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INTRODUCED BY COUNCIL MEMBER BERKLAND

Allyson Cook
CITY ATTORNEY

2015 JAN 15 AM 10:27

OAKLAND CITY COUNCIL

ORDINANCE No. 13291 C.M.S.

ORDINANCE AMENDING THE SALARY SCHEDULE OF ORDINANCE NO. 12187 C.M.S. ("SALARY ORDINANCE") TO ADJUST THE SALARY RATES FOR ALL CLASSIFICATIONS FOR WHICH THE LOWEST STEP WOULD BE BELOW THE CITY OF OAKLAND MINIMUM WAGE OF TWELVE DOLLARS AND TWENTY-FIVE CENTS (\$12.25) PER HOUR, EFFECTIVE MARCH 2, 2015; AND RAISING THE SALARY RANGES FOR RELATED CLASSIFICATIONS IN THE CLASSIFICATION SERIES TO PREVENT SALARY COMPACTION; AND AUTHORIZING, WITHOUT RETURN TO COUNCIL, A SIMILAR AMENDMENT TO THE SALARY SCHEDULE ANNUALLY BASED ON THE CONSUMER PRICE INDEX AS REQUIRED IN THE CITY OF OAKLAND MUNICIPAL CODE SECTION 5.92

WHEREAS, pursuant to section 5.92 of the City of Oakland Municipal Code (OMC), the Minimum Wage in Oakland is raised to twelve dollars and twenty-five cents (\$12.25) per hour effective March 2, 2015; and

WHEREAS, there are salary rates in the City of Oakland Salary Schedule with starting rates below twelve dollars and twenty-five cents (\$12.25) per hour; and

WHEREAS, increasing the salary rates for the lowest paying classifications in the City of Oakland classification system may create compaction between related classifications in a series; and

WHEREAS, the Charter of the City of Oakland requires that the Council shall fix the compensation of all City employees, officers and officials; now, therefore

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

Section 1. Ordinance No. 12187-C.M.S. "The Salary Ordinance" is hereby amended as set forth below. Additions are indicated by underscoring and deletions are indicated by ~~strike through type~~; portions of ordinances not cited or not shown in underscoring or strike-through type are not changed.

Section 2. Effective March 2, 2015, the following classification is revised in Ordinance No. 12187 C.M.S. in the Unit S11.80.001 Pay Grade Table to read as follows:

Classification Title	Class No.	Pay Steps	
Recreation Aide, PT	SS177	Step 1	<u>9.00</u> <u>12.25</u>
		Step 2	<u>9.45</u> <u>12.86</u>
		Step 3	<u>9.92</u> <u>13.51</u>
		Step 4	10.42 <u>14.18</u>
		Step 5	10.94 <u>14.89</u>

Section 3. Effective March 2, 2015, the following classification is revised in Ordinance No. 12187 C.M.S. in the Unit SI1.80.002 Pay Grade Table to read as follows:

Classification Title	Class No.		Pay Range	
Recreation Attendant I, PT	SS178	Step 1	11.13	<u>12.55</u>
		Step 2	11.71	<u>13.18</u>
		Step 3	12.33	<u>13.84</u>
		Step 4	12.98	<u>14.53</u>
		Step 5	13.66	<u>15.25</u>

Section 4. Effective March 2, 2015, the following classification is revised in Ordinance No. 12187 C.M.S. in the Unit SC1.80.058 Pay Grade Table to read as follows:

Classification Title	Class No.		Pay Range	
Recreation Attendant II, PPT	SS203	Step 1	12.85	<u>14.44</u>
		Step 2	13.52	<u>15.16</u>
		Step 3	14.23	<u>15.92</u>
		Step 4	14.98	<u>16.72</u>
		Step 5	15.77	<u>17.55</u>

Section 5. Effective March 2, 2015, the following classification is revised in Ordinance No. 12187 C.M.S. in the Unit SC1.80.005 Pay Grade Table to read as follows:

Classification Title	Class No.		Pay Steps	
Recreation Attendant II, PT	SS179	Step 1	12.85	<u>14.44</u>
		Step 2	13.52	<u>15.16</u>
		Step 3	14.23	<u>15.92</u>
		Step 4	14.98	<u>16.72</u>
		Step 5	15.77	<u>17.55</u>

Section 6. Effective March 2, 2015, the following classification is revised in Ordinance No. 12187 C.M.S. in the Unit SI1.80.003 Pay Grade Table to read as follows:

Classification Title	Class No.		Pay Steps	
Recreation Leader I, PT	PP132	Step 1	12.38	13.95
		Step 2	13.04	14.65
		Step 3	13.72	15.38
		Step 4	14.45	16.15
		Step 5	15.22	16.96

Section 7. Effective March 2, 2015, the following classification is revised in Ordinance No. 12187 C.M.S. in the Unit SC1.80.002 Pay Grade Table to read as follows:

Classification Title	Class No.		Pay Steps	
Recreation Leader II, PPT	PP133	Step 1	15.25	16.04
		Step 2	16.05	16.84
		Step 3	16.90	17.68
		Step 4	17.77	18.57
		Step 5	18.71	19.50

Section 8. Effective March 2, 2015, the following classification is revised in Ordinance No. 12187 C.M.S. in the Unit SC1.80.010 Pay Grade Table to read as follows:

Classification Title	Class No.	Pay Steps		
Recreation Leader II, PT	PP134	Step 1	15.25	16.04
		Step 2	16.05	16.84
		Step 3	16.90	17.68
		Step 4	17.77	18.57
		Step 5	18.71	19.50

Section 9. Effective March 2, 2015, the following classification is revised in Ordinance No. 12187 C.M.S. in the Unit UJ1.75.001 Pay Grade Table to read as follows:

Classification Title	Class No.	Pay Steps		
Senior Aide, PT	PP142	Min.	9.00	12.25
		Max.	12.16	12.86

Section 10. Effective March 2, 2015, the following classification is revised in Ordinance No. 12187 C.M.S. in the Unit UG1.80.004 Pay Grade Table to read as follows:

Classification Title	Class No.	Pay Steps		
Student Trainee, PT	SS195	Min.	9.00	12.25
		Max.	23.15	23.15

Section 11. Future Minimum Wage Adjustments

Pursuant to OMC section 5.92.020, beginning on the first of January 2016, and then each year thereafter on the first of January, the Minimum Wage shall increase by an amount corresponding to the prior calendar year’s increase, if any, in the Consumer Price Index (“CPI”) for urban wage earners and clerical workers for the San Francisco-Oakland-San Jose, CA metropolitan statistical area (or if such index is discontinued, then in the most similar successor index). If the CPI data is not available on January 1st, the adjustment to account for any increase in minimum wage shall be paid retroactively to January 1st. For the classifications listed above, such adjustment shall be made each year without returning to Council. If additional classifications are impacted directly or due to compaction in subsequent years, a Salary Ordinance Amendment shall be prepared and submitted for Oakland City Council approval.

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 Ordinance. 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 other sections, subsections, clauses, or phrases may be declared invalid or unconstitutional.

Section 13. Effective Date

This Ordinance shall become effective on March 2, 2015.

IN COUNCIL, OAKLAND, CALIFORNIA, ~~_____ FEB 17 2015~~ 2015

PASSED BY THE FOLLOWING VOTE:

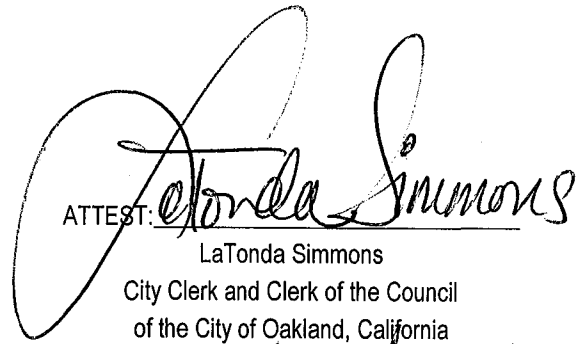
BROOKS, CAMPBELL-WASHINGTON, GALLO, GUILLEN, KALB, KAPLAN, REID,
AND COUNCIL PRESIDENT GIBSON MCELHANEY - 8

AYES-

NOES-

ABSENT-

ABSTENTION-

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

Introduction Date

= FEB 03 2015

DATE OF ATTESTATION: 2/19/15

ORDINANCE AMENDING THE SALARY SCHEDULE OF ORDINANCE NO. 12187 C.M.S. ("SALARY ORDINANCE") TO ADJUST THE SALARY RATES FOR ALL CLASSIFICATIONS FOR WHICH THE LOWEST STEP WOULD BE BELOW THE CITY OF OAKLAND MINIMUM WAGE OF TWELVE DOLLARS AND TWENTY-FIVE CENTS (\$12.25) PER HOUR, EFFECTIVE MARCH 2, 2015; AND RAISING THE SALARY RANGES FOR RELATED CLASSIFICATIONS IN THE CLASSIFICATION SERIES TO PREVENT SALARY COMPACTION; AND AUTHORIZING, WITHOUT RETURN TO COUNCIL, A SIMILAR AMENDMENT TO THE SALARY SCHEDULE ANNUALLY BASED ON THE CONSUMER PRICE INDEX AS REQUIRED IN THE CITY OF OAKLAND MUNICIPAL CODE SECTION 5.92

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NOTICE AND DIGEST

ORDINANCE AMENDING THE SALARY SCHEDULE OF ORDINANCE NO. 12187 C.M.S. ("SALARY ORDINANCE") TO ADJUST THE SALARY RATES FOR ALL CLASSIFICATIONS FOR WHICH THE LOWEST STEP WOULD BE BELOW THE CITY OF OAKLAND MINIMUM WAGE OF TWELVE DOLLARS AND TWENTY-FIVE CENTS (\$12.25) PER HOUR, EFFECTIVE MARCH 2, 2015; AND RAISING THE SALARY RANGES FOR RELATED CLASSIFICATIONS IN THE CLASSIFICATION SERIES TO PREVENT SALARY COMPACTION; AND AUTHORIZING, WITHOUT RETURN TO COUNCIL, A SIMILAR AMENDMENT TO THE SALARY SCHEDULE ANNUALLY BASED ON THE CONSUMER PRICE INDEX AS REQUIRED IN THE CITY OF OAKLAND MUNICIPAL CODE SECTION 5.92

Ordinance Amending The Salary Schedule Of Ordinance No. 12187 C.M.S. ("Salary Ordinance") To Adjust The Salary Rates For All Classifications For Which The Lowest Step Would Be Below The City Of Oakland Minimum Wage Of Twelve Dollars And Twenty-Five Cents (\$12.25) Per Hour, Effective March 2, 2015; And Raising The Salary Ranges For Related Classifications In The Classification Series To Prevent Salary Compaction; And Authorizing, Without Return To Council, A Similar Amendment To The Salary Schedule

Notice of Publication

This Ordinance was introduced at the City Council meeting, Tuesday evening February 3, 2015, and passed to print 8 Ayes. Final adoption has been scheduled for the City Council meeting Tuesday evening February 17, 2015, 5:30 p.m., at One Frank H. Ogawa Plaza, Council Chambers, 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 #5412308; Feb. 14, 2015

DIGEST

Ordinance Amending The Salary Schedule Of Ordinance No. 12187 C.M.S. ("Salary Ordinance") To Adjust The Salary Rates For All Classifications For Which The Lowest Step Would Be Below The City Of Oakland Minimum Wage Of Twelve Dollars And Twenty-Five Cents (\$12.25) Per Hour, Effective March 2, 2015; And Raising The Salary Ranges For Related Classifications In The Classification Series To Prevent Salary Compaction; And Authorizing, Without Return To Council, A Similar Amendment To The Salary Schedule Annually Based On The Consumer Price Index As Required In The City Of Oakland Municipal Code Section 5.92