented employees in representation units CON, TL1, U51, US1, UG1, UP1, UK1, UK2 as follows: an increase of one percent (1%) effective the first full pay period following January 1, 2020 and an increase of one percent (1%) effective the first full pay period following January 1, 2021; and

WHEREAS, Oakland City Charter section 207 requires that the Council shall fix the compensation of all City employees; now, therefore

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

SECTION 1. Effective the first full pay period after July 1, 2019, the classifications in representation units SB1, SC1, SD1, and SI1 and associated wages listed in the current Memorandum of Understanding between the City of Oakland and SEIU, Local 1021 are increased by one percent (1%).

SECTION 2. Effective the first full pay period after November 1, 2019, the classifications in representation units SB1, SC1, SD1, and SI1 and associated wages listed in the current Memorandum of Understanding between the City of Oakland and SEIU, Local 1021 are increased by one percent (1%).

SECTION 3. Effective the first full pay period after January 1, 2020, the classifications in representation units SB1, SC1, SD1, and SI1 and associated wages listed in the current Memorandum of Understanding between the City of Oakland and SEIU, Local 1021 are increased by one percent (1%).

SECTION 4. Effective the first pay period after July 1, 2020, the classifications in representation units SB1, SC1, SD1, and SI1 and associated wages listed in the current Memorandum of Understanding between the City of Oakland and SEIU, Local 1021 are increased by two percent (2%).

SECTION 5. Effective the first full pay period after January 1, 2021, the classifications in representation units SB1, SC1, SD1, and SI1 and associated wages listed in the current Memorandum of Understanding between the City of Oakland and SEIU, Local 1021 are increased by one percent (1%).

SECTION 6. Effective the first full pay period after January 1, 2020, the classifications in representation units IE1 and TV1 and associated wages listed in the current Memorandum of Understanding between the City of Oakland and IBEW, Local 1245 are increased by one percent (1%).

SECTION 7. Effective the first full pay period after January 1, 2021, the classifications in representation units IE1 and TV1 and associated wages listed in the current Memorandum of Understanding between the City of Oakland and IBEW, Local 1245 are increased by one percent (1%).

SECTION 8. Effective the first full pay period after January 1, 2020, the classifications in representation units U31 and associated wages listed in the current Memorandum of Understanding between the City of Oakland and CMEA are increased by one percent (1%).

SECTION 9. Effective the first full pay period after January 1, 2021, the classifications in representation units U31 and associated wages listed in the current Memorandum of Understanding between the City of Oakland and CMEA are increased by one percent (1%).

SECTION 10. Effective the first full pay period after January 1, 2020, the classifications and salary schedules of certain unrepresented classifications (CON, TL1, U51, US1, UG1, UP1, UK1, and UK2) shall be increased by one percent (1%).

SECTION 11. Effective the first full pay period after January 1, 2021, the classifications and salary schedules of certain unrepresented classifications (CON, TL1, U51, US1, UG1, UP1, UK1, and UK2) shall be increased by one percent (1%).

SECTION 12. 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 13. 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,

NOV 19 2019

PASSED BY THE FOLLOWING VOTE:

AYES - FORTUNATO BAS, GALLO, GIBSON MCELHANEY, KALB, REID, TAYLOR, THAO AND PRESIDENT KAPLAN **-8**

NOES - **0**

ABSENT - **0**

ABSTENTION - **0**

ATTEST:



LATONDA SIMMONS

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

Date of Attestation:

NOVEMBER 21, 2019

Introduction Date

NOV 05 2019

NOTICE AND DIGEST

ORDINANCE AMENDING THE SALARY SCHEDULE OF ORDINANCE NO. 12187 C.M.S. ("SALARY ORDINANCE") TO PROVIDE A 1% WAGE INCREASE TO THE SALARY SCHEDULE OF REPRESENTED UNITS IN SB1, SC1, SD1, AND SI1 EFFECTIVE THE FIRST FULL PAY PERIOD AFTER JULY 1, 2019; 2) PROVIDE A 1% WAGE INCREASE TO THE SALARY SCHEDULE OF REPRESENTED UNITS IN SB1, SC1, SD1, AND SI1 EFFECTIVE THE FIRST FULL PAY PERIOD AFTER NOVEMBER 1, 2019; 3) PROVIDE A 1% WAGE INCREASE TO THE SALARY SCHEDULE OF REPRESENTED AND UNREPRESENTED UNITS IN SB1, SC1, SD1, SI1, IE1, TV1, U31, CON, TL1, U51, US1, UG1, UP1, UK1, AND UK2 EFFECTIVE THE FIRST FULL PAY PERIOD AFTER JANUARY 1, 2020; 4) PROVIDE A 2% WAGE INCREASE TO THE SALARY SCHEDULE OF REPRESENTED UNITS IN SB1, SC1, SD1, AND SI1 EFFECTIVE THE FIRST FULL PAY PERIOD AFTER JULY 1, 2020; 5) PROVIDE A 1% WAGE INCREASE TO THE SALARY SCHEDULE OF REPRESENTED AND UNREPRESENTED UNITS IN SB1, SC1, SD1, SI1, IE1, TV1, U31, CON, TL1, U51, US1, UG1, UP1, UK1, AND UK2 EFFECTIVE THE FIRST FULL PAY PERIOD AFTER JANUARY 1, 2021

This Ordinance will provide wage increases to the classifications listed in the current Memorandum of Understanding between the City of Oakland and the Service Employees International Union, Local 1021 as follows: an increase of one percent (1%) effective the first full pay period following July 1, 2019; an increase of one percent (1%) effective the first full pay period following November 1, 2019; increase of one percent (1%) effective the first full pay period following January 1, 2020; increase of two percent (2%) effective the first full pay period following July 1, 2020; and an increase of one percent (1%) effective the first full pay period following January 1, 2021. The Ordinance also provides wage increases to the classifications listed in the current Memorandum of Understanding between the City of Oakland and the International Brotherhood of Electrical Workers ("IBEW"), Local 1245 and Confidential Management Employee Association ("CMEA") and the unrepresented employees in representation units CON, TL1, U51, US1, UG1, UP1, UK1, UK2 as follows: an increase of one percent (1%) effective the first full pay period following January 1, 2020 and an increase of one percent (1%) effective the first full pay period following January 1, 2021.