

**Oakland Tribune**

600 Grand Ave., #308  
Oakland, CA 94610  
510-723-2850

2050974

OAKLAND, CITY OF  
KRYSTAL SAMS, CITY CLERK'S OFC.  
1 FRANK H. OGAWA PLZ., 2ND FL.  
OAKLAND, CA 94612-1923

**PROOF OF PUBLICATION**

**FILE NO. Parker-Trigg Salary Amendment FP**

In the matter of

**Oakland Tribune**

The Oakland Tribune

I am a citizen of the United States; I am over the age of eighteen years, and not a party to or interested in the above-entitled matter. I am the Legal Advertising Clerk of the printer and publisher of The Oakland Tribune, a newspaper published in the English language in the City of Oakland, County of Alameda, State of California.

I declare that The Oakland Tribune is a newspaper of general circulation as defined by the laws of the State of California as determined by this court's order, dated December 6, 1951, in the action entitled In the Matter of the Ascertainment and Establishment of the Standing of The Oakland Tribune as a Newspaper of General Circulation, Case Number 237798. Said order states that "The Oakland Tribune is a newspaper of general circulation within the City of Oakland, and the County of Alameda, and the State of California, within the meaning and intent of Chapter 1, Division 7, Title 1 [§§ 6000 et seq.], of the Government Code of the State of California." Said order has not been revoked, vacated, or set aside.

I declare that the notice, of which the annexed is a printed copy, has been published in each regular and entire issue of said newspaper and not in any supplement thereof on the following dates, to wit:

**06/14/2019**

I certify (or declare) under penalty of perjury that the foregoing is true and correct.

Dated: June 15, 2019

  
Public Notice Advertising Clerk

Legal No. 0006354432

**NOTICE AND DIGEST**

**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, S11, 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 UJ1 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, UJ1, 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.

This Ordinance will provide wage increases of one percent (1%) effective the first pay period after January 1, 2019 pursuant to the revenue trigger agreed to in the 2017 successor negotiations with 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 and provide the same increase to unrepresented employees; provide a wage increase of two percent (2%) effective the first full pay period in July 2019 and another two percent (2%) wage increase the first full pay period in July 2020 for certain unrepresented classifications in representation units CON, U51, UG1, TL1, UJ1, US1, UK1, UK2, UR1 and UU1 only; 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; and amend the representation units and salaries of the Executive Assistant to the City Administrator and Equal Employment Opportunity and Civil Rights Director (formerly the Equal Employment Opportunities Officer).

**Notice of Publication**

This Ordinance was introduced at the City Council meeting, Tuesday evening June 4, 2019, and passed to print 7 Ayes and 1 Excused Reid. Final adoption has been scheduled for the City Council meeting Tuesday evening June 18, 2019 5:30 p.m., at One Frank H. Ogawa Plaza, Council Chamber, 3rd floor, Oakland, California.

Three full copies are available for use and examination by the public in the Office of the City Clerk at One Frank H. Ogawa Plaza, 1st floor, Oakland, California.

LATONDA SIMMONS, City Clerk  
OT #6354432; Jun. 14, 2019

13543CMS