

City of Oakland to CMEA Unit 31, Contract Negotiations 2025

City Package Proposal #2

DATE: August 25, 2025

The City offers the following comprehensive package proposal in the interest of reaching an agreement promptly. The City retains the right to withdraw or modify these proposals at any time with or without notice in a manner consistent with applicable law.

1. Term of the Agreement

16.3 Duration

Except as stated in specific sections of this Agreement, this Agreement shall become effective upon ratification by CMEA and adoption by the City Council, and shall remain in effect through June 30, ~~2025~~ 2026.

2. Salary

MOU Section 5.1 Salary Schedules

~~Wages for represented employees covered by this Agreement shall be increased by five percent (5%) effective the first full pay period following later of July 2022 or Council adoption.~~

~~Wages for represented employees covered by this Agreement shall be increased by two and a half percent (2.5%) effective the first full pay period following July 1, 2023.~~

~~Wages for represented unit members covered by this Agreement shall be increased by two and a half percent (2.5%) effective the first full pay period following January 1, 2024.~~

~~Wages for represented unit members covered by this Agreement shall be increased by two (2%) percent effective the first full pay period following July 1, 2024.~~

~~Wages for represented unit members covered by this Agreement shall be increased by two (2%) percent effective the first full pay period following March 1, 2025.~~

5.1.1 Special Equity Adjustments Signing Bonus One-Time Payment

To account for the impact of equity increases in a separate bargaining unit, the parties agree on a one time basis, to provide a five percent (5%) wage increase for Principal Human Resource Analyst and Senior Supervising Human Resource Analyst effective the first full pay period after October 1, 2022. This effort is to address City wide and HRMD staffing concerns.

Classification	Equity Increase	Effective Date
Human Resource Analyst, Principal	5%	First full pay period after October 1, 2022

City of Oakland to CMEA Unit 31, Contract Negotiations 2025

City Package Proposal #2

DATE: August 25, 2025

Human Resource Analyst, Senior Supervising	5%	First full pay period after October 1, 2022
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Effective the first full pay period following both Union ratification and final adoption by the City Council at a regularly scheduled council meeting in accordance with the Brown Act, a one-time signing bonus, not subject to CalPERS, of \$3,000 will be paid to eligible employees as described below. To be eligible, the employee shall be in active status or non-pay status for the entire pay period for which the bonus is paid, and the employee must be either a permanent full-time or permanent part-time employee.

The bonus will be paid to eligible employees as follows:

- \$3,000 for permanent full-time employees or
- \$2,500 for permanent part-time employees

Such a bonus is subject to required tax deductions. The bonus may be paid in an off-cycle payment.

MOU Section 5.1.2 Triggered Salary Increase

If the FY 2025-2026 General Purpose Fund unrestricted revenues (excluding Real Property Sales, Legal Settlements, and Insurance Proceeds), as forecast in the Third Quarter Revenue & Expenditure Report for FY 2025-2026, exceed the General Purpose Fund unrestricted revenues (excluding Real Property Sales, Legal Settlements, and Insurance Proceeds) for FY 2025-26 as approved in the FY 2025-26 Adopted Policy Budget, then for every \$150,000 in excess revenues the City shall provide an increase in wages of 0.05%, not to exceed 3%, effective the pay period beginning Saturday May 23, 2026.

If the FY 2025-2026 General Purpose Fund unrestricted revenues (excluding Real Property Sales, Legal Settlements, and Insurance Proceeds), in the audited actuals for FY 2025-2026, exceed the General Purpose Fund unrestricted revenues (excluding Real Property Sales, Legal Settlements, and Insurance Proceeds) for FY 2025-26 as approved in the FY 2025-26 Adopted Policy Budget, then for every \$150,000 in excess revenues the City shall provide an increase in wages of 0.05%, less any increase that was already provided based upon the Third Quarter Revenue & Expenditure Report as provided for in the preceding paragraph, and not to exceed 3% in total including any percentage provided in the paragraph above, such additional increase shall be effective the first full pay period after December 31, 2026.

City of Oakland to CMEA Unit 31, Contract Negotiations 2025

City Package Proposal #2

DATE: August 25, 2025

Union agrees to the following proposals:

3. City Counter Proposal to Union Proposal #10 (Amended) dated 8/25/25
4. Union Counter to City Proposal #3 dated 8/11/25

City agrees to the following proposals:

5. Union Proposal #8 (Amended) dated 8/11/25
6. Union Proposal #9 Disability Insurance dated 8/22/25
7. Union Proposal #11a Counterproposal to City dated 8/18/25 (Amended)

The parties agree to update Appendix A – List of Classifications in Unit – to reflect all current classifications in the bargaining unit.

Union agrees to withdraw:

- Union Proposal 2 Management Leave
- Union Proposal 4 Sick Leave
- Union Proposal 5 Premium Pay
- Union Proposal 6 Alternative Work Schedule

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JLP

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→ on 8/27/25, the parties agreed to an amended version of UP11a that restores the following inadvertently omitted sentence: "The provisions of this LDU is not subject to the grievance procedure of the MOU."

City of Oakland to CMEA Unit 31, Contract Negotiations 2025
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DATE: August 25, 2025

Tentative Agreements

The City and Union agree to include all tentative agreements reached by the parties as of August 7, 2025.

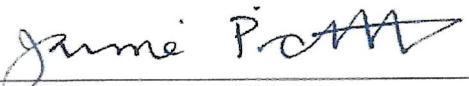
- City Proposal #1 Pandemic Service Stipend
- Union Proposal #3 Vacation Leave
- Union Proposal #7 Traumatic Incident Leave

The City and the Union both agree to withdraw all other proposals and counter-proposals not previously tentatively agreed to or specifically addressed in this package proposal.

SO AGREED.

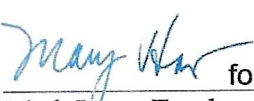
CMEA:

City of Oakland:


Jaime Pritchett, Chief Spokesperson


Jennifer Stoughton, Chief Spokesperson


Jamie Renee Smith, Chief Spokesperson

 for
Mark Love, Employee Relations Manager

Date: August 25, 2025

Date: August 26, 2025

Article 9: Leaves of Absence

9.7 FMLA/CFRA, Pregnancy Disability Leave, Paid Family Leave for Baby Bonding and Unpaid Family Leave (UFL)

Represented employees are eligible for protected leave under the California Family Rights Act ("CFRA"), the Federal Family and Medical Leave Act ("FMLA"), and the California Pregnancy Disability Leave Act ("PDLA"). The provisions of this Agreement and City policies shall be applied consistent with applicable state and federal law and in accordance with Administrative Instruction 567 as may be amended from time to time.

While CMEA members are not currently eligible for California's Paid Family Leave (PFL), a State Disability Insurance (SDI) benefit because CMEA has opted out of SDI, Unit U31 members' eligibility shall change once the negotiated six-month transition from the current disability insurance program to the California SDI Program occurs, subject to eligibility requirements as determined by the State of California's Employment Development Department. This change is consistent with the implementation plan set forth in Section 8.10.

Unpaid Family Leave (UFL)

It is the intent of this section to provide CMEA members with up to six (6) weeks of unpaid family leave (UFL) to care for a seriously ill child, parent, parent-in-law, grandparent, grandchild, sibling, spouse, or registered domestic partner under the same terms as California's PFL, as administered by SDI. To receive UFL, a unit member must be eligible for leave under California's Family Rights Act and/or the Family Medical Leave Act.

9.7.1 Paid Family Leave for Baby Bonding

The City agrees to provide eligible employees up to six (6) weeks of paid leave in a twelve (12) month period at the rate of sixty percent (60%) of their base wage rate or \$1,540+73.00 per week whichever is lower, less applicable withholdings, for "baby bonding." This partial wage continuation shall be referred to as "Paid Family Leave for Baby Bonding." The term "Baby Bonding" is defined in accordance with the California Family Rights Act ("CFRA") and shall mean bonding with a newborn, adopted child, or child placed for foster care in the first year of their life or placement. To be eligible for this six-week partial wage continuation and protected leave, employees must be eligible for leave under the California Family Rights Act. Employees need to submit all requests for Paid Family Leave for Baby Bonding to the Risk Management Division of Human Resource Management and may be required to provide medical documentation supporting the claim. ~~The City's agreement to provide Paid Family Leave for Baby Bonding to eligible employees for "Baby Bonding" shall sunset on June 30, 2021 and any leave taken for "Baby Bonding" thereafter will revert to UFL as set forth above.~~

An employee may use accrued leave balances to bring them up to 100% of their base wage rate or salary while on UFL and Paid Family Leave for Baby Bonding concurrently with leaves taken under those Acts.

The previous paragraphs are not subject to the grievance procedure. This language shall not be construed as a waiver of any right to meet and confer over the changes in Administrative Instruction 567, if such changes are within the mandatory scope of bargaining.

~~Within ninety (90) days of the ratification of this Agreement, the City and CMEA shall meet to discuss the City's temporary agreement to provide Paid Family Leave for Baby Bonding, which may include discussions around CMEA members opting into California's State Disability Insurance ("SDI") thereby entitling eligible employees to receive California's Paid Family Leave ("PFL") benefits.~~

9.7.2 ~~When an employee takes family care and medical leave because of the employee's own serious health condition, they shall be required to use all but ten (10) days of their accrued sick leave.~~ An employee may choose to use any accrued sick leave, vacation, or other accrued paid personal time off that the employee is otherwise eligible to use during the otherwise unpaid family care and medical leave to care for themselves or an eligible family member.

SO AGREED.

CMEA:

City of Oakland:

Jamie Renee Smith, Chief Spokesperson

Jennifer Stoughton, Chief Spokesperson

Date: _____

Date: _____

Jaime Pritchett, Chief Spokesperson

Mark Love, Employee Relations Manager

Date: _____

Date: _____

(The City proposes to revise timelines for noticing CMEA and impacted employees under the Reduction in Force provision.)

14.8 Reduction in Force/Layoff (Civil Service Employees)

The City shall attempt, insofar as possible, to accomplish any reduction in force by attrition rather than layoff. The City will keep the CMEA advised of financial planning that contemplates reduction of personnel represented by the CMEA at least ~~six months~~ **sixty (60) ninety (90) calendar days** in advance, and will provide a listing of classifications represented by the CMEA at least ~~six months~~ **sixty (60) calendar days** in advance, and will provide a listing of classifications represented by the CMEA that may potentially be reduced as soon as such information may feasibly be provided, ~~but no later than the date on which a proposed budget or budget amendments are made available to the public.~~

If that reduction in force is required, it shall be carried out in accordance with the layoff procedure outlined in Sections 9.01 and 9.02 of the Personnel Manual and the following:

- A reduction in force shall be effected on a City-wide basis for each classification to be reduced. **Consistent with Civil Service Rule 9.02, no permanent unit member in the affected classification shall be laid off while there are temporary or probationary employees working in the same classification.** Represented employees in classifications affected by a layoff who are not subject to layoff may, with City approval, volunteer to be laid off.
- **In the event of a Reduction in Force (RIF), in addition to the rights set forth in the Personnel Manual/Civil Service Rules, the City will make reasonable efforts to “redeploy” qualified individuals who have been laid off from City employment. This section shall sunset on December 31, 2026.**
- A layoff (reinstatement) list shall remain in effect for a period of three (3) years.

The City will also provide the CMEA, on or about ~~sixty (60)~~ **thirty (30) calendar** days prior to the anticipated implementation date of reductions, or when the City has knowledge of anticipated reductions **in potentially impacted classifications**, whichever is later, a unit listing **of proposed impacted by classifications** which will have the original service date and job class service date of each represented employee as that data existed in the City’s payroll/personnel system at the time. It is understood that the information provided does not constitute an official City seniority list.

The City will provide the CMEA with a copy of its official layoff lists affecting represented employees when they become available.

At least thirty (30) calendar days’ notice of any reduction in force shall be provided by the City to affected unit members.

Proposed by City of Oakland to CMEA
CMEA Counter Proposal 1 to City Proposal 3
Tendered on August 11, 2025

In a reduction in force, the City shall attempt, insofar as possible, to sponsor information workshops on its own or in conjunction with outside organizations to assist employees that may be laid off take advantage of available resources. These resources should include information such as applying for unemployment, COBRA continuation medical benefits, resume writing, and job search resource.

This section, which incorporates by reference Sections 9.01 and 9.02 of the Personnel Manual, reflects the parties' agreement regarding procedures for layoffs.

Proposed by CMEA to City of Oakland
CMEA Proposal
Proposal #8 AMENDED
Tendered on August 11, 2025

**Article 9: Leaves of Absence
CMEA to City of Oakland**

9.9 Disability Insurance

~~To be eligible for the disability insurance coverage described in Section 8.10, a represented employee shall be required to use all but ten (10) days of accrued and/or accumulated sick leave.~~
An employee may choose to supplement disability benefits with any accrued sick leave, vacation or other accrued paid personal time off that the employee is otherwise eligible to use during a disability claim.

SO AGREED.

CMEA:

City of Oakland:

Jaime Pritchett, Chief Spokesperson

Jennifer Stoughton, Chief Spokesperson

Jamie Renee Smith, Chief Spokesperson

Mark Love, Employee Relations Manager

Date: _____

Date: _____

**Article 8: Insurance Programs
CMEA to City of Oakland**

8.10 Disability Insurance

The City agrees to pay the premium cost of represented employee participation in the established disability insurance program. The City shall meet and confer regarding any reduction in benefits to the extent it is within the mandatory scope of bargaining required by state law.

Within sixty (60) days of ratification of this contract, the City and CMEA agree to meet and confer over both parties' interests concerning enrollment into the California State Disability Insurance (SDI) Program. The parties agree that the cost of participating in SDI will be borne by represented employees in Unit U31.

Upon mutual agreement between the City and the CMEA, the City will enroll unit members in the SDI Program pursuant to the process below:

- Effective within sixty (60) days following agreement to implement the program, and at the beginning of the next closest pay period, implementation of the SDI Program for unit members shall be completed. This timeline can be extended by mutual agreement.
- The completion of implementation will signify the beginning of SDI deductions and the beginning of the transition period. The transition period for unit members shall span six (6) months. During the transition period, the City agrees to pay the premium cost of represented employee participation in the currently established disability insurance program and may participate in benefits described in Section 9.7.
- At the completion of the transition period, all unit members shall be covered under the California SDI Program, as administered by the State's Employee Development Department (EDD).
- Upon mutual agreement between the City and the CMEA, timelines within the transition period may be adjusted.

Proposed by CMEA to City of Oakland
CMEA Proposal
Proposal #9 (Replaces Place Holder dated 7/1/2025)
Tendered on August 22, 2025

SO AGREED.

CMEA:

City of Oakland:

Jamie Renee Smith , Chief Spokesperson

Jennifer Stoughton, Chief Spokesperson

Date: _____

Date: _____

Jaime Pritchett, Chief Spokesperson

Mark Love, Employee Relations Manager

Date: _____

Date: _____

~~Article 13: Working Conditions~~Appendix E - TELECOMMUTING
CMEA to City of Oakland

Letter of Understanding between Confidential Management and Administrative Employees
(CMEA)

and the City of Oakland (City)

This represents an agreement between CMEA the City related to telecommuting. The City has an Administrative Instruction 594 Employee Telecommute Program Policy ("AI 594"). ~~The parties intend to modify AI 594 in the following ways understanding it applies Citywide and the City will need to address the matter with other labor groups in the City. Pending formal amendment of AI 594, the provisions of this LOU apply to CMEA represented classifications.~~ This Letter of Understanding (LOU) is intended to supplement AI 594.

~~1. Upon request by CMEA, the City agrees to meet with the CMEA regarding proposals to establish telecommuting programs in individual departments.~~

2.1. The City will consider requests for telecommuting where there are opportunities for improved performance, potential savings to the City, or the ability to meet other goals of the City.

a. The City will also consider requests for telecommuting schedule modifications where they are temporary but justified reasons for requesting additional adjustments that would resolve potential productivity barriers. Such requests will be specifically defined for a short-term, limited duration, with approval from Department Head or designee.

~~3.2.~~ Only employees with proven and dependable performance will be considered for telecommuting.

~~4.3.~~ To the extent operationally feasible, and considering continuity of operations, and other business need, opportunities for telecommuting within a group will be distributed equitably among eligible employees (as defined above).

~~5.4.~~ Once an individual department has established a telecommuting program, the City A supervisor or Department will respond to applications for telecommute within have thirty (30) calendar days from receipt of a complete telecommute application to respond. Supervisors may request an extension of this timeframe.

6. Employees may not remotely perform their City job from outside of the State of California. Working remotely from out-of-state creates tax and other potential liabilities and operational impacts, including limiting the ability of an employee to timely respond to a requirement to report for on-site work. There may be limited circumstances where an employee may receive approval to work remotely from out-of-state for a brief, defined period; however, such remote out-of-state telecommuting requires approve by both the employee's Department Head or designee and the City's Human Resources Director or designee, and the request must be supported by compelling business reasons, an explanation of limited family health circumstances, or other critical need. ~~Any employee currently working remotely from out-of-state must return to performing all remote~~

Proposed by CMEA to City of Oakland
CMEA Proposal
Proposal #11a Counterproposal to City
Tendered on August 18, 2025 (Amended 8/27/2025)

~~work from within the State of California within ninety (90) days of ratification and adoption of this agreement.~~

7. Employees may choose a telecommute schedule that allows for telecommuting at least two (2) days per week. This applies to all classifications where telecommuting is feasible.
8. Employees who are pregnant or returning to work following family leave for baby bonding may telecommute up to five (5) days per week for a limited and defined period of time that must be mutually agreed upon by the employee and their supervisor/Department Director.

This LOU becomes effective following Council adoption of the successor Memorandum of Understanding. The provisions of this LOU is not subject to the grievance procedure of the MOU. This LOU shall expire on June 30, 2026.

SO AGREED.

CMEA:

City of Oakland:

Jamie Renee Smith, Chief Spokesperson

Jennifer Stoughton, Chief Spokesperson

Date: _____

Date: _____

Jamie Pritchett

Jaime Pritchett, Chief Spokesperson

Mark Love, Employee Relations Manager

Date: 08/28/2025

Date: _____

**CITY OF OAKLAND AND CMEA, UNIT 31
SUCCESSOR LABOR NEGOTIATIONS 2025**

TENTATIVE AGREEMENT

~~10.1.2 — Pandemic Service Stipend~~

~~Effective first full pay period following City Council adoption, each full-time represented employee in paid status upon adoption will receive a one-time benefit of five (5) days of Extra Vacation leave (EVD). Part-Time employees in paid status on adoption will receive a prorated amount based on their regular schedule. This provision will expire as of June 30, 2025.~~

For CMEA, Unit 31:


Jaime Pritchett, Chief Spokesperson


Jamie Renee Smith, Chief Spokesperson

Date: June 26, 2025

For City:


Jennifer Sloughton, Chief Spokesperson

 for
Mark Love, Employee Relations Manager

Date: August 27, 2025

**CITY OF OAKLAND AND CMEA, UNIT 31
SUCCESSOR LABOR NEGOTIATIONS 2025**

TENTATIVE AGREEMENT

10.1.1 Extra Vacation Days

A represented employee shall be granted an Extra Vacation Day on the fourth (4th), ninth (9th), fourteenth (14th), nineteenth (19th), twenty-fourth (24th), and twenty-ninth (29th) anniversary date of his/her **their** regular appointment by the City and every fifth (5th) anniversary date thereafter.

10.1.2 Additional Vacation Accrual Pandemic Service Stipend

Instances where a new employee has had relevant years of service with a prior public sector employer, the City Administrator may authorize that new employee to accrue vacation at a higher rate other than the initial rate but not to exceed fifteen (15) days per year.

~~Effective first full pay period following City Council adoption, each full-time represented employee in paid status upon adoption will receive a one-time benefit of five (5) days of Extra Vacation leave (EVD). Part-time employees in paid status on adoption will receive a prorated amount based on their regular schedule. This provision will expire as of June 30, 2025.~~

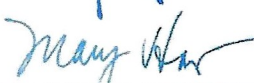
For CMEA, Unit 31:


Jaime Pritchett, Chief Spokesperson


Jamie Renee Smith, Chief Spokesperson

For City:


Jennifer Stoughton, Chief Spokesperson

 for
Mark Love, City of Oakland

Date: August 25, 2025

Date: August 26, 2025

<p>Article 9: Leaves of Absence CMEA to City of Oakland</p>

CITY OF OAKLAND AND CMEA, UNIT 31
SUCCESSOR LABOR NEGOTIATIONS 2025

TENTATIVE AGREEMENT

9.14 Traumatic Incident Leave

Unit members who, during their scheduled workday in the course and scope of their employment for the City, become personally involved in or personally observe a “Traumatic Incident” as defined in this section below, shall be entitled to Employee Assistance Program (EAP) services. The City shall use its best efforts to put affected unit members in contact with the City’s EAP provider through the Risk Management Division of the Human Resources Management Department. Unit members who, during their scheduled workday in the course and scope of their employment, become personally involved in or personally observe a traumatic incident as defined in this section, may, upon request of the employee or the Union, be authorized to use sick leave on the date of the event for the remainder of that work day. Such leave shall not be unreasonably denied. Upon notification, the City Administrator or their designee, within their sole discretion, shall make a decision within 24 hours whether to authorize paid administrative leave under this section. In the event additional administrative leave is granted under this section, any leave taken by the unit member pending the decision shall be restored to the member’s leave account. The leave may be extended with the approval of the City Administrator or their designee. Any leave taken or granted pursuant to this section shall not be charged against any other paid leave accrued by the employee.

As used in this section, the term "Traumatic Incident" means an incident which causes individual trauma occurring during the unit member’s scheduled work day in the course and scope of employment resulting from an event, series of events or set of circumstances that is experienced by a City employee as physically or emotionally harmful. This includes an incident resulting in a loss of life or life-threatening injury to another person. Traumatic Incidents may include but are not limited to the following:

- Stalking by members of the public;
- Violence occurring in City buildings or on City property;
- Violence or direct threats of violence towards City staff;
- Observing or being the victim of shootings, stabbings, or robberies of City staff or members of the public;
- Death of a City employee within the City;

City of Oakland to CMEA Unit 31, Contract Negotiations 2025
Tendered: August 18, 2025
TENTATIVE AGREEMENT – CMEA Proposal #7

- **Building collapse; and**
- **Fires that result in death or a life-threatening injury to a City employee or member of the public.**

Nothing in this Article will expand a unit member's right to workers' compensation. Additionally, the City Administrator's (or designee's) decision to grant or deny paid administrative leave may not be grieved.

9.14.1 Provision for Telecommuting after a Traumatic Incident

Employees who experience a traumatic incident at the workplace shall be allowed to telecommute full time for at least one (1) week following the incident or their traumatic incident leave time. Full time telecommuting for a longer time may be approved by department directors for employees who have experienced violence in the workplace.

SO AGREED.

CMEA:


Jaime Pritchett, Chief Spokesperson


Jamie Renee Smith, Chief Spokesperson

Date: August 18, 2025

City of Oakland:


Jennifer Stoughton, Chief Spokesperson

 for
Mark Love, Employee Relations Manager

Date: August 27, 2025

City of Oakland and IBEW, Local 1245, Contract Negotiations 2025

City Package Proposal #2

DATE: September 3, 2025

The City offers the following comprehensive package proposal in the interest of reaching an agreement promptly. The City retains the right to withdraw or modify these proposals at any time with or without notice in a manner consistent with applicable law.

1. Term of the Agreement

19.3 Duration

Except as stated in specific sections of this Agreement, this Agreement shall become effective upon ratification by the City Council and Union, and shall remain in effect through June 30, 2025 **2026**.

2. Salary

5.1.1 See Appendix E - Salary Schedules

~~Wages for represented employees covered by this Agreement shall be increased by five percent (5%) effective the first full pay period following later of July 2022 or Council adoption.~~

~~Wages for represented employees covered by this Agreement shall be increased by two and a half percent (2.5%) effective the first full pay period following July 1, 2023.~~

~~Wages for represented unit members covered by this Agreement shall be increased by two and a half percent (2.5%) effective the first full pay period following January 1, 2024.~~

~~Wages for represented unit members covered by this Agreement shall be increased by two (2%) percent effective the first full pay period following July 1, 2024.~~

~~Wages for represented unit members covered by this Agreement shall be increased by two (2%) percent effective the first full pay period following March 1, 2025.~~

5.1.2 Signing Bonus

Effective the first full pay period following both Union ratification and final adoption by the City Council at a regularly scheduled council meeting in accordance with the Brown Act, a one-time signing bonus, not subject to CalPERS, of \$3,000 will be paid to eligible employees as described below. To be eligible, the employee shall be in active status for the entire pay period for which the bonus is paid, and the employee must be either a permanent full-time or permanent part-time employee.

The bonus will be paid to eligible employees as follows:

Such a bonus is subject to required tax deductions. The bonus may be paid in an off-cycle payment.

MOU Section 5.1.3 Triggered Salary Increase

If the FY 2025-2026 General Purpose Fund unrestricted revenues (excluding Real Property Sales, Legal Settlements, and Insurance Proceeds), as forecast in the Third Quarter Revenue & Expenditure Report for FY 2025-2026, exceed the General Purpose Fund unrestricted revenues (excluding Real Property Sales, Legal Settlements, and Insurance Proceeds) for FY 2025-26 as approved in the FY 2025-26 Adopted Policy Budget, then for every \$150,000 in excess revenues the City shall provide an increase in wages of 0.05%, not to exceed 3%, effective the pay period beginning Saturday May 23, 2026.

If the FY 2025-2026 General Purpose Fund unrestricted revenues (excluding Real Property Sales, Legal Settlements, and Insurance Proceeds), in the audited actuals for FY 2025-2026, exceed the General Purpose Fund unrestricted revenues (excluding Real Property Sales, Legal Settlements, and Insurance Proceeds) for FY 2025-26 as approved in the FY 2025-26 Adopted Policy Budget, then for every \$150,000 in excess revenues the City shall provide an increase in wages of 0.05%, less any increase that was already provided based upon the Third Quarter Revenue & Expenditure Report as provided for in the preceding paragraph, and not to exceed 3% in total including any percentage provided in the paragraph above, such additional increase shall be effective the first full pay period after December 31, 2026.

Union agrees to the following proposals:

3. City Proposal #3 (Amended) dated 6/30/25
4. City Proposal #1 dated 6/25/2025

City agrees to the following proposals:

5. City Counter to Union Proposal #4 dated 09/03/25

The City and the Union both agree to withdraw all other proposals and counter-proposals not previously tentatively agreed to or specifically addressed in this package proposal.

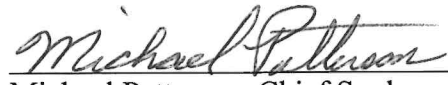
City of Oakland and IBEW, Local 1245, Contract Negotiations 2025
City Package Proposal #2
DATE: September 3, 2025

SO AGREED.

IBEW:



Sheila Lawton, Chief Spokesperson



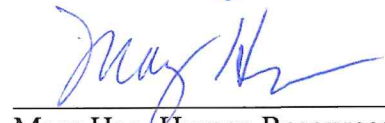
Michael Patterson, Chief Spokesperson

Date: 9/3/25

City of Oakland:



Jennifer Stoughton, Chief Spokesperson



Mary Hao, Human Resources Director

Date: 9/3/25

11.10 Reduction in Force

The City shall attempt, insofar as possible, to accomplish any reduction in force by attrition rather than layoff. The City agrees to keep the Union advised of financial planning that contemplates reduction of unit members at least ~~six (6) months~~ **sixty ninety (90) working calendar days** in advance. The City will provide the Union with a listing of classifications that may potentially be reduced as soon as such information may feasibly be provided, ~~but no later than the date on which proposed budget or budget amendments are made available to the public~~. In the event that a reduction in force is required, it shall be carried out in accordance with the Personnel Manual and the following principles:

11.10.1 A reduction in force shall be effected on a City-wide basis for each classification to be reduced. **Consistent with Civil Service Rule 9.02, no permanent unit member in the affected class shall be laid off while there are temporary or probationary employees in the same class.** Unit members in classifications affected by a reduction in force who are not subject to layoff may, with City approval, volunteer to be laid off.

11.10.3 At least two ~~(2) weeks'~~ **thirty (30) working calendar days'** notice of any reduction in force shall be provided by the City to affected unit members.

City of Oakland to IBEW Local 1245

City Proposal (CP) # 1

June 25, 2025

The City proposes to clean up the MOU and delete this Article as the provision expires on June 30, 2025.

~~8.1.9 Pandemic Service Stipend~~

~~Effective first full pay period following City Council adoption, each full-time unit member will receive a one-time benefit of five (5) days of extra vacation leave (EVL). Part-Time employees in paid status on adoption will receive a prorated amount based on their regular schedule. This provision will expire as of June 30, 2025.~~

7.2.2 Entitlement

Upon approval of the department head or their designated representative, a unit member ~~may~~ **shall** be granted family death leave with pay not to exceed five (5), but up to eight (8) working days if the employee must travel a distance one way of more than six hundred (600) miles. In special circumstances, involving exceptional hardship, the department head or designated representative may consider granting family death leave under this provision to affected unit members in the case of a death of a family member other than those specified in subparagraph (a) above. In such cases, the unit member must receive written approval from the department head or designated representative prior to departure on such leave. Such leave shall not be charged against vacation or sick leave to which a unit member may be entitled, but shall be in addition to that leave. In order to be eligible for family death leave, a unit member must have worked full-time for the City for a period of ~~six (6) consecutive months~~ **thirty (30) days**. **Employees are not required to take the leave consecutively but must take within three (3) months of the death of the family member.** A unit member may be required to furnish satisfactory verification for their use of family death leave. Examples of satisfactory verification include such items as: death certificate, obituary notice, funeral/memorial services notice, or proof of travel.

2025 Contract Negotiations
City of Oakland and IFPTE, Local 21
List of Tentative Agreements

W 2
8/10/25
8/18/25

- City Proposal #1 Article 10.1.3 Pandemic Services Stipend (6/14/2025)
- City Proposal #3 Appendix H Alternative Work Schedules (6/11/25)
- City Proposal #4 Accrual Cash Out Upon Transfer (8/18/25)
- City Proposal #6/Union Proposals #21 & #22 (Wages and Duration) (8/18/25)
- City Proposal #7 Article 5.2 Special Equity Adjustments (6/17/25)
- City Proposal #8 Article 5.3.5 re Parity Adjustments & Classification Changes (6/17/25)
- City Counter Proposal to Union Proposal #7 Article 5.5.10 Additional Engineer License Incentives (6/25/25)
- Amended City Counter Proposal to Union Proposal #9 Article 18.18 Termination (6/25/25)
- Amended Union Proposal to City Counter Proposal to Union Proposal #14 Article 4.11 Employee Notification of Representation (7/23/25)
- Union Counter Proposal to Amended City Counter Proposal to Union Proposal #19 Article 5.8.2 Clipper BayPass (7/23/25)
- Union Counter Proposal to City Proposal #9 and Amended Union Proposal #20 Article 14.9 Reduction in Force (8/7/25)
- Union Proposal #12 Alternative Work Scheduling (Article 13.3) (8/18/25)
- Union Proposal #6 Article 8.10 Disability Insurance (8/18/25)
- Union Proposal #15 Article 14.11.1 Review of Proposed Contracts (8/18/25)
- Union Proposal #18 OPD Civilianization (8/18/25)
- City Counter to Union Proposal #1 Letter of Understanding regarding Telecommuting (8/18/25)

Jose Kado Jose Kado 8/18/25
Julian Ware Julian Ware 8/18/25

CITY OF OAKLAND AND IFPTE, LOCAL 21 SUCCESSOR LABOR NEGOTIATIONS 2025

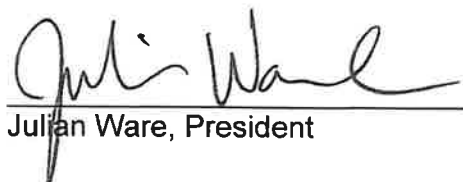
TENTATIVE AGREEMENT

~~10.1.3 — Pandemic Service Stipend~~

~~Effective first full pay period following City Council adoption, each full-time bargaining unit member will receive a one-time benefit of five (5) days (1 workweek) of Extra Vacation Leave. Part Time employees in paid status on adoption will receive vacation time prorated based on their schedule. This provision will expire on June 30, 2025.~~

For IFPTE, Local 21:


Jesse Kadjo, Chief Spokesperson


Julian Ware, President

Date: 06/2/25

For City:


Vitus Leung, Chief Spokesperson


Mark Love, Employee Relations
Manager

Date: 5/28/25

CITY OF OAKLAND AND IFPTE, LOCAL 21
SUCCESSOR LABOR NEGOTIATIONS 2025
TENTATIVE AGREEMENT

APPENDIX H
ALTERNATIVE WORK SCHEDULES

Letter of Understanding

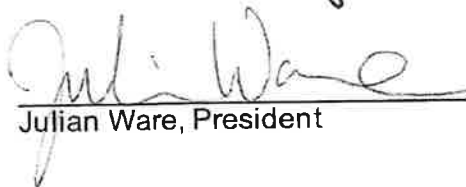
Between the City of Oakland
and
International Federation of Professional and Technical Engineers Local 21

ALTERNATIVE WORK SCHEDULES

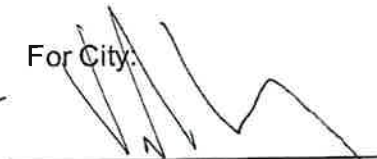
~~Pursuant to Article 13.3 of the Memorandum of Understanding between the City of Oakland and the International Federation of Professional and Technical Engineers (IFPTE) Local 21, (hereafter, the Parties), the Parties agree to complete the work anticipated under the previous Memorandum of Understanding (July 1, 2013 through June 30, 2015), to finalize an Administrative Instruction that will govern Alternative Work Schedules. Such work shall begin within ninety (90) days of ratification of this Memorandum of Understanding, and a recommendation to the City Administrator for a final Administrative Instruction governing alternative work schedules shall be made no later than nine (9) months six (6) months one (1) year after ratification of this MOU.~~

For IFPTE, Local 21:

 6/11/25
Jesse Kadjo, Chief Spokesperson

 6/11/25
Julian Ware, President

For City:

 6/11/25
Vitus Leung, Chief Spokesperson

 06/11/25
Mark Love, Employee Relations Manager

CITY OF OAKLAND AND IFPTE, LOCAL 21 SUCCESSOR LABOR NEGOTIATIONS 2025

TENTATIVE AGREEMENT


9.15 Accrual Cash Out Upon Transfer

An employee who transfers to a classification and/or bargaining unit that does not have the same leave benefits category in the new classification and/or bargaining unit (e.g. compensatory time) will be required to cash out any leave balances prior to appointment in the new position. However, if the leave balance exceeds one hundred twenty five (125) hours, the employee will have the option to cash out the leave balance **in no more than two increments during a period of up to** within twenty four (24) months **of starting the new position.**

The City makes no representation as to the tax consequences of an employee cashing out accrued leave. It is the employee's sole responsibility to address the tax consequences.

For IFPTE, Local 21:


Jesse Kadio, Chief Spokesperson


Julian Ware, President

Date: 8/18/25

For City:


Vitus Leung, Chief Spokesperson


Mark Love, Employee Relations
Manager

Date: 08/18/25

5.1 Salary Schedule

~~Wages for represented employees covered by this Agreement shall be increased as follows, effective:~~

~~First full pay period after Union ratification and City Council approval of this Agreement on its regular agenda in accordance with the Brown Act but no sooner than the first full pay period after July 1, 2022: 5%~~

~~[To be eligible, a unit member must be a current employee in active status upon City Council adoption of the successor MOU.]~~

~~First full pay period following July 1, 2023: 2.5%~~

~~[To be eligible, a unit member must be a current employee in active status on July 1, 2023.]~~

~~First full pay period following January 1, 2024: 2.5%~~

~~[To be eligible, a unit member must be a current employee in active status on January 1, 2024.]~~

~~First full pay period following July 1, 2024: 2%~~

~~[To be eligible, a unit member must be a current employee in active status on July 1, 2024.]~~

~~First full pay period following March 1, 2025: 2%~~

~~[To be eligible, a unit member must be a current employee in active status on March 1, 2025.]~~

New Section 5.1.2 One-Time Signing Bonus

Effective the first full pay period following both Union ratification and final adoption by the City Council at a regularly scheduled council meeting in accordance with the Brown Act, a one-time signing bonus, not subject to CalPERS, of \$3,000 will be paid to eligible employees as described below. To be eligible, the employee shall be in active status ~~or non-pay status~~ for the entire pay period for which the bonus is paid, and the employee must be either a permanent full-time, permanent part-time, or a temporary part-time employee.

The bonus will be paid to eligible employees as follows:

- \$3,000 for permanent full-time employees or
- \$2,500 for permanent part-time employees or
- \$1500 for temporary part-time employees who ~~worked were paid for 480 hours or more from September 14, 2024 through September 12, 2025 in FY 24-25 or~~

2025 Contract Negotiations
City of Oakland Proposal
Date: 08/18/2025

- ~~\$750 for temporary part-time employees who worked were paid for between 20 hours to 479 hours from September 14, 2024 through September 12, 2025 in Fiscal Year 2024-2025.~~

Such a bonus is subject to required tax deductions. The bonus may be paid in an off-cycle payment.

Wage Increase Trigger


If the FY 2025-2026 General Purpose Fund unrestricted revenues (excluding Real Property Sales, Legal Settlements, and Insurance Proceeds), as forecast in the Third Quarter Revenue & Expenditure Report for FY 2025-2026, exceed the General Purpose Fund unrestricted revenues (excluding Real Property Sales, Legal Settlements, and Insurance Proceeds) for FY 2025-26 as approved in the FY 2025-26 Adopted Policy Budget, then for every \$150,000 in excess revenues the City shall provide an increase in wages of 0.05%, not to exceed 3%, effective the pay period beginning Saturday May 23, 2026.

If the FY 2025-2026 General Purpose Fund unrestricted revenues (excluding Real Property, Sales Legal Settlements and Insurance Proceeds), in the audited actuals for FY 2025-2026, exceed the General Purpose Fund unrestricted revenues (excluding Real Property Sales, Legal Settlements, and Insurance Proceeds) for FY 2025-26 as approved in the FY 2025-26 Adopted Policy Budget, then for every \$150,000 in excess revenues the City shall provide an increase in wages of 0.05%, less any increase that was already provided based upon the Third Quarter Revenue & Expenditure Report as provided for in the preceding paragraph, and not to exceed 3% in total including any percentage provided in the paragraph above, such additional increase shall be effective the first full pay period after December 31, 2026.

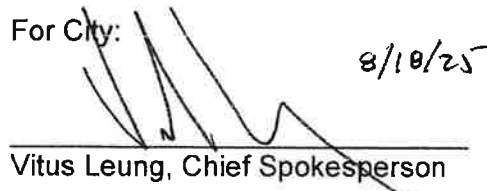
19.3 Duration

Except as stated in specific sections of this Agreement, this Agreement shall become effective upon ratification by the City Council and Union, and shall remain in effect through June 30, ~~2025-2026~~.

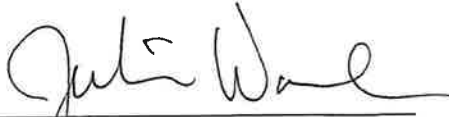
For IFPTE, Local 21:


Jesse Kadjo, Chief Spokesperson 08/18/25

For City:


Vitus Leung, Chief Spokesperson 8/18/25

2025 Contract Negotiations
City of Oakland Proposal
Date: 08/18/2025



Julian Ware, President

Date: 8/18/25



Mark Love, Employee Relations
Manager

Date: 08/18/25

CITY OF OAKLAND AND IFPTE, LOCAL 21 SUCCESSOR LABOR NEGOTIATIONS 2025

TENTATIVE AGREEMENT

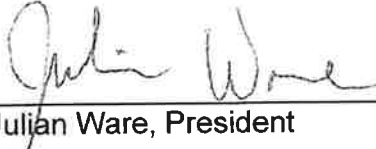
5.2 Special Equity Adjustments

Classification	Wage increase Percent first full period after October 1, 2022
Chief of Party	5%
Criminalist II	2.5%
Criminalist III	2.5%
Engineer, Assistant I (Field)	7.5%
Engineer, Assistant I (Office)	7.5%
Engineer, Assistant II (Field)	7.5%
Engineer, Assistant II (Office)	7.5%
Engineer, Civil (Field)	7.5%
Engineer, Civil (Office)	7.5%
Engineer, Civil Principal	5%
Engineer, Civil Supervising (Field)	5%
Engineer, Civil Supervising (Office)	5%
Engineer, Fire Protection	7.5%
Engineer, Transportation	7.5%
Engineer, Transportation Assistant	7.5%
Engineer, _____ Transportation Supervising	5%
Human Resource Analyst	7.5%
Human resource Analyst (CONF)	7.5%
Human Resource Analyst, Assistant	7.5%
Human Resource Analyst, Senior	7.5%
Senior Center Director	5%

City of Oakland and IFPTE, Local 21
Successor Labor Contract Negotiations 2025
Tentative Agreement – CP# 7 – Special Equity Adjustments


For IFPTE, Local 21:

 6/17/25
Jesse Kadjo, Chief Spokesperson

 6/17/25
Julian Ware, President

Date: 06/17/25

For City:

 6/17/25
Vitus Leung, Chief Spokesperson


Mark Love, Employee Relations
Manager

Date: 06/17/25

CITY OF OAKLAND AND IFPTE, LOCAL 21 SUCCESSOR LABOR NEGOTIATIONS 2025

TENTATIVE AGREEMENT

~~6.3.5 Internal Parity Adjustments for the Planner and Transportation Planner Series in the Departments of Planning & Building and Transportation The wage for the classification of Planner I (AP269) in representation unit TW1 shall increase to the same level as the classification of Transportation Planner I (AP453) and remain in representation unit TW1.~~

~~The wage for the classification of Planner II (AP272) in representation unit TW1 shall increase to the same level as the classification of Transportation Planner II (AP454) and remain in representation unit TW1.~~

~~The wage for the classification of Planner III (AP274) in representation unit TW1 shall increase to the same level as the classification of Transportation Planner III (AP455) and shall remain in representation unit TW1.~~

~~The wage for the classification of Planner IV (AP277) in representation unit TW1 shall increase to the same level as the classification of Senior Transportation Planner (TR187) and be re-designated to representation unit UM2.~~

~~The wage for the classification of Planner V (AP279) shall increase to the same level as the Manager, Transportation (MA164) and be re-titled to Manager, Planning and be re-designated to representation unit UM1.~~

~~The wage for classification of Manager, Zoning (EM208) shall be increased to the same level as the Manager, Transportation (MA164) and be re-designated to representation unit UM1.~~

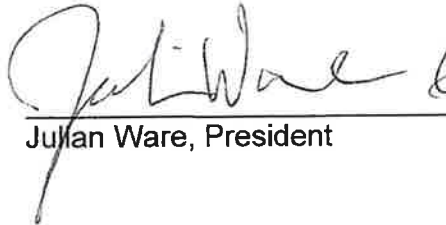
~~The City is required to make the necessary classification changes, which requires updating the classifications, noticing the union of the classification changes, adopting the changes through the required Civil Service Board process, and adopting the changes through the required City Council process.~~

~~Incumbents will change representation and Civil Service status to align with the above designations when the above processes are complete but no later than the first full pay period of January 2023.~~

City of Oakland and IFPTE, Local 21
Successor Labor Contract Negotiations 2025
Tentative Agreement – CP# 8 – 5.3.5

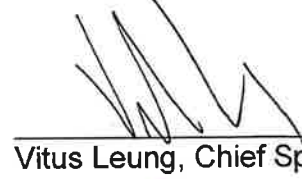
For IFPTE, Local 21:

 06/17/25
Jesse Kadjo, Chief Spokesperson

 6/17/25
Julian Ware, President

Date: 06/17/25

For City:

 6/17/25
Vitus Leung, Chief Spokesperson

 6/17/25
Mark Love, Employee Relations
Manager

Date: 06/17/25

CITY OF OAKLAND AND IFPTE, LOCAL 21 SUCCESSOR LABOR NEGOTIATIONS 2025

TENTATIVE AGREEMENT

Union Proposal 7-Additional Engineer License Incentives Overview

The Union puts forward this proposal to address an issue with timely Engineer License Pay. Under this provision, eligible employees in designated engineering roles can receive salary incentives ranging from 5% to 10% for maintaining various California professional licenses, including Structural Engineering, Land Surveying, Geotechnical, Electrical, Mechanical, Civil, and Traffic Engineering certifications. Environmental Program Specialists qualify for similar incentives for specific technical licenses. These licenses can take years to earn with rigorous application processes and expensive tests along the way. Once earned, the City benefits from having an even higher skilled engineering workforce able to serve the public.

However, in the last few years, the City has delayed the incentive pay, citing approval delays, payroll issues and sometimes saying nothing at all. Delays of this magnitude lead to worker burnout, turnover and lawsuits. The promise of premium pay for these licenses is a major factor for recruiting and retaining qualified staff in many departments with already high vacancy rates. Once engineers have this license, the job opportunities skyrocket and threats to this premium will only make vacancy rates worse. Additionally, these incentives are CalPERS-reportable compensation so continued delays and unclear deadlines go on to affect an employee's future. We propose this language to create a clear deadline for this incentive to be approved.

The Union proposes this language to be added to Article 5.5 Premium Pay. This is a no cost proposal.

5.5.10 Additional Engineer License Incentives

Represented employees in the positions of Civil Engineer, Supervising Civil Engineer, Principal Engineer, Assistant Engineer, Transportation Engineer, Supervising Transportation Engineer, Assistant Transportation Engineer, Electrical Engineer, Energy Engineer, Architect, Architectural Associate, and Architectural Assistant, shall receive the following incentive pay (subject to the limitations set forth below): 1) ten percent (10%) for passage of the State of California Structural Engineers examination and maintenance of a California Structural Engineer license; 2) five percent (5%) for passage of the State of California Land Surveyor examination and maintenance of a California Land Surveyor license; 3) five percent (5%) for passage of the State of California Geotechnical examination and maintenance of a California Geotechnical license; 4) five percent (5%) for passage of the Electrical Engineer examination and

maintenance of a California Electrical Engineer license; 5) five percent (5%) for passage of the Mechanical Engineer examination and maintenance of a California Mechanical Engineer license; 6) five percent (5%) for passage of the Civil Engineer examination and maintenance of a California Civil Engineer license; and 7) five percent (5%) for passage of the California Traffic Engineer examination and maintenance of a California Traffic Engineer license.

Represented employees in the position of Environmental Program Specialist shall receive the following incentive pay: 1) five percent (5%) for possession of valid California Civil Engineer license; 2) five percent (5.0%) for passage of Hydrologist Examination and maintenance of a California Hydrologist license; 3) five percent (5%) for passage of Geotechnical Examination and maintenance of a California Geotechnical license; and 4) five percent (5%) for passage of the Geologist Examination and maintenance of a California Geologist license.

Incentive payments provided under this section shall be effective in the pay period following verification that the represented employee has passed the pertinent exam, or received the pertinent license; such pay shall not be part of the salary schedule.

Verification requests for Additional Engineer License Incentives pay shall be approved within twenty thirty days of the form complete submission to supervisors. Continual receipt of the incentive pay is conditional upon a represented employee maintaining registration in the State of California of the license or permit for which the incentive pay is provided. Total incentive pay under this section cannot exceed ten percent (10%) of base pay. The incentive payments provided under this section shall be incorporated into the represented employee's compensation reported to CalPERS.

A represented employee in a position that requires a license or registration shall not receive incentive pay under this section for passing an examination and maintaining a license that is part of the licensing or registration requirement for the represented employee's position.

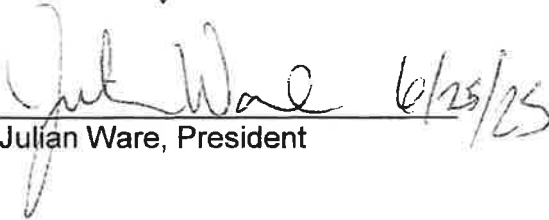
The City may require represented employees receiving incentive pay under this section to perform duties that require licenses for which the incentive is granted. Represented employees performing these duties shall not be considered to be working out of class. All represented employees receiving incentive pay under Section 5.6.11 and required to perform duties requiring engineering licenses, with the exception of assistant engineers receiving the civil engineering license premium, shall stamp and/or sign the work in compliance with the California Engineers Act.

The operation of this provision shall not affect the operation of existing provisions concerning step increases. This premium pay shall be incorporated into the represented employee's compensation reported to CalPERS.

City of Oakland and IFPTE, Local 21
Successor Labor Contract Negotiations 2025
Tentative Agreement – CCP to UP#7 – Additional Engineer License Incentives

For IFPTE, Local 21:

 06/25/25
Jesse Kadjo, Chief Spokesperson

 6/25/25
Julian Ware, President

Date: 06/25/25

For City:

 6/23/25
Vitus Leung, Chief Spokesperson


Mark Love, Employee Relations
Manager

Date: 06/23/25

CITY OF OAKLAND AND IFPTE, LOCAL 21 SUCCESSOR LABOR NEGOTIATIONS 2025

TENTATIVE AGREEMENT

18.18 Termination

This Section 18.18 shall apply only to represented employees in Unit TM1.

The probationary period of a represented employee in Unit TM1 shall be for a period of twelve (12) months of City service. At their option, the City Attorney may extend the entry probationary period by up to two (2), six- (6) month periods, for a total probationary period of twenty-four (24) months. Any extension of the probationary period shall be accompanied by a performance appraisal identifying areas needing improvement. An extension shall only be valid if it is provided to the represented employee before the expiration of the probationary period and accompanied by a contemporaneous performance appraisal. When this section goes into effect, represented employees in TM1 with more than 12 months but fewer than 18 months will be deemed to be in an initial six-month extension, and employees with more than 18 months but fewer than 24 months will be deemed to be in their second six-month extension.

A represented employee in Unit TM1 with more than two (2) years of City service who has graduated from the probationary period shall be terminated only for just cause. A- During the probationary period, a represented employee with less than two (2) years of City service may be terminated for any reason as determined by the City Attorney without any right of administrative appeal or arbitration. The principles of progressive discipline shall not apply to any termination.

Before terminating a represented employee for just cause, the City Attorney shall provide written notice to the employee of intended action. The notice shall include: the reasons for the intended action; copies of materials upon which the action is based; and an opportunity to meet with and/or respond in writing to the Assistant City Attorney not in charge of the division in which the represented employee is assigned. That Assistant City Attorney shall recommend, in writing, whether or not to impose the termination, modify it, or not implement it at all.

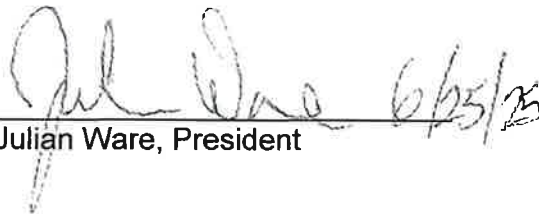
After receiving the Assistant City Attorney's recommendation, the City Attorney shall issue a final decision in writing. The Union may appeal the City Attorney's decision in writing under Section 18.19.5 of this Agreement.

City of Oakland and IFPTE, Local 21
Successor Labor Contract Negotiations 2025
Tentative Agreement – ACCP to UP#9 – Termination

The provisions of this Section 18.18 provide the exclusive remedy for represented employees to appeal a termination.

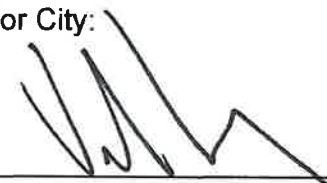
For IFPTE, Local 21:


Jesse Kadio, Chief Spokesperson


Julian Ware, President

Date: 06/25/25

For City:

 6/23/25
Vitus Leung, Chief Spokesperson


Mark Love, Employee Relations
Manager

Date: 06/24³/25

2025 Contract Negotiations
IFPTE Local 21 Proposal to City of Oakland
Date: 06/23/25



UCP to CCP to Union Proposal 14 - Employee Notification Of Representation

4.11 Employee Notification Of Representation

Information

Within thirty (30) days of hire or by the first pay period of the month following the appointment of the new employee, the City shall provide the Union designated representative with the following information to the extent it is on file with the City: name, job title, department, work location, work, home, and personal cellular telephone numbers, personal email addresses and home addresses, on file with the employer. The City shall provide the Union this information for the bargaining group on an at least monthly basis.

The City will provide all represented employees' total amount earned within the pay period on an at least monthly basis. By February 28th of each year, the City will also provide the Union with the annual earnings of each employee in the bargaining unit.

TA on 7/23/25
Ad [Signature]
Julie [Signature]

T/A on 7/23/25
[Signature]
[Signature]

CITY OF OAKLAND AND IFPTE, LOCAL 21 SUCCESSOR LABOR NEGOTIATIONS 2025

TENTATIVE AGREEMENT

Overview

City Hall and the surrounding City buildings downtown have the great fortune of being located immediately adjacent to the 12th St/Oakland City Center BART station, making BART an incredibly convenient choice for employees commuting into work. Last year, 29% of City employees who filled out the Employee Commute Survey used BART to get to work.

A recent OakDOT survey of City employees revealed that over half of respondents are interested in participating in an employer sponsored Clipper® BayPass program. The pilot program provides a group of test users with unlimited access to all bus, rail and ferry services in the nine-county region. This program would benefit the employer by reducing demand on a costly and limited supply of parking spots and aligns with the City's climate goals by moving employee commute share to less carbon-intensive transit modes. It would also act as a valuable recruitment and retention tool and assist employees in offsetting increased commuting costs associated with the Return to Office mandate.

5.8 Transit Pass

5.8.1 AC Transit

The City agrees to enter an agreement with AC Transit to participate in its EasyPass employer program during the length of the agreement. Each represented employee shall be eligible to receive one EasyPass and shall pay a twenty dollar (\$20) annual fee, deducted from the employee's paycheck every July. The employee contribution is mandatory for all represented employees. The City will pay the remaining costs.

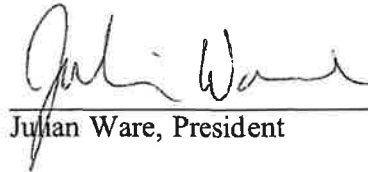
5.8.2 Clipper BayPass

Upon ratification of this contract, the City and the Union agree to discuss the feasibility of participating in the Clipper BayPass Pilot Program offered by Metropolitan Transportation Commission. The outcome of these discussions shall not be subject to the impasse procedure described in Government Code sections 3500, et. seq.

City of Oakland and IFPTE, Local 21
Successor Labor Contract Negotiations 2025
Tentative Agreement – UCP to ACCP to UCP to CCP to UP# 19– Clipper BayPass

For IFPTE, Local 21:



Jesse Kadjo, Chief Spokesperson


Julian Ware, President

Date: 07/23/25

For City:


Vitus Leung, Chief Spokesperson


Mark Love, Employee Relations
Manager

Date: 7/23/25

CITY OF OAKLAND AND IFPTE, LOCAL 21 SUCCESSOR LABOR NEGOTIATIONS 2025

TENTATIVE AGREEMENT

14.9 Reduction In Force/Layoff (Only Applies To Units TA1, TF1, TM2, TW1, UH1 And UM2)

The City shall attempt, insofar as possible, to accomplish any reduction in force by attrition rather than layoff. The City will keep the Union advised of financial planning that contemplates reduction of personnel represented by the Union at least **ninety (90) calendar days** in advance, and will provide a listing of positions in classifications represented by the Union that may potentially be reduced as soon as such information may feasibly be provided, **but no later than the date on which a proposed budget or budget amendments are made available to the public.**

In the event that a reduction in force is required, it shall be carried out in accordance with the layoff procedure outlined in Sections 9.01 and 9.02 of the Personnel Manual and the following:

- A reduction in force shall be effected on a City-wide basis for each classification to be reduced. **Consistent with Civil Service Rule 9.02, no permanent unit member in the affected class shall be laid off while there are temporary or probationary employees in the same class.** Represented employees in classifications affected by a layoff who are not subject to layoff may, with City approval, volunteer to be laid off.
- **In the event of a Reduction in Force (RIF), in addition to the rights set forth in the Personnel Manual/Civil Service Rules, the City will make reasonable efforts to “redeploy” qualified individuals who have been laid off from City employment. This section shall sunset December 31, 2026.**
- A layoff (reinstatement) list shall remain in effect for a period of three (3) years.

The City will also provide the Union, on or about **thirty (30) calendar days** prior to the anticipated implementation date of reductions, or when the City has knowledge of anticipated reductions, whichever is later, a unit listing by classification which will have the original service date and job class service date of each represented employee as that data existed in the City's payroll/personnel system at the time. It is understood that the information provided does not constitute an official City seniority list.

The City will provide the Union with a copy of its official layoff lists affecting represented employees when they become available.

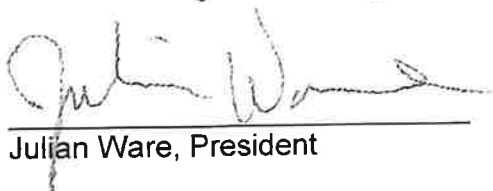
At least thirty (30) calendar days' notice of any reduction in force shall be provided by the City to affected unit members.

In the event of a reduction in force, the City shall attempt, insofar as possible, to sponsor information workshops on its own or in conjunction with outside organizations to assist employees that may be laid off take advantage of available resources. These resources should include information such as applying for unemployment, COBRA continuation medical benefits, resume writing, and job search resources.

This section, which incorporates by reference Sections 9.01 and 9.02 of the Personnel Manual, reflects the parties' agreement regarding procedures for layoffs.

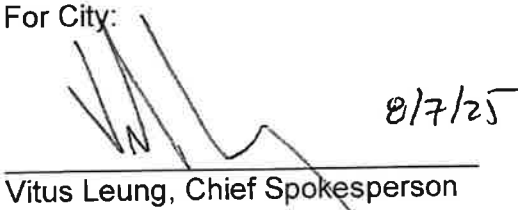
For IFPTE, Local 21:


Jesse Kadjo, Chief Spokesperson


Julian Ware, President

Date: 08/07/25

For City:


Vitus Leung, Chief Spokesperson


Mark Love, Employee Relations
Manager

Date: 08/07/25

CITY OF OAKLAND AND IFPTE, LOCAL 21 SUCCESSOR LABOR NEGOTIATIONS 2025

TENTATIVE AGREEMENT

Article 13.3 Alternative Work Scheduling

Alternative work scheduling for Units TM1 and U41 shall be governed by Article 18.

Department Heads may establish voluntary departmental alternative work scheduling programs, which shall be in compliance with the guidelines below that address public service needs and departmental needs, and that takes into account represented employee preferences.

Alternative work schedules may only be used in those circumstances where in the judgment of the department head all requirements for the provision of public service, public access, and economical staffing are met; no increase in overtime costs are incurred; and internal and external contact needs are fulfilled.

Staggered and compressed alternative work schedules may be established by each department head. One or more of such schedules must include the normal schedule of the department or division so that the department or division is open for business as expected by others. Compressed Employees may participate in an alternative work schedule of four-days per work week (4/10 or 4/37.5 8/75 as applicable) work-weeks shall be available with department head or designee approval as a mechanism to provide longer daily coverage, reduce the number of mobilizations and worksite set-up, minimize traffic and building disruptions, as well as recruit and retain employees.

Represented employees may initiate requests to work alternate work schedules, including staggered and compressed alternative work schedules, subject to the approval of the department head. Such requests will be responded to in a timely manner, normally within thirty (30) calendar days. In the event of a dispute regarding requests for alternate work schedules, the Department Head and the Union shall meet with the City Administrator to attempt agreement. The City Administrator's determination shall be final.

Alternative work scheduling, including staggered work schedules and compressed alternative work schedules, may be canceled at any time for any or all affected departmental represented employees by the department head.

When a holiday falls on the employee's scheduled workday, hourly represented employees who are approved to work an alternative workweek schedule are only eligible to be paid for seven and one half (7.5) or eight (8) hours of holiday pay depending on the employee's original, regular work schedule.

Fair Labor Standards Act (FLSA) exempt, salaried, represented employees who request to work and are approved to work an alternative workweek schedule shall be paid for the entire holiday, floating holidays excluded, if the holiday falls on an employee's scheduled workday. Floating holidays for FLSA exempt, salaried represented employees shall be paid at seven and one half (7.5) or eight (8) hours of holiday pay depending on the employee's original, regular work schedule.

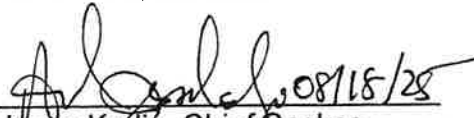
With respect to Vacation Leave Article 10.1 Entitlement, Article 9.12 Management/Professional Leave, and Sick Leave Articles 9.1.1, 9.1.2, and 9.1.5, the term "days" shall mean seven and one half (7.5) or eight (8) hours depending on the employee's original, regular work schedule.


Employees in the classification of Oakland Police Department Dispatch Supervisor assigned a 4/10 workweek schedule as their regular work schedule shall be paid ten (10) hours of holiday pay for each City paid holiday listed in the MOU under Article 11 – Paid Holidays.

Employees in the classification of Administrative Analyst II, Crime Analyst, and Police Services Manager I assigned to an alternative work schedule as of December 1, 2017 only shall be paid for the entire holiday, floating holidays excluded, if the holiday falls on an employee's scheduled workday. Floating holidays for these classifications shall be paid at seven and one half (7.5) or eight (8) hours of holiday pay depending on the employee's original, regular work schedule.

The parties will follow the related Administrative Instruction regarding Alternative Work Schedules.


For IFPTE, Local 21:


Jesse Kadio, Chief Spokesperson


Julian Ware, President

Date: 8/18/25

For City:


Vitus Leung, Chief Spokesperson


Mark Love, Employee Relations
Manager

Date: 08/18/25

2025 Contract Negotiations
City of Oakland to IFPTE Local 21 Proposal
CCP TO UP#15, Passed on 7/23/25
Date: 08/18/25

8.10 Disability Insurance

The City agrees to pay the premium cost of represented employee participation in the established disability insurance program. The City shall meet and confer regarding any reduction in benefits to the extent it is within the mandatory scope of bargaining required by state law. Refer to section 9.8 FMLA/CFRA, Pregnancy Disability and UFL Leave for additional information.

Within 60 days of ratification of this contract, the City and Union agree to meet and confer over both parties' interests concerning enrollment into the State Disability Insurance (SDI) Program. The parties agree that the cost of participating in SDI will be borne by represented employees.

Upon mutual agreement between the City and the Union, the City will enroll unit members in the State Disability Insurance (SDI) program pursuant to the process below:

- Effective within 60 days following agreement to implement the program, and at the beginning of the next closest pay period, implementation of the SDI program for unit members shall be completed. This timeline can be extended by mutual agreement.
- The completion of implementation will signify the beginning of SDI deductions and the beginning of the transition period. The transition period for unit members shall span six (6) months. During the transition period, the City agrees to pay the premium cost of represented employee participation in the established disability insurance program and may participate in benefits described in Section 9.8 below.
- At the completion of the transition period, all unit members shall be covered under the California State Disability Insurance (SDI) benefit program, as administered by the State's Employee Development Department.
- Upon mutual agreement between the City and the Union, timelines within the transition period may be adjusted.

The City shall meet and confer regarding any reduction in benefits to the extent it is within the mandatory scope of bargaining required by state law. Refer to section 9.8 FMLA/CFRA, Pregnancy Disability and UFL Leave for additional information.

9.8 FMLA/CFRA, Pregnancy Disability, Paid Family Leave For Baby Bonding, And Unpaid Family Leave (UFL)

Represented employees are eligible for protected leave under the California Family Rights Act ("CFRA"), the Federal Family and Medical Leave Act ("FMLA"), and the California Pregnancy Disability Leave Act ("PDLA"). The provisions of this Agreement and City policies shall be applied consistent with applicable state and federal law and in accordance with Administrative Instruction 567 as it may be amended from time to time.

2025 Contract Negotiations
City of Oakland to IFPTE Local 21 Proposal
CCP TO UP#15, Passed on 7/23/25
Date: 08/18/25

~~Local 21 members are not eligible for California's Paid Family Leave (PFL), a State Disability Insurance (SDI) benefit because Local 21 has opted out of SDI.~~

Unpaid Family Leave (UFL)

It is the intent of this section to provide Local 21 members with up to six weeks of unpaid family leave (UFL) to care for a seriously ill child, parent, parent-in-law, grandparent, grandchild, sibling, spouse, or registered domestic partner under the same terms as California's PFL, as administered by SDI. To receive UFL, a unit member must be eligible for leave under California's Family Rights Act and/or the Family Medical Leave Act.

Paid Family Leave For Baby Bonding

The City agrees to provide eligible employees up to six weeks of paid leave in a twelve (12) month period at the rate of sixty percent (60%) of his/her base wage rate or \$1,540.00 per week whichever is lower, less applicable withholdings, for "baby bonding." This partial wage continuation shall be referred to as "Paid Family Leave for Baby Bonding." The term "Baby Bonding" is defined in accordance with the California Family Rights Act ("CFRA") and shall mean bonding with a newborn, adopted child, or child placed for foster care in the first year of his/her life or placement. To be eligible for this six-week partial wage continuation and protected leave, employees must be eligible for leave under the California Family Rights Act. Employees need to submit all requests for Paid Family Leave for Baby Bonding to the Risk Management Division of Human Resource Management and may be required to provide medical documentation supporting the claim.

An employee may use accrued leave balances to bring them up to 100% of their base wage rate or salary while on UFL and Paid Family Leave for Baby Bonding concurrently with leaves taken under those Acts.

The previous paragraphs are not subject to the grievance procedure. This language shall not be construed as a waiver of any right to meet and confer over the changes in Administrative Instruction 567, if such changes are within the mandatory scope of bargaining.

9.8.1 Using Accrued Sick Leave, Vacation And Other Paid Personal Time Off
An employee may choose or the City may require in accordance with State and Federal law to use any accrued sick leave, vacation or other accrued paid personal time off that the employee is otherwise eligible to use during the otherwise unpaid family care and medical leave to care for themselves or an eligible family member.

Jesse Kodzo AB Gulefa 08/18/25
Julian Ware Jul' Ware 8/18/25

08/18/25
08/18/25

2025 Contract Negotiations

City of Oakland Proposal to IFPTE Local 21

City Counter Proposal to Amended Union Proposal #15

Date: 08/19/25



14.11.1 Review Of Proposed Contracts

In the event the City issues a Request for Proposals (RFP), Request for Qualifications (RFQ) or otherwise initiates the solicitation or negotiation of bids for a construction or professional services contract that may reasonably be expected to exceed one hundred thousand dollars (\$100,000) over a period of one year or less, the City shall simultaneously provide the Union with a copy of such RFP, RFQ or solicitation. If the Union notifies the City within ten (10) working days of receipt of such materials, the City and Union shall meet and discuss the ability of represented employees, including those on a Reinstatement List, to perform such work.

In the first quarter of 2026, the City will provide reports of contracts executed between January 1, 2025 to June 30, 2025. Prior to the expiration of this contract, the City will provide reports of contracts executed between July 1, 2025 to December 31, 2025. Such reports shall include vendor name, description of services, department and amount.

~~Within 90 days of ratification of this agreement, the City and the Union shall meet and confer over the creation of a centralized database accessible to both parties that will retain records of all union notifications under this section and all active contracts.~~

Jesse Kadzo *A. Kadzo* 08/18/25
Julian Ware *Julian Ware* 8/18/25
9/18/25
8/18/25

City of Oakland and IFPTE, Local 21 Contract Negotiations 2025

Amended Union Proposal #18 – Passed 8/18/25

Date: 8/18/2025

OPD Civilianization

Within 60 days of the ratification of a successor contract and City Council approval of the successor MOU, the City, along with representatives from the Police Department, will meet and confer with the Union on items within the scope of representation and without waiving any management rights ~~with the Union, along with a representative of the Police Department.~~ Topics will include the Union's proposal seeking civilianization of the intake technicians, fleet compliance coordinator, complaint investigator II and III and the public information officer. Joint recommendations, if any, would be forwarded to the appropriate decision maker.

Nothing in this side letter waives the City's duty to comply with the MMBA meet and confer obligations, if any, connected with this side letter.

Jesse Kado

Julian Ware

Alfonso 08/18/25

Julian Ware 8/18/25

08/18/25

08/18/25

Letter of Understanding between International Federation of Professional &
Technical
Engineers Local 21 ("Local 21") and the City of Oakland ("Oakland")

This represents an agreement between Local 21 and the City of Oakland related to telecommuting. **The City has an Administrative Instruction 594 Employee Telecommute Program Policy ("AI 594"). The parties intend to modify AI 594 in the following ways, understanding it applies Citywide and the City will need to address the matter with other labor groups in the City. Pending formal amendment of AI 594, the provisions of this LOU will apply to Local 21 represented classifications. This LOU is intended to supplement AI 594.**

1. A supervisor or Department will have up to thirty (30) calendar days from receipt of a complete telecommute application to respond to said request. Supervisors may request an extension of this timeframe.
2. An employee may apply to participate in the Telecommuting Program. Departments shall approve or deny the telecommuting request within thirty (30) calendar days of the employee's application. Denial of telecommuting requires a written justification of how the employee's request does not meet with the policy guidelines. If the telecommuting request is not responded to by the department within thirty (30) calendar days, the request shall be forwarded to the Human Resources Director or designee for consideration. In the event of a dispute regarding requests for telecommuting, the Department Director (or designee), impacted employee, and Union shall meet with the Human Resources Director or designee within thirty (30) calendar days from the day the telecommuting request was forwarded to Human Resource Director to attempt to reach an agreement. Telecommuting arrangements will not be denied or ended for an arbitrary or capricious reason. The decision of the Human Resources Director or designee is final. An employee who meets the eligibility criteria and program guidelines, as stated in AI 594, may apply for a telecommute schedule. Departments shall approve or deny the telecommuting request within thirty (30) calendar days of the employee's application. Denial of telecommuting requires a written justification of how the employee's request does not meet with the policy guidelines. If the telecommuting request is not responded to by the department within thirty (30) calendar days, the request shall be forwarded to the City Administrator or designee within the City Administrator's Office for consideration. In the event of a dispute regarding requests for telecommuting, the Department Director (or designee), impacted employee, and Union shall meet with the City Administrator or designee within the City's Administrator's Office within thirty (30) calendar days from the day

the telecommuting request was forwarded to the City Administrator's Office to attempt to reach an agreement. Telecommuting arrangements will not be denied or ended for an arbitrary or capricious reason

3. Employees may not remotely perform their City job from outside of the State of California. Working remotely from out-of-state creates tax and other potential liabilities and operational impacts, including limiting the ability of an employee to timely respond to a requirement to report for on-site work. There may be limited circumstances where an employee may receive approval to work remotely from out-of-state for a brief, defined period of time; however, such remote out-of-state telecommuting requires approval by both the employee's Department Head or designee and the City's Human Resources Director or designee, and the request must be supported by compelling business reasons, an explanation of limited family health circumstances, or other critical need. Any employee currently working remotely from out-of-state must return to performing all remote work from within the State of California within ninety (90) days of ratification and adoption of this agreement.
4. Employees may choose a telecommute schedule that allows telecommuting at least up to two work days per work week. This applies to all classifications where telecommuting is feasible, consistent with the provisions of Administrative Instruction 594. Telecommuting means an arrangement where employees work from an alternate work site such as the employee's home, with communication access to work via telephone and computer.
5. Employees that who are pregnant or returning to work following family leave for baby bonding may request to telecommute up to 5 work days a work week subject to the terms contained in this Letter of Understanding.

This LOU becomes effective following Council adoption of the successor Memorandum of Understanding. This provision of the LOU is grievable up to Step 3 of the grievance procedure. The LOU shall expire with the adoption of these above changes into the AI 594 or on June 30, 2026, whichever occurs first.

ML E ~~This LOU becomes effective following Council adoption of the successor Memorandum of Understanding. The provisions of this LOU is not subject to the grievance procedure of the MOU. This LOU shall expire with the adoption~~

ASK JW
The parties agree that the language is unstruck.

Julian Ware
North Lane - ER Manager 8/20/25



2025 Contract Negotiations
City of Oakland to IFPTE Local 21 Proposal
ACCP TO AUP#1

Date: 08/19/25

~~of the above changes into the AI 594 or June 30, 20256 whichever occurs first.~~

For IFPTE Local 21:

Jesse Kadjo, Chief Spokesperson

Date:

Jesse Kadjo 8/18/25

For City of Oakland:

~~Burke Dunphy~~

Vitus Leung, Chief Spokesperson

Date:

8/18/25

Julian Ware, President

Date:

Julian Ware 8/18/25

Mark Love, ER Manager

Date:

Mark Love 8/18/25

City of Oakland and SEIU, Local 1021 Contract Negotiations 2025
City of Oakland to SEIU, Local 1021
City Package Proposal #1 version 3
DATE: August 18, 2025

The City offers the following comprehensive package proposal in the interest of reaching an agreement promptly. The City retains the right to withdraw or modify these proposals at any time with or without notice in a manner consistent with applicable law.

1. Term of the Agreement

17.1 Duration

Except as stated in specific sections of this Agreement, this Agreement shall become effective upon ratification by the City Council and employees, and shall remain in effect through ~~June 30, 2025~~ June 30, 2026.

2. Salary

MOU Section 5.1 Salary Schedules

5.1.1 Salary Increase (SB1, SC1, SD1 and SI1)

First full pay period following July 1, 2022: 5%

[To be eligible, a unit member must be a current employee in active status upon City Council adoption of the 2021 – 2022 MOU.]

First full pay period following July 1, 2023: 2.5%

[To be eligible, a unit member must be a current employee in active status upon City Council adoption of the 2022 – 2023 MOU.]

First full pay period following January 1, 2024: 2.5%

[To be eligible, a unit member must be a current employee in active status on January 1, 2024.]

First full pay period following July 1, 2024: 2%

[To be eligible, a unit member must be a current employee in active status on July 1, 2024.]

First full pay period following March 1, 2025: 2%

[To be eligible, a unit member must be a current employee in active status on March 1, 2025.]

SEE APPENDIX B – SALARY SCHEDULES

MOU Section 5.1.2 Signing Bonus One-Time Payment (SB1, SC1, SD1, and SI1)

Effective the first full pay period following both Union ratification and final adoption by the City Council at a regularly scheduled council meeting in accordance with the Brown Act, a one-time signing bonus, not subject to CalPERS, of \$3,000 will be paid to eligible employees as described below. To be eligible, the employee shall be in active status or non-pay status for the entire pay period for which the bonus is paid, and the employee must be either a permanent full-time, permanent part-time, or a temporary part-time employee. The bonus will be paid to eligible employees as follows:

- \$3,000 for permanent full-time employees or
- \$2,500 for permanent part-time employees or
- \$1500 for temporary part-time employees who were paid for 480 hours or more from September 14, 2024 through September 12, 2025
- \$750 for temporary part-time employees who were paid for between 20 hours to 479 hours from September 14, 2024 through September 12, 2025

Such a bonus is subject to required tax deductions. The bonus may be paid in an off-cycle payment.

MOU Section 5.1.3 Triggered Salary Increase (SB1, SC1, SD1, and SI1)

If the FY 2025-2026 General Purpose Fund unrestricted revenues (excluding Real Property Sales, Legal Settlements, and Insurance Proceeds), as forecast in the Third Quarter Revenue & Expenditure Report for FY 2025-2026, exceed the General Purpose Fund unrestricted revenues (excluding Real Property Sales, Legal Settlements, and Insurance Proceeds) for FY 2025-26 as approved in the FY 2025-26 Adopted Policy Budget, then for every \$150,000 in excess revenues the City shall provide an increase in wages of 0.05%, not to exceed 3%, effective the pay period beginning Saturday May 23, 2026.

If the FY 2025-2026 General Purpose Fund unrestricted revenues (excluding Real Property, Sales Legal Settlements and Insurance Proceeds), in the audited actuals for FY 2025-2026, exceed the General Purpose Fund unrestricted revenues (excluding Real Property Sales, Legal Settlements, and Insurance Proceeds) for FY 2025-26 as approved in the FY 2025-26 Adopted Policy Budget, then for every \$150,000 in excess revenues the City shall provide an

increase in wages of 0.05%, less any increase that was already provided based upon the Third Quarter Revenue & Expenditure Report as provided for in the preceding paragraph, and not to exceed 3% in total including any percentage provided in the paragraph above, such additional increase shall be effective the first full pay period after December 31, 2026.

Union agrees to the following proposals as noted in SEIU's package proposal on August 7, 2025:

3. Union Proposal #7 Sanctuary City Policy
 - City Counter Proposal 8/7/2025
4. Measure C First 5 Alameda Side Letter
 - City Counter Proposal 7/15/2025
5. Union Proposal #15 Telecommuting
 - City Counter Telecommuting Letter of Understanding 7/3/2025

Union agrees to withdraw:

- Union Proposal #16 RIF Side Letter
- Union Proposal #2 Contracting Out


Tentative Agreements

The City and Union agree to include all tentative agreements reached by the parties as of August 7, 2025.


- City Proposal #1 Pandemic Service Stipend (6/12/2025)
- Union Response to City Proposal #2 Safety Shoe Voucher (6/3/25)
- City Response to Union Counter Proposal on City Proposal #4 Injury and Illness During Probation (6/12/2025)
- Union Counter to City Proposal #6 Appendix K Equity (6/17/25)
- City Counter Proposal to Union Proposal #9 Special Premium Pay (6/24/2025)
- City Counter Proposal to Union Proposal #10 Special Premium Pay (6/24/2025)
- Union Proposal Extension Agreement (6/24/2025)
- Union Response to City Proposal #3 Professional Development Reimbursement (7/3/2025)
- City Counter Proposal to Union Proposal #19 Notice of Administrative Interview (7/8/2025)
- City Counter Proposal to Union Proposal #3 Reduction in Force (7/15/2025)
- City Counter Proposal to Union Proposal #5 Paid Administrative Leave (7/24/2025)

City of Oakland and SEIU, Local 1021 Contract Negotiations 2025
City of Oakland to SEIU, Local 1021
City Package Proposal #1 version 3
DATE: August 18, 2025

The City and the Union both agree to withdraw all other proposals and counter-proposals not previously tentatively agreed to or specifically addressed in this package proposal.


8/18/25
Peter Masiak, Chief Spokesperson


8/18/25
Antoinette Blue, Chapter President


8/18/2025
Dania Torres Wong, Chief Spokesperson


08/18/25
Mark Love, ER Manager

SEIU Proposal #7 City Counter Proposal: City Guidance and Employee Training Regarding Federal Immigration Enforcement in the Workplace

Date: 8/7/2025

Side Letter

The parties agree that with the increase in Federal Immigration Enforcement Activities, employees of the City of Oakland shall be provided guidance on how to respond to such activities at the workplace to ensure that employees are not required to provide any other assistance other than what is required by law.

To ensure that there is a city-wide understanding of what is required by law and what is not expected outside of the legal requirements, the parties agree to the following:

- a. The City shall establish a citywide guideline for employees regarding responses to any workplace immigration activity.
- b. A draft of the guidelines shall be reviewed and discussed at labor management committee consistent with Article 16 of the MOU. The initial labor management committee meeting on this topic shall occur no later than sixty (60) calendar days following ratification of this agreement.
- c. Once the guideline is finalized city wide, training shall be provided through the City's Learning and Organizational Development Unit. Initial priority shall be for those classifications that provide direct programs and services to the public.

City of Oakland and SEIU, Local 1021 Contract Negotiations 2025
City of Oakland to SEIU, Local 1021
City Counter Proposal to Union (UP) # 4
DATE: July 15, 2025 @ 10:45am

Measure C First 5 Alameda Side Letter

The City agrees to notice the Union to meet and confer in the event that the City of Oakland is awarded an emergency Measure C grant through the First 5 Alameda procurement process that, as a condition of the grant award, directly affects the wages of the Head Start Childcare Center workers.

Letter of Understanding between Service Employee International Union Local 1021
("Local 1021") and the City of Oakland ("City")

This represents an agreement between Local 1021 and the City of Oakland related to telecommuting. The City has an Administrative Instruction 594 Employee Telecommute Program Policy ("AI 594"). The parties intend to modify AI 594 in the following ways, understanding it applies Citywide and the City will need to address the matter with other labor groups in the City. Pending formal amendment of AI 594, the provisions of this LOU will apply to Local 1021-represented classifications. This LOU is intended to supplement AI 594.

1. A supervisor or Department will have up to thirty (30) calendar days from receipt of a complete telecommute application to respond to said request. Supervisors may request an extension of this timeframe.
2. An employee may apply to participate in the Telecommuting Program. Departments shall approve or deny the telecommuting request within thirty (30) calendar days of the employee's application. Denial of telecommuting requires a written justification of how the employee's request does not meet with the policy guidelines. If the telecommuting request is not responded to by the department within thirty (30) calendar days, the request shall be forwarded to the Human Resources Director or designee for consideration. In the event of a dispute regarding requests for telecommuting, the Department Director (or designee), impacted employee, and Union shall meet with the Human Resources Director or designee within thirty (30) calendar days from the day the telecommuting request was forwarded to Human Resource Director to attempt to reach an agreement. Telecommuting arrangements will not be denied or ended for an arbitrary or capricious reason. The decision of the Human Resources Director or designee is final.
3. Employees may not remotely perform their City job from outside of the State of California. Working remotely from out-of-state creates tax and other potential liabilities and operational impacts, including limiting the ability of an employee to timely respond to a requirement to report for on-site work. There may be limited circumstances where an employee may receive approval to work remotely from out-of-state for a brief, defined period of time; however, such remote out-of-state telecommuting requires approval by both the employee's Department Head or designee and the City's Human Resources Director or designee, and the request must be supported by compelling business reasons, an explanation of limited family health circumstances, or other critical need. Any employee currently working remotely from out-of-state must return to performing all remote work from within the State of California within ninety (90) days of ratification and

City of Oakland and SEIU, Local 1021 Contract Negotiations 2025
City of Oakland to SEIU, Local 1021
City Counter Proposal to Union Proposal #15
DATE: July 3, 2025

adoption of this agreement.

This LOU becomes effective following Council adoption of the successor Memorandum of Understanding. The provisions of this LOU are not subject to the grievance procedure of the MOU. This LOU shall expire with the adoption of the above changes into the AI 594 or June 30, 2026 whichever occurs first.

For SEIU Local 1021:

For City of Oakland:

Peter Masiak, Chief Spokesperson

Dania Torres Wong, Chief
Spokesperson

Date: _____

Date: _____

Antoinette Blue, President

Mark Love, ER Manager

Date: _____

Date: _____

City of Oakland and SEIU, Local 1021 Contract
Negotiations 2025
City of Oakland to SEIU, Local 1021

CP# 1

Date: 6/3/2025 and 6/12/2025

8.1.9 Pandemic Service Stipend (Sick Leave)

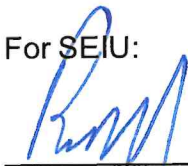
~~Effective upon expiration of the current state of California provided sick leave designated CB 114 (SPSL) leave, each full-time bargaining unit member will receive a one-time benefit of five (5) days (1 work week) of SB 114 (SPSL) sick leave. This sick leave shall expire three (3) months after it is issued by the City.~~

~~*Part-time employees (SB1, SC1, and SD1) in paid status on adoption will receive vacation and SB 114 (SPSL) time pro-rated based on their schedule.~~

10.8.1 Pandemic Service Stipend (Extra Vacation Leave)

~~Effective the first full pay period following City Council adoption, each full-time bargaining unit member will receive a one-time benefit of five (5) days (1 work week) of Extra Vacation Leave.~~

For SEIU:



Peter Masiak
Chief Spokesperson

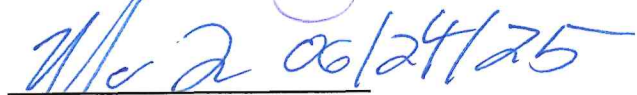


Antoinette Blue
Oakland Chp. President

For City:



Dania Torres Wong
Chief Spokesperson



Mark Love
ER Manager

City of Oakland and SEIU, Local 1021 Contract Negotiations 2025

City of Oakland to SEIU Local 1021

City Proposal (CP) #:

DATE: 6/3/25

3:46pm

5.6.5 Safety Shoe Voucher (Applies to SB1, SC1, SD1, SI1)

The City may require unit members to wear safety shoes while performing duties for the City. Unit members serving in the following classifications shall wear safety shoes:

Animal Care Attendant	Library Aides or Library Assistants who are designated and assigned to delivery or sorting services in the sorting area of the Main Library
Animal Control Officer	Maintenance Mechanic
Auto Equipment Mechanic	Painter
Auto Equipment Painter	Park Attendant
Auto Equipment Service Worker	Park Equipment Operator
Blacksmith Welder	Parking Control Technician
Carpenter	<u>Parking Control Technician II</u>
<u>Community Intervention Specialist (CIS)</u>	Parking Meter Collector
Concrete Finisher	Parking Meter Repair Worker
Construction and Maintenance Mechanic	Plumber
Construction Inspector	Police Evidence Technician
Custodian (on the route)	Police Service Technician II
Electro Mechanical Machinist	Public Works Maintenance Worker
<u>Emergency Medical Technician (MACRO EMT)</u>	Reproduction Assistant
Equipment Body Repair Worker	Reprographic Offset Operator
Equipment Parts Technician	Senior Construction Inspector
Fire Equipment Technician	Senior Specialty Combination Inspector
Fire Prevention Bureau Inspector	Sewer Maintenance Leader
Fire Suppression District Inspector	Sewer Maintenance Worker
Food Program Coordinator	Sign Maintenance Worker
Food Service Worker	Specialty Combination Inspector
Gardener Crew Leader	Stationary Engineer (and PPT)
Gardener I	Storekeeper
Gardener II	Street Maintenance Leader
Greenskeeper	Street Sweeper Operator
Hazardous Materials Inspector II	Tree High Climber
Heavy Equipment Mechanic	Traffic Painter
Heavy Equipment Operator	Tree Trimmer
Heavy Equipment Service Worker	Tree Worker/Driver
Environmental Enforcement Officer	
Irrigation Specialist	

In addition, the City shall make available at each branch library slip-on safety shoes for those unit members who may be incidentally assigned to perform receiving/sorting activities.

5.6.5.1 City Contribution (Applies to SB1, SC1, and SD1 only)

For each unit member required by the City to wear safety shoes (and not listed below in section 5.6.5.2), the City shall provide a voucher from the City designated department for two hundred dollars (\$200) annually toward the cost of acquiring one (1) pair of safety shoes and related shoe supplies as appropriate for the unit member's position through the City vendor. Vouchers will be available in January of each fiscal year. "Safety shoes" means foot protection that complies with the requirements of Cal/OSHA – Title 8, Subchapter 7, Group 2, Article 10, §3385 Foot Protection.

5.6.5.2 Positions Eligible for Second Voucher (Applies to SB1, SC1, and SD1 only)

For each unit member required by the City to wear safety shoes and assigned for at least six (6) consecutive months to one or more of the following classifications: Street Sweeper Operator, Heavy Equipment Operator when assigned to KOCB, Parking Meter Collector, Sewer maintenance Worker, Sewer Maintenance Leader, Public Works Maintenance Worker assigned to KOCB, Street Maintenance Leader assigned to KOCB, Traffic Painter, Painter assigned to Graffiti, the classifications assigned to the Heavy Pavement Crew and the classifications assigned to the Undulation Crew, the City shall provide vouchers from a City vendor for two hundred dollars (\$200) bi-annually toward the cost of acquiring safety shoes and related shoe supplies as appropriate for the unit member's position. Vouchers will be available in January and August of each fiscal year. The City shall provide the vouchers during January and August of each fiscal year. "Safety shoes" means foot protection that complies with the requirements of Cal/OSHA – Title 8, Subchapter 7, Group 2, Article 10, §3385 Foot Protection.

5.6.5.3 Newly Employed Unit Members (Applies to SB1, SC1, and SD1 only)

Unit members newly employed shall be provided a voucher and an opportunity to acquire safety shoes and related supplies within thirty (30) days of their first day of work and during each following January.

5.6.5.4 Additional Classifications (Applies to SB1, SC1, SD1, and SI1)

City of Oakland and SEIU, Local 1021 Contract Negotiations 2025

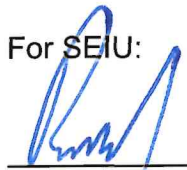
City of Oakland to SEIU Local 1021

City Proposal (CP) #:

DATE:

This Agreement shall not preclude the City from adding additional classifications, subject to the meet and confer process with the Union and the City's Employee Relations Officer.

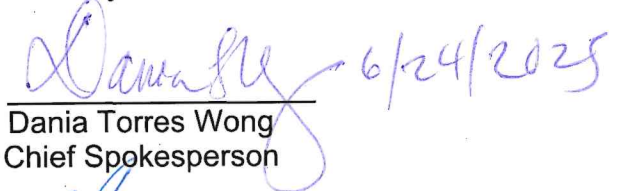
For SEIU:



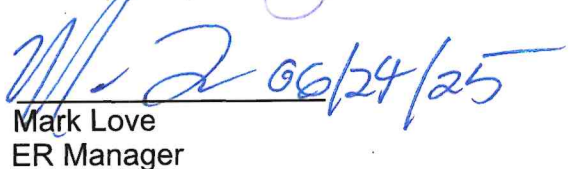
Peter Masiak
Chief Spokesperson

Antoinette Blue
Oakland Chp. President

For City:



Dania Torres Wong
Chief Spokesperson



Mark Love
ER Manager

City of Oakland and SEIU, Local 1021 Contract Negotiations 2025
City of Oakland to SEIU, Local 1021
City Proposal (CP) #: 4
DATE: 6/12/25

New Section

14.4.3 Injury Or Illness During Probationary Period

If a unit member has been unable to perform the full duties of the position for a period of thirty (30) days or more because of injury or illness, the City may extend the entry and promotional probationary periods by the period of time lost as a result of such illness or injury. In addition, the City shall not be required to complete performance appraisals during periods when the unit member is unable to perform the full duties of the position for a period of thirty (30) days or more because of injury or illness. Probationary performance appraisals timelines will be extended to conform with the length of the unit member's leave.

For SEIU:

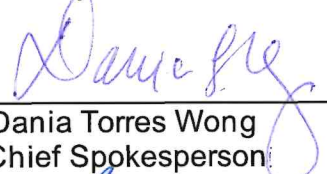


Peter Masiak
Chief Spokesperson




Antoinette Blue
Oakland Chp. President

For City:

 6/24/2025

Dania Torres Wong
Chief Spokesperson

 06/24/25

Mark Love
ER Manager



SEIU Local 1021 City of Oakland Bargaining Team

2025 Contract Negotiations

Date: 6/17/2025

City Proposal (CP) #: 6

DATE: June 17, 2025

APPENDIX K

EQUITY

~~Unit members in the below classifications (applies to SB1, SC1, SD1, and SI1) will receive an equity adjustment of 3% effective the first full pay period of October 2022:~~

- ~~• Specialty Combination Inspector~~
- ~~• Specialty Combination Inspector, Senior~~
- ~~• Police Communication Dispatcher~~
- ~~• Fire Communications Dispatcher~~
- ~~• Construction Inspector~~
- ~~• Construction Inspector, Sr.~~
- ~~• Public Works Maintenance Worker~~
- ~~• Sewer Maintenance Worker~~
- ~~• Librarian II~~
- ~~• Parking Control Technician~~
- ~~• Park Attendant~~

Unit members hired into the classification of Police Communications Dispatcher or Fire Communications Dispatcher following the Oakland City Council's adoption of this Agreement shall receive a \$500.00 (five hundred dollars) bonus upon successful completion of their probationary period.

Unit members who are laterally hired into the classification of Police Communications Dispatcher or Fire Communications Dispatcher following the Oakland City Council's adoption of this Agreement shall serve a six (6) month probationary period.



SEIU Local 1021 City of Oakland Bargaining Team

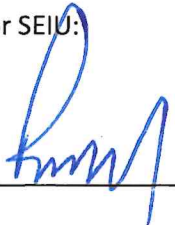
2025 Contract Negotiations

Date: 6/17/2025

City Proposal (CP) #: 6

DATE: June 17, 2025

For SEIU:

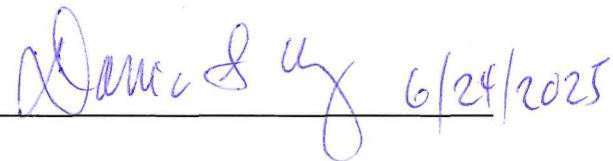


Peter Masiak, Chief Spokesperson

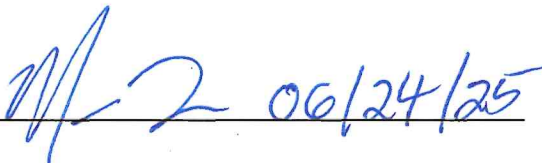


Antoinette Blue, Oakland Chp. President

For City:



Dania Torres Wong, Chief Spokesperson



Mark Love, ER Manager

5.5.1 Special Premium Pay (Applies to SB1, SC1, and SD1 only)

The City agrees to pay the following premium pay:

5.5.1.1 Heavy Equipment Operator, Street Maintenance Leader, or Truck Driver when assigned to the Sewer Maintenance Section of the Maintenance Services Department, shall be paid an additional seventy-six (\$.76) cents per hour for each day assigned to work in an active sewer.

5.5.1.2 A Public Works Maintenance Worker in the Maintenance Services Department, when assigned to and operating the three-quarter (3/4) ton to one (1) ton vacuum street cleaner, shall be paid an additional fifty-nine (\$.59) cents per hour.

5.5.1.3 A Library Aide, Library Assistant, Senior Library Assistant, Librarian I or Librarian II, when assigned and in charge of a branch library, shall be paid an additional one dollar and seventy-five cents (\$1.75) an hour. This premium pay can be received in hourly increments and only one unit member at a time can receive this special premium pay. The unit member does not qualify for this premium pay during period(s) of paid leave.

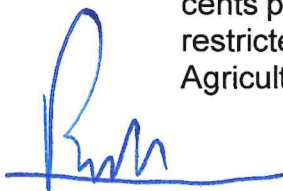
5.5.1.4 A permanent unit member shall be paid an additional fifty-nine (\$.59) cents per hour for each day assigned to lead Court Assignees.


5.5.1.5 Unit members with a valid Class B license, assigned to and operating a vehicle that requires a Class B license shall be paid an additional ninety-six cents (\$0.96) per hour.


5.5.1.6 Unit members with a valid Class A license, assigned to operate or drive a vehicle that requires a Class A driver's license shall be paid an additional one dollar and twenty cents (\$1.20) per hour.

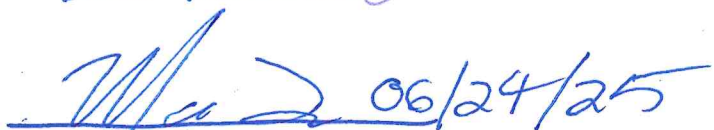
5.5.1.7 Unit members with the proper license and certification, assigned to operate or drive a Hydro Flusher or 10-wheel dump truck shall be paid an additional ninety-six (\$0.96) per hour.

5.5.1.8 Unit members shall be paid an additional seventy-four (\$.74) cents per hour when applying herbicides or pesticides that are classified as restricted materials by the State of California, Department of Food and Agriculture.


PETER MARIK


ANTONIO BLAS


DANA TORRES


MACK LOVE

City of Oakland and SEIU, Local 1021 Contract Negotiations 2025

City of Oakland to SEIU, Local 1021

City Counter Proposal to Union Proposal #9


DATE: June 24, 2025

5.5.10 Special Premium Pay for Temporary Part-Time Unit Members (SI1)

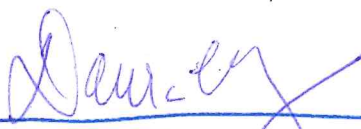
5.5.10.1 A Library Aide, Library Assistant, Librarian I or Librarian II, when assigned and in charge of a branch library, shall be paid as additional one dollar and seventy-five cents (\$1.75) an hour. This premium pay can be received in hourly increments and only one unit member at a time can receive this premium pay. The unit member does not qualify for this premium pay during period(s) of paid leave.



PETER MARIANI



ANTOINETTE LOVE



DANA TORRES-LUNA 6/24/2025



MARK LOVE 06/24/25



SEIU Local 1021 City of Oakland Bargaining Team

2025 Contract Negotiations

Date: 6/24/2025

Extension Agreement

The Parties agree to extend the term of the Memorandum of Understanding (MOU) to expire on July 31, 2025. This extension includes all contract provisions, sideletters, and appendices.

A. Blue

Antoinette Blue,
City of Oakland Chapter President SEIU 1021

Pm

Peter Masiak,
Chief Negotiator SEIU 1021

Dania Wong 6/24/2025

Dania Torres Wong
Chief Negotiator, City of Oakland

Mark Love 06/24/25

Mark Love,
Employee Relations Manager,
City of Oakland

City of Oakland and SEIU, Local 1021 Contract Negotiations 2025

City of Oakland to SEIU, Local 1021

City Proposal (CP) #:

DATE:

14.14 Professional Development Reimbursement (Applies to SB1, SC1, and SD1 only)

The City agrees to provide each unit member in classifications listed in Appendix C, List of Classifications That Receive Professional Development Reimbursement, Section 14.14, with up to two hundred and fifty dollars (\$250) per year for reimbursement of items related to professional development. Such items may include books, subscriptions to professional journals or magazines, dues to professional organizations that are related to current employment, job-related tools and equipment, registration, application or examination fees for registration or certification within their profession, and expenses related to professional development including research and training. Requests for reimbursement must be submitted with a receipt in aggregate amounts of at least twenty-five dollars (\$25). However, all receipts for reimbursement, whatever the aggregate value, must be submitted before the end of the fiscal year, and by June 1, if feasible.

The City reserves the right to incorporate additional classifications during the term of the contract with the City Administrator's approval.

City of Oakland and SEIU, Local 1021 Contract Negotiations 2025
City of Oakland to SEIU, Local 1021
City Proposal (CP) #:
DATE:

APPENDIX C

PROFESSIONAL DEVELOPMENT

Accountant I	Librarian II, PPT
Accountant II	Librarian, Senior
Administrative Assistant I	Library Assistant
Assistant Criminalist	Library Assistant, PPT
Automotive Equipment Mechanic	Library Assistant, Senior
Auto Equipment Service Worker	Literacy Assistant
Collections Officer	Literacy Assistant, PPT
Construction Inspector	Literacy Assistant, Senior
Construction Inspector, Senior	Museum Curatorial Specialist
Early Childhood Center Director	Museum Curatorial Specialist, PPT
Early Childhood Instructor	Museum Design & Construction Specialist
Equipment Body Repair Worker	Park Attendant
Equipment Parts Technician	Police Evidence Technician (Criminalistics Division, OPD)
Family Advocate	Police Communications Dispatch
Family Services Specialist	Preparator
Fire Communications Dispatch	Preparator, PPT
Fire Prevention Bureau Inspector	Public Service Representative
Fire Suppression District Inspector	Recreation Attendant
Hazardous Materials Inspector I	Recreation Center Director
Hazardous Materials Inspector II	Recreation Leader II, PPT
Head Start Instructor	Recreation Program Director
Head Start Instructor, PPT	Recreation Specialist I, PPT
Head Start/Early Head Start Assistant Instructor	Recreation Specialist II, PPT
Head Start/Early Head Start Associate Instructor	Refuge Naturalist
Head Start/EHS Sub Assoc. Inst	Revenue Assistant
Head Start/EHS Sub Assoc. Inst, PPT	Sewer Maintenance Leader
Heavy Equipment Mechanic	Sewer Maintenance Worker
Heavy Equipment Operator	Specialty Combination Inspector

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City of Oakland and SEIU, Local 1021 Contract Negotiations 2025

City of Oakland to SEIU, Local 1021

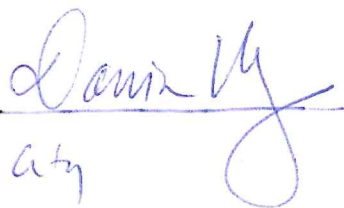
City Proposal (CP) #:


DATE:


Heavy Equipment Service Worker	Specialty Combination Inspector, Senior
Help Desk Specialist	Tax Auditor I
Home Based Visitor	Tax Auditor II
Librarian I	Tax Enforcement Officer II
Librarian I, PPT	Tax Representative II
Librarian II	


Date 7-3-2025

Date 7/7/25


for City


for Union


for City


for Union

14.5.1.1 Notice of Administrative Interview

Except in instances of gross misconduct where immediate action is necessary, if the City intends to conduct a formal administrative interview that may result in disciplinary action, a subject unit member shall receive three (3) working days notification of the time and place of the interview in writing, with a simultaneous email and copy to the Union. The time may be extended by mutual agreement. Subject unit members shall receive notice of the results of the investigation. A witness unit member employed in the Police Department who is subject to an internal affairs investigation shall receive three (3) working days' written notification of the time and place of the interview with a simultaneous email and copy to the Union.

For the Union

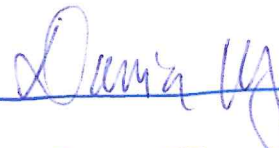
Date: 7/8/2025



A. Bone

For the City

Date: 7/8/2025





14.2 Reduction in Force (Applies to SB1, SC1, and SD1 only)

The City shall attempt, insofar as possible, to accomplish any reduction in force by attrition rather than by layoff. The City agrees to keep the Union advised of financial planning that contemplates reduction of unit members at least ~~six (6) months~~ one hundred and twenty (120) calendar days in advance. The City will provide the Union with a listing of classifications that may potentially be reduced at a future date. In the event that a reduction in force is required, it shall be carried out in accordance with the Personnel Manual and the following principles:

14.2.1 A reduction in force shall be effected on a City-wide basis for each classification to be reduced. Unit members in classifications affected by a reduction in force who are not subject to layoff may, with City approval, volunteer to be laid off.

14.2.2 Seniority in the affected class shall be a primary factor in accomplishing such a reduction in force.

14.2.3 At least ~~two (2) weeks'~~ thirty five (35) calendar days' notice of any reduction in force shall be provided by the City to ~~affected~~ unit members in the affected classification.

14.2.4 In recall from layoff, the last person laid off shall be the first recalled.

14.2.5 A layoff (reinstatement) list shall remain in effect for a period of three (3) years.

14.2.6 It is anticipated, in the case of a City reduction in force, that no unit member will be required to take accrued vacation prior to layoff.

14.2.7 The City will not use participants in any welfare-to-work program, outside contractors, paid or unpaid volunteers, or non-permanent City employees to replace or reduce the hours of current bargaining unit members or eliminate budgeted bargaining unit positions represented by the Union in classifications affected by reductions in force.

14.2.8 Upon the Union's request, the City will provide reports to the Union regarding the level of the City's participation in outside programs that could have an impact on working conditions of bargaining unit members.

14.2.9 Further impacts on Union represented positions that may occur as a result of the City's participation in welfare-to-work programs shall be subject to meet and confer.

14.2.10 In the event of a Reduction in Force (RIF), in addition to the rights set forth in the Personnel Manual/Civil Service Rules, the City will make reasonable efforts to "redeploy" qualified individuals who have been laid off from City employment. This section shall sunset at the end of this MOU, ~~June 30, 2015.~~ June 30, 2026.

14.2.11 The redeployed unit member shall remain on the Reinstatement List in accordance with the Personnel Manual/Civil Service Rules. ~~The exercise of City powers described herein shall neither be subject to the City's Civil Service appeal provisions, nor subject to the grievance procedures in the MOU, provided that complaints may be filed solely in regards to alleged acts of discrimination in accordance with Administrative Instruction 71 (dated April 1, 2004).~~


14.2.12 Nothing herein shall interfere with management's right to determine layoffs and such rights shall not be subject to the grievance procedure or civil service review. Further, nothing herein shall void or supersede the City's right to terminate a represented employee for cause as described in the current MOU and City's Personnel rules.

14.2.13 With the exception of 14.2.12 above, nothing herein prevents the filing of a grievance regarding the misapplication of the specific provision in this reduction in force article.

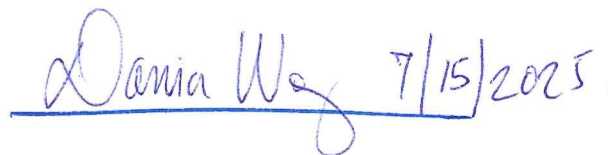
~~Nothing herein shall void or supersede the City's right to terminate a represented employee for cause as described in the current MOU and City's Personnel rules~~

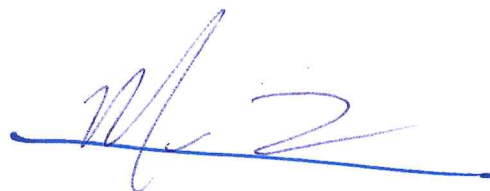
For SEIU 1021


PETER MARINO


ANTHONY BANE

For City of Lansing

 7/15/2025



City of Oakland and SEIU, Local 1021 Contract Negotiations 2025
City of Oakland to SEIU, Local 1021
City Counter Proposal to Union Proposal (CCP) #: 5
DATE: July 24, 2025

14.19.5 Paid Administrative Leave (Applies to SB1, SC1, and SD1)

Employees placed on Paid Administrative Leave will be paid at their regular rate of pay including all differentials and premiums to which they would normally be entitled as required by law.

14.26 Temporary Part-time Paid Administrative Leave for a Personnel Investigation (Applies to SI1)

Temporary Part-time (TPT) employees placed on paid administrative leave for a personnel investigation will be compensated for all scheduled shifts during the pay period they are placed on administrative leave.

3.7 Distribution of Information (SB1, SC1, SD1, SD1 and SI1 as Designated)


New Section Paid Administrative Leave Report

Upon union request, the City shall provide the union a paid administrative leave report for the last three months of bargaining unit members on paid administrative leave in March, June, September, and December of each year. The report will include the name of the bargaining unit employee, title, department code, organization, and pay periods on paid administrative leave.

For The Union

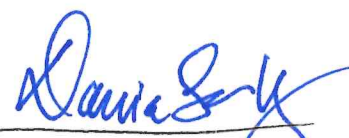


PETER MASIAN



ANTOINETTE BLUE

For The City



DANIA TORRES-WONG



MARIE LOVE

ATTACHMENT E

CONFIDENTIAL MANAGEMENT EMPLOYEES ASSOCIATION (CMEA)
Units U31

Job Code	Job Title	Bargaining Unit
AF065	Accounting Analyst, Principal	U31 -- U31 - CMEA Confidential Management Employees
EM109	Assistant Director, Parks & Recreation	U31 -- U31 - CMEA Confidential Management Employees
EM110	Assistant Director, Public Works Agency	U31 -- U31 - CMEA Confidential Management Employees
EM117	Assistant to the City Administrator	U31 -- U31 - CMEA Confidential Management Employees
SC265	Benefits Supervisor	U31 -- U31 - CMEA Confidential Management Employees
AF063	Budget & Management Analyst	U31 -- U31 - CMEA Confidential Management Employees
AF064	Budget & Management Analyst, Senior	U31 -- U31 - CMEA Confidential Management Employees
MA109	City Administrator Analyst	U31 -- U31 - CMEA Confidential Management Employees
EM271	Deputy Chief of Violence Prevention	U31 -- U31 - CMEA Confidential Management Employees
EM262	Enforcement Chief, Public Ethics Comm	U31 -- U31 - CMEA Confidential Management Employees
SS121	Exec Asst to Asst City Administrator	U31 -- U31 - CMEA Confidential Management Employees
SS125	Exec Asst to the City Council	U31 -- U31 - CMEA Confidential Management Employees
SS122	Executive Assistant to the City Attorney	U31 -- U31 - CMEA Confidential Management Employees
SS123	Executive Assistant to the City Auditor	U31 -- U31 - CMEA Confidential Management Employees
MA122	Fire Department Personnel Officer	U31 -- U31 - CMEA Confidential Management Employees
MA124	Human Res Analyst, Principal, PPT	U31 -- U31 - CMEA Confidential Management Employees
MA125	Human Res Analyst, Sr Supervising	U31 -- U31 - CMEA Confidential Management Employees
MA127	Human Resource Analyst, Principal	U31 -- U31 - CMEA Confidential Management Employees
SC166	Human Resource Systems Analyst, Supv	U31 -- U31 - CMEA Confidential Management Employees

ATTACHMENT F

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS (IBEW) Unit IE1

Job Code	Job Title	Bargaining Unit
TR128	Electrician	IE1 -- IE1 - IBEW Professional and Para-Professional Electricians
TR129	Electrician Helper	IE1 -- IE1 - IBEW Professional and Para-Professional Electricians
TR130	Electrician Leader	IE1 -- IE1 - IBEW Professional and Para-Professional Electricians
TR131	Electrician, PT	TV1 -- TV1 - IBEW Electrical Workers, Part Time
TR182	Telecommunications Electrician	IE1 -- IE1 - IBEW Professional and Para-Professional Electricians
TR183	Telecommunications Electrician, Sr	IE1 -- IE1 - IBEW Professional and Para-Professional Electricians
TC140	Telecommunications Technician	IE1 -- IE1 - IBEW Professional and Para-Professional Electricians
TC142	Telecommunications Technician, PT	IE1 -- IE1 - IBEW Professional and Para-Professional Electricians
AP340	Telephone Services Specialist	IE1 -- IE1 - IBEW Professional and Para-Professional Electricians

INTERNATIONAL FEDERATION OF PROFESSIONAL AND TECHNICAL ENGINEERS (IFPTE)
Units TA1, TF1, TM1, TM2, TW1, U41, UH1, UM1, UM2

Job Code	Job Title	Bargaining Unit
AF030	Account Clerk III	UH1 -- UH1 - Local 21 Supervisors
AF031	Accountant III	UH1 -- UH1 - Local 21 Supervisors
AF033	Financial Analyst	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
AF035	Treasury Analyst III	UH1 -- UH1 - Local 21 Supervisors
AF040	Budget & Grants Administrator	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AF041	Financial Analyst, Principal	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
AF042	Investment & Operations Manager	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
AF045	Systems Accountant III	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AF047	Budget & Operations Analyst III	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
AF051	Tax Auditor III	UH1 -- UH1 - Local 21 Supervisors
AF052	Tax Enforcement Officer III	UH1 -- UH1 - Local 21 Supervisors
AF053	Purchasing Supervisor	UH1 -- UH1 - Local 21 Supervisors
AF054	Financial Analyst, PPT	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
AF055	Budget & Management Analyst, Assistant	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AF056	Budget & Grants Administrator, PPT	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AF057	Treasury Analyst I	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AF058	Treasury Analyst II	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AF059	Revenue Analyst, Principal	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
AF061	Treasury Administrator, Asst	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
AF062	Revenue & Tax Administrator, Assistant	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
AL010	Deputy City Attorney I	TM1 -- TM1 - Local 21 Deputy City Attorney I - IV
AL012	Paralegal, PPT	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AL020	Claims Investigator II	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AL021	Deputy City Attorney II	TM1 -- TM1 - Local 21 Deputy City Attorney I - IV
AL022	Deputy City Attorney II, PPT	TM1 -- TM1 - Local 21 Deputy City Attorney I - IV

ATTACHMENT G

AL030	Deputy City Attorney III	TM1 -- TM1 - Local 21 Deputy City Attorney I - IV
AL031	Deputy City Attorney III, PPT	TM1 -- TM1 - Local 21 Deputy City Attorney I - IV
AL040	Deputy City Attorney IV, PPT	TM1 -- TM1 - Local 21 Deputy City Attorney I - IV
AL041	Neighborhood Law Corps Attorney	TM1 -- TM1 - Local 21 Deputy City Attorney I - IV
AP100	Arboricultural Inspector	UH1 -- UH1 - Local 21 Supervisors
AP102	Administrative Analyst II, PPT	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP103	Administrative Analyst I	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP104	Administrative Analyst I, PPT	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP106	Administrative Analyst II	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP107	Administrative Analyst II, PPT (CONF)	TA1 -- TA1 - Local 21 Confidential Employees
AP111	Benefits Analyst	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP112	Benefits Representative	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP113	Benefits Representative, PPT	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP115	Benefits Technician	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP116	Business Analyst I	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP117	Business Analyst II	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP118	Business Analyst III	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP120	Cable TV Assistant Producer, PPT	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP126	Case Manager I	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP127	Case Manager II	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP130	City Council Policy Analyst	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP131	City Council Constituent Liaison	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP132	City Cncl Constituent Liaison PPT	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP134	City Council Intern	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other

ATTACHMENT G

AP135	City Council Intern, PPT	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP136	City Council Policy Analyst, PPT	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP138	City Council PSE-51	TA1 -- TA1 - Local 21 Confidential Employees
AP139	City Councilmember's Assistant	TA1 -- TA1 - Local 21 Confidential Employees
AP140	City Councilmember's Assistant, PPT	TA1 -- TA1 - Local 21 Confidential Employees
AP143	Community Liaison	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP144	Complaint Investigator III	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP145	Complaint Investigator III, PPT	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP146	Complaint Investigator II	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP152	Contract Compliance Officer, Assistant	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP153	Contract Compliance Officer	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP154	Cultural Arts Specialist	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP171	Data Analyst II	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP172	Data Analyst III	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP174	Database Administrator	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
AP175	Database Analyst II	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP176	Database Analyst III	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP177	Deputy Director, Prg Planning & Dev	UM1 -- UM1 - Local 21 Management Employees (Exempt)
AP179	Emergency Medical Services Coordinator	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
AP180	Emergency Medical Svcs Instructor	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP181	Employee Assist Counselor	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP182	Employee Assist Counselor, PPT	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP187	Equal Opportunity Specialist	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
AP189	Film Coordinator	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other

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AP190	Fleet Specialist	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP191	Graphic Design Specialist	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP192	Graphics Design Coordinator	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP194	Graphics Design Coordinator, PPT	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP195	Head Start Prgm Planner Monitor	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP196	Health & Human Services Program Planner	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
AP197	Home Management Specialist II	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP198	Home Management Specialist III	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP199	Housing Development Coordinator III	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP200	Housing Development Coordinator IV	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP202	Human Resource Systems Analyst, Senior	TA1 -- TA1 - Local 21 Confidential Employees
AP203	Human Resource Analyst	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP204	Human Resource Analyst (CONF)	TA1 -- TA1 - Local 21 Confidential Employees
AP205	Human Resource Analyst, Assistant	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP206	Human Resource Analyst, Senior	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
AP207	Human Resource Systems Analyst	TA1 -- TA1 - Local 21 Confidential Employees
AP208	Info & Referral Specialist, PPT	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP209	Information Representative	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP210	Police Performance Auditor	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP211	Job Developer	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP212	Paralegal	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP213	Legislative Recorder	TA1 -- TA1 - Local 21 Confidential Employees
AP234	Loan Servicing Specialist	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP235	Management Assistant	UM2 -- UM2 - Local 21 Management Employees (Civil Service)

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AP237	Marketing Program Coordinator	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
AP241	Information Systems Specialist III	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP242	Information Systems Specialist I	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP243	Information Systems Specialist II	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP244	Mortgage Advisor	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP252	Development Specialist III	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP263	Nurse Case Manager	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP264	Nurse Case Manager, PPT	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP266	Parks & Rec Training Specialist	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP269	Planner I	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP272	Planner II	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP273	Planner II, Design Review	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP274	Planner III	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP275	Planner III, Design Review	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP276	Planner III, Historical Preservation PPT	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP277	Planner IV	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
AP278	Planner IV, Design Review	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP279	Manager, Planning	UM1 -- UM1 - Local 21 Management Employees (Exempt)
AP284	Police Personnel Operations Specialist	UH1 -- UH1 - Local 21 Supervisors
AP285	Police Technical Writer	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP291	Police Program & Performance Audit Sup	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
AP292	Program Analyst I	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP293	Program Analyst II	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP297	Programmer Analyst III, PPT	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other

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AP298	Public Information Officer I	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP299	Public Information Officer II	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP300	Public Information Officer II, PPT	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP302	Public Information Officer III	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP308	Real Estate Agent	TF1 -- TF1 - Local 21 Prof. Engineers, Architects & Museum Employees
AP309	Real Estate Agent, Supervising	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
AP312	Rehabilitation Advisor I	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP313	Rehabilitation Advisor II	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP314	Rehabilitation Advisor III	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP316	Rehabilitation Supervisor II	UH1 -- UH1 - Local 21 Supervisors
AP319	Retirement Benefits Representative	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP320	Revenue Analyst	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
AP322	Safety & Loss Control Specialist	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP323	Safety & Loss Control Spec, Asst	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP325	Spatial Database Analyst III	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP326	Spatial Data Administrator	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
AP327	Spatial Data Analyst III	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP328	Special Clerkship, PPT	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP330	Special Events Coordinator	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP332	Systems Analyst I	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP333	Systems Analyst II	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP334	Systems Analyst III	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP335	Application Developer II	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP336	Application Developer III	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other

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AP338	Technical Communications Specialist	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP339	Telecommunication Systems Engineer	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP343	Training & Public Services Administrator	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
AP344	Transportation Planner, Senior, PPT	UM1 -- UM1 - Local 21 Management Employees (Exempt)
AP345	Urban Economic Analyst I	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP346	Urban Economic Analyst II	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP347	Urban Economic Analyst II, PPT	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP348	Urban Economic Analyst III	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP349	Urban Economic Analyst IV, Bus Svcs	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP350	Urban Economic Analyst IV, Projects	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP351	Volunteer Program Specialist	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP352	Volunteer Program Specialist I, PPT	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP353	Volunteer Program Specialist II	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP357	Program Analyst I, PPT	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP358	Program Analyst II, PPT	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP360	Program Analyst III, PPT	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP364	Web Master	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP367	Human Resource Analyst, PPT	TA1 -- TA1 - Local 21 Confidential Employees
AP368	Urban Economic Analyst III (PPT)	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP369	Contract Compliance Officer, Sr.	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP370	Planner III, PPT	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP380	Planner III, Historic Preservation	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP382	Disability Access Coordinator	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
AP383	Network Architect	UM2 -- UM2 - Local 21 Management Employees (Civil Service)

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AP384	Retirement Systems Accountant	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
AP387	Senior Council Policy Analyst	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP388	Senior Council Policy Analyst, PPT	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP390	Information Sys Spec II, PPT	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP391	Performance Auditor	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP392	Performance Auditor, Sr.	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP393	Performance Audit Manager	UM1 -- UM1 - Local 21 Management Employees (Exempt)
AP396	Hearing Officer	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP397	Hearing Officer, PPT	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP398	Web Specialist	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP399	Systems Analyst II, PPT	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP400	CPRB Policy Analyst	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
AP401	Veterinarian	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
AP402	Veterinarian, PPT	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
AP403	Planner IV PPT	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
AP404	Information Referral Specialist	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP405	Grants Coordinator	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
AP406	Case Manager I, PPT	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP410	Contract Compliance Officer, PPT	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP411	Case Manager II, PPT	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP414	Case Manager, Supervising, PPT	UH1 -- UH1 - Local 21 Supervisors
AP433	Business Analyst IV	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
AP434	Intake Technician	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP435	Training Coordinator	UM2 -- UM2 - Local 21 Management Employees (Civil Service)

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AP444	Ethics Analyst I	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP445	Ethics Analyst II	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP446	Crime Analyst	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP447	Recycling Program Specialist I	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP448	Capital Imp Proj Coord, Asst	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP449	Housing Development Coordinator I	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP450	Housing Development Coordinator II	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP451	Home Management Specialist I	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP452	Urban Economic Analyst IV, Projects PPT	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP453	Transportation Planner I	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP454	Transportation Planner II	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP455	Transportation Planner III	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP456	Buyer, Senior	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP457	Ethics Analyst III	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
AP458	Rent Adjustment Program Manager, Asst	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
AP460	School Traffic Safety Supervisor	UH1 -- UH1 - Local 21 Supervisors
AP461	Oracle Application Developer III	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP462	Custom Application Developer III	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP463	Inspector General Policy Analyst	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
AP464	Inspector General Program & Perf Auditor	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP465	Early Learning Specialist	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
AP466	Violence Prevention Program Planner	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
AP468	Data Analyst	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
EM100	Administrative Services Manager II	UM2 -- UM2 - Local 21 Management Employees (Civil Service)

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EM111	Recreation Services Manager, Assistant	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
EM115	City Auditor, Assistant	UM1 -- UM1 - Local 21 Management Employees (Exempt)
EM118	Assistant to the Director	UM1 -- UM1 - Local 21 Management Employees (Exempt)
EM119	Assistant to the Director, PPT	UM1 -- UM1 - Local 21 Management Employees (Exempt)
EM127	City Clerk, Assistant	UM1 -- UM1 - Local 21 Management Employees (Exempt)
EM131	Curator African Amer Museum Lib, Chief	UM1 -- UM1 - Local 21 Management Employees (Exempt)
EM136	Deputy City Attorney V	U41 -- U41 - DCAV-SCA Deputy City Attorneys V & Special Counsel
EM139	Deputy Director, Econ/Workforce Dev	UM1 -- UM1 - Local 21 Management Employees (Exempt)
EM140	Deputy Director, Housing	UM1 -- UM1 - Local 21 Management Employees (Exempt)
EM143	Deputy Director/Building Official	UM1 -- UM1 - Local 21 Management Employees (Exempt)
EM144	Deputy Director/City Planner	UM1 -- UM1 - Local 21 Management Employees (Exempt)
EM171	Manager, Agency Administrative	UM1 -- UM1 - Local 21 Management Employees (Exempt)
EM173	Manager, Building Services	UM1 -- UM1 - Local 21 Management Employees (Exempt)
EM177	Manager, Capital Contracts	UM1 -- UM1 - Local 21 Management Employees (Exempt)
EM178	Manager, Crime Laboratory	UM1 -- UM1 - Local 21 Management Employees (Exempt)
EM179	Manager, Cultural Affairs	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
EM180	Manager, Electrical Services	UM1 -- UM1 - Local 21 Management Employees (Exempt)
EM181	Manager, Emergency Services	UM1 -- UM1 - Local 21 Management Employees (Exempt)
EM182	Manager, Environmental Services	UM1 -- UM1 - Local 21 Management Employees (Exempt)
EM183	Manager, Equipment Services	UM1 -- UM1 - Local 21 Management Employees (Exempt)
EM185	Manager, Housing Development	UM1 -- UM1 - Local 21 Management Employees (Exempt)
EM187	Information Systems Manager II	UM1 -- UM1 - Local 21 Management Employees (Exempt)
EM188	Manager, Inspection Services	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
EM189	Manager, Legal Administrative Services	UM1 -- UM1 - Local 21 Management Employees (Exempt)

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EM190	Manager, Marketing Program	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
EM196	Manager, Park Services	UM1 -- UM1 - Local 21 Management Employees (Exempt)
EM197	Manager, Parks & Recreation Zone	UM1 -- UM1 - Local 21 Management Employees (Exempt)
EM198	Manager, Planning & Building Oper	UM1 -- UM1 - Local 21 Management Employees (Exempt)
EM201	Manager, Real Property Asset	UM1 -- UM1 - Local 21 Management Employees (Exempt)
EM202	Manager, Recreation Services	UM1 -- UM1 - Local 21 Management Employees (Exempt)
EM205	Manager, Senior Services	UM1 -- UM1 - Local 21 Management Employees (Exempt)
EM207	Manager, Youth Services	UM1 -- UM1 - Local 21 Management Employees (Exempt)
EM208	Manager, Zoning	UM1 -- UM1 - Local 21 Management Employees (Exempt)
EM211	Project Manager II	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
EM212	Project Manager III	UM1 -- UM1 - Local 21 Management Employees (Exempt)
EM213	Project Manager III, PPT	UM1 -- UM1 - Local 21 Management Employees (Exempt)
EM215	Special Assistant to the Mayor II	UM1 -- UM1 - Local 21 Management Employees (Exempt)
EM216	Project Manager	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
EM217	Controller, Assistant	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
EM225	Fire Division Manager	UM1 -- UM1 - Local 21 Management Employees (Exempt)
EM226	Project Manager (PPT)	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
EM227	Project Manager II (PPT)	UM1 -- UM1 - Local 21 Management Employees (Exempt)
EM232	Community Housing Services Manager	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
EM233	Development/Redevelop. Program Manager	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
EM235	Chief Conservator	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
EM241	Associate Director, Library Services	UM1 -- UM1 - Local 21 Management Employees (Exempt)
EM251	Special Assistant to the Mayor II, PPT	UM1 -- UM1 - Local 21 Management Employees (Exempt)
EM253	Manager, Sustainability Program	UM2 -- UM2 - Local 21 Management Employees (Civil Service)

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EM254	Manager, Human Services	UM1 -- UM1 - Local 21 Management Employees (Exempt)
EM255	Manager, Oracle Operations	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
EM256	Manager, Rent Adjustment Program	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
EM257	Manager, Technology Program	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
EM276	MACRO Program Manager	UM1 -- UM1 - Local 21 Management Employees (Exempt)
ET100	Architect	TF1 -- TF1 - Local 21 Prof. Engineers, Architects & Museum Employees
ET102	Architectural Assistant (Field)	TF1 -- TF1 - Local 21 Prof. Engineers, Architects & Museum Employees
ET103	Architectural Assistant, PPT	TF1 -- TF1 - Local 21 Prof. Engineers, Architects & Museum Employees
ET104	Architectural Associate (Field)	TF1 -- TF1 - Local 21 Prof. Engineers, Architects & Museum Employees
ET105	Architectural Assistant (Office)	TF1 -- TF1 - Local 21 Prof. Engineers, Architects & Museum Employees
ET107	City Architect, Assistant	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
ET111	Engineer, Assistant I (Office)	TF1 -- TF1 - Local 21 Prof. Engineers, Architects & Museum Employees
ET112	Engineer, Assistant II (Field)	TF1 -- TF1 - Local 21 Prof. Engineers, Architects & Museum Employees
ET113	Engineer, Assistant II (Office)	TF1 -- TF1 - Local 21 Prof. Engineers, Architects & Museum Employees
ET114	Engineer, Assistant I (Field)	TF1 -- TF1 - Local 21 Prof. Engineers, Architects & Museum Employees
ET115	Engineer, Civil (Field)	TF1 -- TF1 - Local 21 Prof. Engineers, Architects & Museum Employees
ET116	Engineer, Civil (Office)	TF1 -- TF1 - Local 21 Prof. Engineers, Architects & Museum Employees
ET117	Engineer, Civil Principal	UM1 -- UM1 - Local 21 Management Employees (Exempt)
ET118	Engineer, Civil Supervising (Field)	TM2 -- TM2 - Local 21 Supervising Civil & Transportation Engineers
ET119	Engineer, Civil Supervising (Office)	TM2 -- TM2 - Local 21 Supervising Civil & Transportation Engineers
ET121	Engineer, Transportation Supervising	TM2 -- TM2 - Local 21 Supervising Civil & Transportation Engineers
ET122	Engineer, Transportation	TF1 -- TF1 - Local 21 Prof. Engineers, Architects & Museum Employees
IS103	Claims Investigator III	UH1 -- UH1 - Local 21 Supervisors
IS122	Principal Inspection Supv	UH1 -- UH1 - Local 21 Supervisors
MA102	Special Assistant to the Mayor I	TA1 -- TA1 - Local 21 Confidential Employees

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MA103	Administrative Services Manager I	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
MA106	Cable TV Station Manager	UM1 -- UM1 - Local 21 Management Employees (Exempt)
MA107	Manager, Capital Improvement Program	UM1 -- UM1 - Local 21 Management Employees (Exempt)
MA108	City Council Office Administrator	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
MA110	Facilities Complex Manager	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
MA111	Construction & Maint Superintendent	UH1 -- UH1 - Local 21 Supervisors
MA112	Construction & Maintenance Supv II	UH1 -- UH1 - Local 21 Supervisors
MA117	Deputy City Attorney IV, Senior	TM1 -- TM1 - Local 21 Deputy City Attorney I - IV
MA118	Deputy City Clerk	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
MA120	Emergency Services Manager, Assistant	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
MA121	Equipment Services Superintendent	UH1 -- UH1 - Local 21 Supervisors
MA128	Information System Administrator	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
MA129	Librarian, Administrative	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
MA130	Management Assistant, PPT	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
MA132	Management Intern, PPT	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
MA137	Public Works Operations Manager	UM1 -- UM1 - Local 21 Management Employees (Exempt)
MA138	Public Works Personnel Coordinator	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
MA139	Recreation General Supervisor	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
MA140	Manager, Support Services	UM1 -- UM1 - Local 21 Management Employees (Exempt)
MA141	Senior Services Administrator	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
MA142	Facility Manager	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
MA145	Community Action Agency Manager	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
MA146	Legal Communications Officer	UM1 -- UM1 - Local 21 Management Employees (Exempt)
MA147	Special Counsel	U41 -- U41 - DCAV-SCA Deputy City Attorneys V & Special Counsel
MA148	Fire Marshal, Assistant (Non-Sworn)	UM2 -- UM2 - Local 21 Management Employees (Civil Service)

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MA150	Senior Services Admin PPT	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
MA151	Police Services Manager II	UM1 -- UM1 - Local 21 Management Employees (Exempt)
MA152	Police Services Manager I	UM1 -- UM1 - Local 21 Management Employees (Exempt)
MA154	Special Assistant to the Mayor I, PPT	TA1 -- TA1 - Local 21 Confidential Employees
MA157	Fire Marshal (Non-Sworn)	UM1 -- UM1 - Local 21 Management Employees (Exempt)
MA159	Ethics Investigator	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
MA160	Police Communications Manager	UM1 -- UM1 - Local 21 Management Employees (Exempt)
MA162	Fire Communications Manager	UM1 -- UM1 - Local 21 Management Employees (Exempt)
MA164	Manager, Transportation	UM1 -- UM1 - Local 21 Management Employees (Exempt)
MA165	CPRA Attorney	TM1 -- TM1 - Local 21 Deputy City Attorney I - IV
MA166	Inspector General Prog & Perf Audit Mgr	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
MA168	Oracle Database Administrator	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
MA169	Violence Prevention Services Manager	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
MA170	Violence Prevention Services Supervisor	UH1 -- UH1 - Local 21 Supervisors
MA171	Early Childhood Education Manager	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
MA172	Head Start Program Operations Manager	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
MA173	Special Activity Permits Coordinator	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
MA174	Manager, Contracting and Purchasing	UM1 -- UM1 - Local 21 Management Employees (Exempt)
MA175	Program Manager	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
PP108	Head Start Education Coordinator	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
PP111	Clean City Specialist, Senior	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
PP112	Clean Community Specialist	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
PP116	Emergency Food Program, PPT	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
PP117	Employment Services Representative	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other

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PP118	Employment Services Supervisor	UH1 -- UH1 - Local 21 Supervisors
PP121	Environmental Services Intern	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
PP122	Environmental Program Specialist	TF1 -- TF1 - Local 21 Prof. Engineers, Architects & Museum Employees
PP127	Graffiti Specialist	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
PP128	Head Start Program Coordinator	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
PP129	Outreach Developer, Ppt	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
PP140	Recycling Program Specialist II	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
PP141	Recycling Program Specialist III	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
PP143	Senior Center Director	UH1 -- UH1 - Local 21 Supervisors
PP144	Senior Services Program Analyst	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
PP145	Senior Services Program Analyst, PPT	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
PP146	Manager Recycling Program	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
PP155	Public Service Representative, Senior	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
PP165	Outreach Developer	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
PP180	Head Start ERSEA & Data Program Coord	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
PP181	Head Start Coach Coordinator	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
PP182	Head Start Family & Comm Engage Coord	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
PP183	Head Start Health & Disabilities Coord	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
PP184	Head Start School Readiness Coordinator	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
PP194	Triangle Incident Response Coordinator	UH1 -- UH1 - Local 21 Supervisors
PS112	Criminalist II	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
PS113	Criminalist III	UH1 -- UH1 - Local 21 Supervisors
PS124	Fire Communications Dispatcher, Sr	UH1 -- UH1 - Local 21 Supervisors
PS143	Fire Protection Engineer	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
PS144	Fire Safety Education Coordinator	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
PS160	Museum Security Guard IV	UH1 -- UH1 - Local 21 Supervisors
PS164	Police Communications Supervisor	UH1 -- UH1 - Local 21 Supervisors

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PS166	Police Identification Section Sup	UH1 -- UH1 - Local 21 Supervisors
PS171	Police Records Supervisor	UH1 -- UH1 - Local 21 Supervisors
PS182	Police Property Supervisor	UH1 -- UH1 - Local 21 Supervisors
PS187	Latent Print Examiner II	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
PS188	Latent Print Examiner III	UH1 -- UH1 - Local 21 Supervisors
PS203	Police Communications Dispatcher, Senior	UH1 -- UH1 - Local 21 Supervisors
SC100	Facilities Complex Manager, Assistant	UH1 -- UH1 - Local 21 Supervisors
SC101	Accounting Supervisor	UH1 -- UH1 - Local 21 Supervisors
SC102	Animal Shelter Operations Manager	UH1 -- UH1 - Local 21 Supervisors
SC103	Animal Control Supervisor	UH1 -- UH1 - Local 21 Supervisors
SC104	Aquatics Program Coordinator	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
SC105	Automotive Body Repair Supervisor	UH1 -- UH1 - Local 21 Supervisors
SC106	Disability Benefits Coordinator	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
SC111	Camp Supervisor, PPT	UH1 -- UH1 - Local 21 Supervisors
SC112	Capital Improvement Project Coordinator	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
SC113	Case Manager, Supervising	UH1 -- UH1 - Local 21 Supervisors
SC116	Clean Community Supervisor	UH1 -- UH1 - Local 21 Supervisors
SC118	Comm Rest Emer Planning Coor	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
SC119	Community Dev District Coordinator	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
SC120	Community Dev Prg Supervisor	UH1 -- UH1 - Local 21 Supervisors
SC121	Community Development Program Coord	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
SC123	Computer Operations Supervisor	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
SC124	Construction & Maintenance Supv I	UH1 -- UH1 - Local 21 Supervisors
SC125	Construction Inspector Sup (Field)	UH1 -- UH1 - Local 21 Supervisors
SC128	Contract Compliance Supervisor	UH1 -- UH1 - Local 21 Supervisors
SC129	Cook Supervising	UH1 -- UH1 - Local 21 Supervisors
SC130	Custodial Services Supervisor I	UH1 -- UH1 - Local 21 Supervisors
SC131	Custodial Services Supervisor II	UH1 -- UH1 - Local 21 Supervisors
SC132	Custodian Supervisor	UH1 -- UH1 - Local 21 Supervisors
SC135	Electrical Supervisor	UH1 -- UH1 - Local 21 Supervisors
SC136	Electronics Supervisor	UH1 -- UH1 - Local 21 Supervisors
SC137	Emergency Food Program Coordinator	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
SC138	Emergency Planning Coordinator	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
SC139	Emergency Planning Coordinator, PPT	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
SC140	Emergency Planning Coordinator, Sr	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other

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SC141	Employee Assist Svcs Coordinator	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
SC143	Environmental Education Specialist	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
SC144	Environmental Program Supervisor	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
SC146	Equipment Supervisor	UH1 -- UH1 - Local 21 Supervisors
SC147	Family Child Care Coordinator	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
SC148	Fire Communications Supervisor	UH1 -- UH1 - Local 21 Supervisors
SC149	Fiscal Operations Supervisor	UH1 -- UH1 - Local 21 Supervisors
SC150	Fleet Maintenance Supervisor	UH1 -- UH1 - Local 21 Supervisors
SC157	Graffiti Abatement Supervisor	UH1 -- UH1 - Local 21 Supervisors
SC158	Hazardous Materials Prg Supervisor	UH1 -- UH1 - Local 21 Supervisors
SC159	Head Start Health & Nutrition Coord	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
SC160	Head Start Supervisor	UH1 -- UH1 - Local 21 Supervisors
SC162	Heavy Equipment Supervisor	UH1 -- UH1 - Local 21 Supervisors
SC165	Homeless Program Supervisor	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
SC167	Human Resource Operations Supervisor	UH1 -- UH1 - Local 21 Supervisors
SC168	Human Resource Technician, Supervising	UH1 -- UH1 - Local 21 Supervisors
SC169	Information Systems Manager I	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
SC170	Legal Support Supervisor	UH1 -- UH1 - Local 21 Supervisors
SC172	Librarian, Supervising	UH1 -- UH1 - Local 21 Supervisors
SC173	Librarian, Supervising PPT	UH1 -- UH1 - Local 21 Supervisors
SC174	Library Automation Supervisor	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
SC176	Loan Servicing Administrator	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
SC177	Marine Sports Program Coordinator	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
SC178	Mechanical Inspection Supervisor	UH1 -- UH1 - Local 21 Supervisors
SC179	Monitoring & Evaluation Supervisor	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
SC180	Mortgage Loan Supervisor	UH1 -- UH1 - Local 21 Supervisors
SC186	Museum Project Coordinator	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
SC189	Naturalist, Supervising	UH1 -- UH1 - Local 21 Supervisors
SC190	Neighborhood Services Coordinator	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
SC192	Help Desk Supervisor	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
SC193	Park Supervisor I	UH1 -- UH1 - Local 21 Supervisors
SC194	Park Supervisor II	UH1 -- UH1 - Local 21 Supervisors

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SC195	Parking Meter Collection Supervisor	UH1 -- UH1 - Local 21 Supervisors
SC196	Parking Supervisor	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
SC197	Parkland Resources Supervisor	UH1 -- UH1 - Local 21 Supervisors
SC200	Police Drug Abatement Prg Coor	TA1 -- TA1 - Local 21 Confidential Employees
SC202	Process Coordinator III	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
SC203	Production Control Supervisor	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
SC204	Program Analyst III	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
SC206	Public Works Supervisor I	UH1 -- UH1 - Local 21 Supervisors
SC207	Public Works Supervisor II	UH1 -- UH1 - Local 21 Supervisors
SC209	Recreation Supervisor	UH1 -- UH1 - Local 21 Supervisors
SC210	Recycling Supervisor	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
SC211	Rehabilitation Supervisor I	UH1 -- UH1 - Local 21 Supervisors
SC212	Reprographic Shop Supervisor	UH1 -- UH1 - Local 21 Supervisors
SC213	Revenue Operations Supervisor	UH1 -- UH1 - Local 21 Supervisors
SC218	Senior Center Director, PPT	UH1 -- UH1 - Local 21 Supervisors
SC219	Senior Employment Coordinator	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
SC220	Senior Services Supervisor	UH1 -- UH1 - Local 21 Supervisors
SC221	Disabilities Coordinator	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
SC223	Stationary Engineer, Chief	UH1 -- UH1 - Local 21 Supervisors
SC225	Support Services Supervisor	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
SC227	Telecommunications Supervisor	UH1 -- UH1 - Local 21 Supervisors
SC229	Tree Supervisor I	UH1 -- UH1 - Local 21 Supervisors
SC230	Tree Supervisor II	UH1 -- UH1 - Local 21 Supervisors
SC231	Urban Economic Coordinator	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
SC232	Vegetation Management Supervisor	UH1 -- UH1 - Local 21 Supervisors
SC233	Volunteer Program Coor, Supervising	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
SC236	Youth Sports Program Coordinator	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
SC237	Hunger & Homeless Program Supv	UH1 -- UH1 - Local 21 Supervisors
SC239	Citywide Records Manager	UM1 -- UM1 - Local 21 Management Employees (Exempt)
SC240	Employee Fleet & Safety Coordinator	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
SC241	Development Project & Program Coord	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
SC243	Watershed Program Supervisor	UM2 -- UM2 - Local 21 Management Employees (Civil Service)

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SC244	Construction Inspector, Supervisor II	UH1 -- UH1 - Local 21 Supervisors
SC245	Fire Personnel Operations Specialist	UH1 -- UH1 - Local 21 Supervisors
SC246	Open Government & Legal Services Coord	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
SC247	Marine & Aquatics Pgrm Supervisor	UH1 -- UH1 - Local 21 Supervisors
SC248	Senior Hearing Officer	UH1 -- UH1 - Local 21 Supervisors
SC249	Sr. Hearing Officer, PPT	UH1 -- UH1 - Local 21 Supervisors
SC250	Head Start Facilities Coordinator	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
SC251	Construction Coordinator	TF1 -- TF1 - Local 21 Prof. Engineers, Architects & Museum Employees
SC256	Archivist	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
SC257	Fleet Compliance Coordinator	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
SC258	Benefits Coordinator	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
SC262	Fire Inspection Supervisor	UH1 -- UH1 - Local 21 Supervisors
SC263	Animal Care Services Supervisor	UH1 -- UH1 - Local 21 Supervisors
SC264	Street Construction & Maint Planner	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
SC266	MACRO Supervisor	UH1 -- UH1 - Local 21 Supervisors
SC267	Home Base Specialist	UH1 -- UH1 - Local 21 Supervisors
SCXXX	MACRO Supervisor	UH1 -- UH1 - Local 21 Supervisors
SS104	Administrative Assistant II	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
SS105	Administrative Assistant II, PPT	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
SS106	Administrative Assistant II (CONF)	TA1 -- TA1 - Local 21 Confidential Employees
SS110	City Council Administrative Assistant	TA1 -- TA1 - Local 21 Confidential Employees
SS112	City Council PSE 14, PPT	TA1 -- TA1 - Local 21 Confidential Employees
SS114	City Council PSE 14	TA1 -- TA1 - Local 21 Confidential Employees
SS120	Executive Asst to the Asst City Attorney	UM1 -- UM1 - Local 21 Management Employees (Exempt)
SS124	Executive Assistant to the Director	UM1 -- UM1 - Local 21 Management Employees (Exempt)
SS129	Human Resource Clerk	TA1 -- TA1 - Local 21 Confidential Employees
SS133	Legal Administrative Assistant	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
SS135	Legal Admin. Assistant (Conf)	TA1 -- TA1 - Local 21 Confidential Employees
SS137	Legal Administrative Assistant, Sup	UH1 -- UH1 - Local 21 Supervisors

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SS142	Management Intern	TA1 -- TA1 - Local 21 Confidential Employees
SS143	Mayor's PSE 14	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
SS156	Office Manager	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
SS158	Payroll Control Specialist	UH1 -- UH1 - Local 21 Supervisors
SS163	Payroll Personnel Clerk III	UH1 -- UH1 - Local 21 Supervisors
SS171	Receptionist to the City Attorney	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
SS172	Receptionist to the City Clerk	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
SS176	Admin Assistant to City Administrator	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
SS181	Reproduction Offset Supervisor	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
SS187	Storekeeper II	UH1 -- UH1 - Local 21 Supervisors
SS188	Storekeeper III	UH1 -- UH1 - Local 21 Supervisors
SS193	Buyer	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
SS194	Mayor's PSE 14, PPT	TA1 -- TA1 - Local 21 Confidential Employees
SS197	Receptionist to the City Auditor	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
SS204	Receptionist to the City Auditor, PPT	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
SS208	Special Activity Permit Inspector, Sup	UH1 -- UH1 - Local 21 Supervisors
SS209	Rent Adjustment Program Assistant	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
TC101	Cable Operations Technician	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
TC102	Cable TV Producer	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
TC114	Human Resource Operations Tech, Senior	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
TC115	Human Resource Operations Technician	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
TC116	Human Res Technician, Senior, PPT	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
TC117	Human Resource Technician	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
TC118	Human Resource Technician, PPT	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
TC119	Human Resource Technician, Senior	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
TC136	Cable TV Production & Operations Manager	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other

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TC137	Cable TV Operations Chief Engineer	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
TR114	Chief of Party	UH1 -- UH1 - Local 21 Supervisors
TR115	City Land Surveyor	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
TR124	Electrical Construction & Maint Planner	TF1 -- TF1 - Local 21 Prof. Engineers, Architects & Museum Employees
TR125	Electrical Engineer II	TF1 -- TF1 - Local 21 Prof. Engineers, Architects & Museum Employees
TR126	Electrical Engineer III	TF1 -- TF1 - Local 21 Prof. Engineers, Architects & Museum Employees
TR133	Energy Engineer III	TM2 -- TM2 - Local 21 Supervising Civil & Transportation Engineers
TR165	Parking Enforcement Supervisor I	UH1 -- UH1 - Local 21 Supervisors
TR166	Parking Enforcement Supervisor II	UH1 -- UH1 - Local 21 Supervisors
TR171	Pavement Management Supervisor	UH1 -- UH1 - Local 21 Supervisors
TR187	Transportation Planner, Senior	UM2 -- UM2 - Local 21 Management Employees (Civil Service)
TR206	Sewer Maintenance Planner	TW1 -- TW1 - Local 21 Admin, Prof, Technical & Other
TRANS-21	UNDETERMINED	UM2 -- UM2 - Local 21 Management Employees (Civil Service)

SERVICE INTERNATIONAL EMPLOYEES UNION (SEIU)
Units SB1, SC1, SD1, and SI1

Job Code	Job Title	Bargaining Unit
AF001	Account Clerk I	SD1 -- SD1 - Local 1021 Office and Technical Employees
AF048	Account Clerk I, PPT	SD1 -- SD1 - Local 1021 Office and Technical Employees
AF020	Account Clerk II	SD1 -- SD1 - Local 1021 Office and Technical Employees
AF002	Accountant I	SD1 -- SD1 - Local 1021 Office and Technical Employees
AF021	Accountant II	SD1 -- SD1 - Local 1021 Office and Technical Employees
AF049	Accounting Technician	SD1 -- SD1 - Local 1021 Office and Technical Employees
SS100	Administrative Assistant I, PT	SI1 -- SI1 - Local 1021 Part Time Employees, Represented
SS102	Administrative Assistant I	SD1 -- SD1 - Local 1021 Office and Technical Employees
SS103	Administrative Assistant I, PPT	SD1 -- SD1 - Local 1021 Office and Technical Employees
AP108	African American Museum Curator Spec PPT	SD1 -- SD1 - Local 1021 Office and Technical Employees
TR203	Animal Care Attendant	SC1 -- SC1 - Local 1021 Field and Operations Employees
TR202	Animal Care Attendant, PPT	SC1 -- SC1 - Local 1021 Field and Operations Employees
TR201	Animal Care Attendant, PT	SI1 -- SI1 - Local 1021 Part Time Employees, Represented
PS100	Animal Control Officer	SC1 -- SC1 - Local 1021 Field and Operations Employees
PS195	Animal Control Officer, PPT	SC1 -- SC1 - Local 1021 Field and Operations Employees
TR100	Auto Equipment Mechanic	SB1 -- SB1 - Local 1021 Craft Employees
TR101	Auto Equipment Painter	SB1 -- SB1 - Local 1021 Craft Employees
TR102	Auto Equipment Service Worker	SC1 -- SC1 - Local 1021 Field and Operations Employees
TR103	Blacksmith Welder	SB1 -- SB1 - Local 1021 Craft Employees
TC103	Cable TV Production Assistant	SC1 -- SC1 - Local 1021 Field and Operations Employees

Job Code	Job Title	Bargaining Unit
AP122	Cable TV Production Assistant, PPT	SC1 -- SC1 - Local 1021 Field and Operations Employees
AP123	Cable TV Production Assistant, PT	SI1 -- SI1 - Local 1021 Part Time Employees, Represented
TR105	Camp Caretaker	SC1 -- SC1 - Local 1021 Field and Operations Employees
TR112	Carpenter	SB1 -- SB1 - Local 1021 Craft Employees
AF003	Cashier	SD1 -- SD1 - Local 1021 Office and Technical Employees
PP189	CIS MACRO PPT	SC1 -- SC1 - Local 1021 Field and Operations Employees
PP190	CIS MACRO PT	SI1 -- SI1 - Local 1021 Part Time Employees, Represented
IS104	Code Enforcement Inspector, Assistant	SD1 -- SD1 - Local 1021 Office and Technical Employees
AF032	Collections Officer	SD1 -- SD1 - Local 1021 Office and Technical Employees
PP186	Community Intervention Specialist MACRO	SC1 -- SC1 - Local 1021 Field and Operations Employees
SS115	Computer Operator	SD1 -- SD1 - Local 1021 Office and Technical Employees
SS116	Computer Operator, Senior	SD1 -- SD1 - Local 1021 Office and Technical Employees
TR116	Concrete Finisher	SB1 -- SB1 - Local 1021 Craft Employees
TR205	Construction & Maint. Mech., PPT	SB1 -- SB1 - Local 1021 Craft Employees
TR197	Construction & Maintenance Leader	SC1 -- SC1 - Local 1021 Field and Operations Employees
TR118	Construction & Maintenance Mechanic	SB1 -- SB1 - Local 1021 Craft Employees
IS106	Construction Inspector (Field)	SC1 -- SC1 - Local 1021 Field and Operations Employees
IS123	Construction Inspector (Office)	SC1 -- SC1 - Local 1021 Field and Operations Employees
IS107	Construction Inspector, Sr (Field)	SC1 -- SC1 - Local 1021 Field and Operations Employees
IS108	Construction Inspector, Sr (Office)	SD1 -- SD1 - Local 1021 Office and Technical Employees
AP359	Contract Compliance Field Technician	SD1 -- SD1 - Local 1021 Office and Technical Employees

Job Code	Job Title	Bargaining Unit
SS207	Courier	SC1 -- SC1 - Local 1021 Field and Operations Employees
PS114	Criminalist I	SD1 -- SD1 - Local 1021 Office and Technical Employees
PS115	Crossing Guard, PPT	SC1 -- SC1 - Local 1021 Field and Operations Employees
PS116	Crossing Guard, PT	SI1 -- SI1 - Local 1021 Part Time Employees, Represented
TR120	Custodian	SC1 -- SC1 - Local 1021 Field and Operations Employees
TR121	Custodian, PPT	SC1 -- SC1 - Local 1021 Field and Operations Employees
TR122	Custodian, PT	SI1 -- SI1 - Local 1021 Part Time Employees, Represented
SS117	Data Entry Operator	SD1 -- SD1 - Local 1021 Office and Technical Employees
SS118	Data Entry Operator, Senior	SD1 -- SD1 - Local 1021 Office and Technical Employees
ET110	Drafting Technician, Intermediate	SD1 -- SD1 - Local 1021 Office and Technical Employees
ET109	Drafting/Design Technician, Sr	SD1 -- SD1 - Local 1021 Office and Technical Employees
PP113	Early Childhood Center Director	SD1 -- SD1 - Local 1021 Office and Technical Employees
PP174	Early Head Start Instructor	SD1 -- SD1 - Local 1021 Office and Technical Employees
PP179	Early Head Start Instructor, PPT	SD1 -- SD1 - Local 1021 Office and Technical Employees
TR127	Electrical Painter	SC1 -- SC1 - Local 1021 Field and Operations Employees
TR132	Electro-Mechanical Machinist	SB1 -- SB1 - Local 1021 Craft Employees
TC107	Electronics Technician	SB1 -- SB1 - Local 1021 Craft Employees
PP187	Emergency Medical Technician (MACRO)	SC1 -- SC1 - Local 1021 Field and Operations Employees
PP191	Emergency Medical Technician MACRO PPT	SC1 -- SC1 - Local 1021 Field and Operations Employees
PP192	Emergency Medical Technician MACRO PT	SI1 -- SI1 - Local 1021 Part Time Employees, Represented
ET123	Engineering Technician I (Field)	SC1 -- SC1 - Local 1021 Field and Operations Employees

Job Code	Job Title	Bargaining Unit
ET124	Engineering Technician I (Office)	SC1 -- SC1 - Local 1021 Field and Operations Employees
ET125	Engineering Technician II (Office)	SD1 -- SD1 - Local 1021 Office and Technical Employees
ET126	Engineering Technician, Sr (Field)	SD1 -- SD1 - Local 1021 Office and Technical Employees
ET127	Engineering Technician, Sr (Office)	SD1 -- SD1 - Local 1021 Office and Technical Employees
PP158	Environmental Enforcement Officer	SC1 -- SC1 - Local 1021 Field and Operations Employees
TR134	Equipment Body Repair Worker	SB1 -- SB1 - Local 1021 Craft Employees
SS201	Equipment Parts Technician	SC1 -- SC1 - Local 1021 Field and Operations Employees
TC109	Equipment Technician	SB1 -- SB1 - Local 1021 Craft Employees
PS120	Facility Security Assistant	SC1 -- SC1 - Local 1021 Field and Operations Employees
PS121	Facility Security Assistant, PPT	SC1 -- SC1 - Local 1021 Field and Operations Employees
PS122	Facility Security Assistant, PT	SI1 -- SI1 - Local 1021 Part Time Employees, Represented
PP123	Family Advocate	SD1 -- SD1 - Local 1021 Office and Technical Employees
PP193	Family Services Specialist	SD1 -- SD1 - Local 1021 Office and Technical Employees
PS204	Fire Comm Dispatcher, PPT	SC1 -- SC1 - Local 1021 Field and Operations Employees
PS123	Fire Communications Dispatcher	SC1 -- SC1 - Local 1021 Field and Operations Employees
TC143	Fire Equipment Technician	SB1 -- SB1 - Local 1021 Craft Employees
PS142	Fire Inspector (Civilian)	SC1 -- SC1 - Local 1021 Field and Operations Employees
IS124	Fire Suppression Dist Inspect PT	SI1 -- SI1 - Local 1021 Part Time Employees, Represented
IS112	Fire Suppression District Inspector	SC1 -- SC1 - Local 1021 Field and Operations Employees
PS200	Fireboat Attendant, PT	SI1 -- SI1 - Local 1021 Part Time Employees, Represented
SC152	Food Program Coordinator, PPT	SD1 -- SD1 - Local 1021 Office and Technical Employees

Job Code	Job Title	Bargaining Unit
TR136	Food Program Driver, PT	SI1 -- SI1 - Local 1021 Part Time Employees, Represented
PP124	Food Program Monitor, PT	SI1 -- SI1 - Local 1021 Part Time Employees, Represented
PP125	Food Program Site Leader, PT	SI1 -- SI1 - Local 1021 Part Time Employees, Represented
TR137	Food Service Worker	SD1 -- SD1 - Local 1021 Office and Technical Employees
TR210	Food Service Worker, PT	SI1 -- SI1 - Local 1021 Part Time Employees, Represented
PS196	Forensic Technician	SC1 -- SC1 - Local 1021 Field and Operations Employees
TR140	Gardener Crew Leader	SC1 -- SC1 - Local 1021 Field and Operations Employees
TR141	Gardener I	SC1 -- SC1 - Local 1021 Field and Operations Employees
TR143	Gardener I, PPT	SC1 -- SC1 - Local 1021 Field and Operations Employees
TR142	Gardener II	SC1 -- SC1 - Local 1021 Field and Operations Employees
TC110	Graphic Delineator	SD1 -- SD1 - Local 1021 Office and Technical Employees
IS115	Hazardous Materials Inspector II	SD1 -- SD1 - Local 1021 Office and Technical Employees
IS113	Hazardous Materials Inspector, Senior	SD1 -- SD1 - Local 1021 Office and Technical Employees
SS128	Head Start Driver Courier	SC1 -- SC1 - Local 1021 Field and Operations Employees
PP114	Head Start Instructor	SD1 -- SD1 - Local 1021 Office and Technical Employees
PP178	Head Start Instructor, PPT	SD1 -- SD1 - Local 1021 Office and Technical Employees
PP157	Head Start Instructor, PT	SI1 -- SI1 - Local 1021 Part Time Employees, Represented
PP188	Head Start/EHS Assistant Instructor	SD1 -- SD1 - Local 1021 Office and Technical Employees
PP185	Head Start/EHS Assistant Instructor, PT	SI1 -- SI1 - Local 1021 Part Time Employees, Represented
PP175	Head Start/EHS Associate Instructor	SD1 -- SD1 - Local 1021 Office and Technical Employees
PP177	Head Start/EHS Associate Instructor, PT	SI1 -- SI1 - Local 1021 Part Time Employees, Represented

Job Code	Job Title	Bargaining Unit
PP176	Head Start/EHS Substitute Instructor,PPT	SD1 -- SD1 - Local 1021 Office and Technical Employees
TR148	Heavy Equipment Mechanic	SB1 -- SB1 - Local 1021 Craft Employees
TR146	Heavy Equipment Operator	SB1 -- SB1 - Local 1021 Craft Employees
TR147	Heavy Equipment Service Worker	SC1 -- SC1 - Local 1021 Field and Operations Employees
AP265	Help Desk Specialist	SD1 -- SD1 - Local 1021 Office and Technical Employees
PP195	Home Base Visitor	SD1 -- SD1 - Local 1021 Office and Technical Employees
TR149	Hydrant Repair Worker	SB1 -- SB1 - Local 1021 Craft Employees
TR150	Hydrant Repair Worker, Senior	SB1 -- SB1 - Local 1021 Craft Employees
TR151	Irrigation Repair Specialist	SC1 -- SC1 - Local 1021 Field and Operations Employees
TR152	Irrigation Repair Specialist, PPT	SC1 -- SC1 - Local 1021 Field and Operations Employees
PS186	Latent Print Examiner I	SD1 -- SD1 - Local 1021 Office and Technical Employees
AP214	Librarian I	SD1 -- SD1 - Local 1021 Office and Technical Employees
AP215	Librarian I, PPT	SD1 -- SD1 - Local 1021 Office and Technical Employees
AP216	Librarian I, PT	SI1 -- SI1 - Local 1021 Part Time Employees, Represented
AP217	Librarian II	SD1 -- SD1 - Local 1021 Office and Technical Employees
AP218	Librarian II, PPT	SD1 -- SD1 - Local 1021 Office and Technical Employees
AP219	Librarian II, PT	SI1 -- SI1 - Local 1021 Part Time Employees, Represented
AP220	Librarian, Senior	SD1 -- SD1 - Local 1021 Office and Technical Employees
AP228	Librarian, Senior, PPT	SD1 -- SD1 - Local 1021 Office and Technical Employees
AP229	Librarian, Senior, PT	SI1 -- SI1 - Local 1021 Part Time Employees, Represented
AP221	Library Aide	SD1 -- SD1 - Local 1021 Office and Technical Employees

Job Code	Job Title	Bargaining Unit
AP222	Library Aide, PPT	SD1 -- SD1 - Local 1021 Office and Technical Employees
SS138	Library Aide, PT	SI1 -- SI1 - Local 1021 Part Time Employees, Represented
AP223	Library Assistant	SD1 -- SD1 - Local 1021 Office and Technical Employees
AP227	Library Assistant, PPT	SD1 -- SD1 - Local 1021 Office and Technical Employees
SS139	Library Assistant, PT	SI1 -- SI1 - Local 1021 Part Time Employees, Represented
AP224	Library Assistant, Senior	SD1 -- SD1 - Local 1021 Office and Technical Employees
AP225	Library Assistant, Senior, PPT	SD1 -- SD1 - Local 1021 Office and Technical Employees
AP226	Library Assistant, Senior, PT	SI1 -- SI1 - Local 1021 Part Time Employees, Represented
PP159	Library Program Leader, PT	SI1 -- SI1 - Local 1021 Part Time Employees, Represented
AP230	Lifeguard, PT	SI1 -- SI1 - Local 1021 Part Time Employees, Represented
SS140	Literacy Assistant	SD1 -- SD1 - Local 1021 Office and Technical Employees
AP231	Literacy Assistant, PPT	SD1 -- SD1 - Local 1021 Office and Technical Employees
AP232	Literacy Assistant, PT	SI1 -- SI1 - Local 1021 Part Time Employees, Represented
SS141	Literacy Assistant, Senior	SD1 -- SD1 - Local 1021 Office and Technical Employees
TR156	Maintenance Mechanic	SB1 -- SB1 - Local 1021 Craft Employees
TR204	Maintenance Mechanic, PPT	SB1 -- SB1 - Local 1021 Craft Employees
TR157	Maintenance Mechanic, PT	SI1 -- SI1 - Local 1021 Part Time Employees, Represented
IS116	Mechanical Inspector	SD1 -- SD1 - Local 1021 Office and Technical Employees
PS155	Museum Guard	SC1 -- SC1 - Local 1021 Field and Operations Employees
PS157	Museum Guard, PPT	SC1 -- SC1 - Local 1021 Field and Operations Employees
PS158	Museum Guard, PT	SI1 -- SI1 - Local 1021 Part Time Employees, Represented

Job Code	Job Title	Bargaining Unit
SS150	Office Assistant I	SD1 -- SD1 - Local 1021 Office and Technical Employees
SS151	Office Assistant I, PPT	SD1 -- SD1 - Local 1021 Office and Technical Employees
SS152	Office Assistant I, PT	SI1 -- SI1 - Local 1021 Part Time Employees, Represented
SS153	Office Assistant II	SD1 -- SD1 - Local 1021 Office and Technical Employees
SS154	Office Assistant II, PPT	SD1 -- SD1 - Local 1021 Office and Technical Employees
SS155	Office Assistant II, PT	SI1 -- SI1 - Local 1021 Part Time Employees, Represented
TR159	Painter	SB1 -- SB1 - Local 1021 Craft Employees
SS202	Park Attendant	SC1 -- SC1 - Local 1021 Field and Operations Employees
SS157	Park Attendant, PPT	SC1 -- SC1 - Local 1021 Field and Operations Employees
TR161	Park Attendant, PT	SI1 -- SI1 - Local 1021 Part Time Employees, Represented
TR162	Park Equipment Operator	SC1 -- SC1 - Local 1021 Field and Operations Employees
TR164	Parking Control Technician	SC1 -- SC1 - Local 1021 Field and Operations Employees
TC134	Parking Control Technician, PPT	SC1 -- SC1 - Local 1021 Field and Operations Employees
TC135	Parking Control Technician, PT	SI1 -- SI1 - Local 1021 Part Time Employees, Represented
AF025	Parking Meter Collector	SD1 -- SD1 - Local 1021 Office and Technical Employees
TR167	Parking Meter Collector, PPT	SD1 -- SD1 - Local 1021 Office and Technical Employees
TR168	Parking Meter Repair Worker	SB1 -- SB1 - Local 1021 Craft Employees
TR169	Parklands Maintenance Worker	SC1 -- SC1 - Local 1021 Field and Operations Employees
SS159	Payroll Personnel Clerk I	SD1 -- SD1 - Local 1021 Office and Technical Employees
SS160	Payroll Personnel Clerk I, PT	SI1 -- SI1 - Local 1021 Part Time Employees, Represented
SS161	Payroll Personnel Clerk II	SD1 -- SD1 - Local 1021 Office and Technical Employees

Job Code	Job Title	Bargaining Unit
SS162	Payroll Personnel Clerk II, PT	SI1 -- SI1 - Local 1021 Part Time Employees, Represented
ET130	Permit Technician I	SD1 -- SD1 - Local 1021 Office and Technical Employees
ET131	Permit Technician II	SD1 -- SD1 - Local 1021 Office and Technical Employees
AP282	Planning Investigator	SD1 -- SD1 - Local 1021 Office and Technical Employees
TR172	Plumber	SB1 -- SB1 - Local 1021 Craft Employees
PS162	Police Communications Dispatcher	SC1 -- SC1 - Local 1021 Field and Operations Employees
PS163	Police Communications Operator	SC1 -- SC1 - Local 1021 Field and Operations Employees
PS165	Police Evidence Technician	SC1 -- SC1 - Local 1021 Field and Operations Employees
PS170	Police Property Specialist	SC1 -- SC1 - Local 1021 Field and Operations Employees
SS165	Police Records Specialist	SD1 -- SD1 - Local 1021 Office and Technical Employees
SS206	Police Records Specialist, PPT	SD1 -- SD1 - Local 1021 Office and Technical Employees
PS173	Police Services Technician II	SC1 -- SC1 - Local 1021 Field and Operations Employees
AP467	Pool Manager	SC1 -- SC1 - Local 1021 Field and Operations Employees
AP366	Pool Manager, PPT	SC1 -- SC1 - Local 1021 Field and Operations Employees
AP286	Pool Manager, PT	SI1 -- SI1 - Local 1021 Part Time Employees, Represented
TR207	Pool Technician	SC1 -- SC1 - Local 1021 Field and Operations Employees
TR208	Pool Technician, PPT	SC1 -- SC1 - Local 1021 Field and Operations Employees
TR209	Pool Technician, PT	SI1 -- SI1 - Local 1021 Part Time Employees, Represented
AP290	Process Coordinator II	SD1 -- SD1 - Local 1021 Office and Technical Employees
SS169	Public Service Representative	SD1 -- SD1 - Local 1021 Office and Technical Employees
SS196	Public Service Representative, PPT	SD1 -- SD1 - Local 1021 Office and Technical Employees

Job Code	Job Title	Bargaining Unit
SS198	Public Service Representative, PT	SI1 -- SI1 - Local 1021 Part Time Employees, Represented
TR174	Public Works Maintenance Worker	SC1 -- SC1 - Local 1021 Field and Operations Employees
TR200	Public Works Utility Worker, PPT	SC1 -- SC1 - Local 1021 Field and Operations Employees
AF034	Real Estate Collections Officer	SD1 -- SD1 - Local 1021 Office and Technical Employees
SS170	Receptionist	SD1 -- SD1 - Local 1021 Office and Technical Employees
SS173	Receptionist to the City Council	SD1 -- SD1 - Local 1021 Office and Technical Employees
SS174	Receptionist, PPT	SD1 -- SD1 - Local 1021 Office and Technical Employees
SS175	Receptionist, PT	SI1 -- SI1 - Local 1021 Part Time Employees, Represented
SS177	Recreation Aide, PT	SI1 -- SI1 - Local 1021 Part Time Employees, Represented
SS178	Recreation Attendant I, PT	SI1 -- SI1 - Local 1021 Part Time Employees, Represented
SS203	Recreation Attendant II, PPT	SC1 -- SC1 - Local 1021 Field and Operations Employees
SS179	Recreation Attendant II, PT	SI1 -- SI1 - Local 1021 Part Time Employees, Represented
PP131	Recreation Center Director	SC1 -- SC1 - Local 1021 Field and Operations Employees
PP132	Recreation Leader I, PT	SI1 -- SI1 - Local 1021 Part Time Employees, Represented
PP133	Recreation Leader II, PPT	SC1 -- SC1 - Local 1021 Field and Operations Employees
PP134	Recreation Leader II, PT	SI1 -- SI1 - Local 1021 Part Time Employees, Represented
PP135	Recreation Program Director	SC1 -- SC1 - Local 1021 Field and Operations Employees
PP136	Recreation Specialist I, PPT	SC1 -- SC1 - Local 1021 Field and Operations Employees
PP137	Recreation Specialist I, PT	SI1 -- SI1 - Local 1021 Part Time Employees, Represented
PP138	Recreation Specialist II, PPT	SC1 -- SC1 - Local 1021 Field and Operations Employees
PP139	Recreation Specialist II, PT	SI1 -- SI1 - Local 1021 Part Time Employees, Represented

Job Code	Job Title	Bargaining Unit
PP161	Recreation Specialist III, PPT	SC1 -- SC1 - Local 1021 Field and Operations Employees
PP162	Recreation Specialist III, PT	SI1 -- SI1 - Local 1021 Part Time Employees, Represented
TR196	Refuge Naturalist	SC1 -- SC1 - Local 1021 Field and Operations Employees
TC144	Registered Veterinary Technician	SD1 -- SD1 - Local 1021 Office and Technical Employees
TC145	Registered Veterinary Technician, PPT	SD1 -- SD1 - Local 1021 Office and Technical Employees
TC146	Registered Veterinary Technician, PT	SI1 -- SI1 - Local 1021 Part Time Employees, Represented
AP315	Rehabilitation Paint Technician	SC1 -- SC1 - Local 1021 Field and Operations Employees
SS180	Reprographic Assistant	SD1 -- SD1 - Local 1021 Office and Technical Employees
SS182	Reprographic Offset Operator	SD1 -- SD1 - Local 1021 Office and Technical Employees
AP321	Revenue Assistant	SD1 -- SD1 - Local 1021 Office and Technical Employees
RM	RM	SD1 -- SD1 - Local 1021 Office and Technical Employees
TR175	Sewer Maintenance Leader	SC1 -- SC1 - Local 1021 Field and Operations Employees
TR176	Sewer Maintenance Worker	SC1 -- SC1 - Local 1021 Field and Operations Employees
TR177	Sign Maintenance Worker	SC1 -- SC1 - Local 1021 Field and Operations Employees
TR213	Sign Shop Coordinator	SC1 -- SC1 - Local 1021 Field and Operations Employees
AF060	Special Activity Permit Inspector	SD1 -- SD1 - Local 1021 Office and Technical Employees
SS445	Special Activity Permit Technician	SD1 -- SD1 - Local 1021 Office and Technical Employees
IS121	Specialty Combination Insp Tech	SD1 -- SD1 - Local 1021 Office and Technical Employees
IS119	Specialty Combination Inspector	SC1 -- SC1 - Local 1021 Field and Operations Employees
IS120	Specialty Combination Inspector, Senior	SC1 -- SC1 - Local 1021 Field and Operations Employees
PP160	Sports Official, PT	SI1 -- SI1 - Local 1021 Part Time Employees, Represented

Job Code	Job Title	Bargaining Unit
TC139	Stagehand, PPT	SB1 -- SB1 - Local 1021 Craft Employees
TC138	Stagehand, PT	SI1 -- SI1 - Local 1021 Part Time Employees, Represented
TR178	Stationary Engineer	SB1 -- SB1 - Local 1021 Craft Employees
SS186	Storekeeper	SC1 -- SC1 - Local 1021 Field and Operations Employees
TR180	Street Maintenance Leader	SC1 -- SC1 - Local 1021 Field and Operations Employees
TR181	Street Sweeper Operator	SC1 -- SC1 - Local 1021 Field and Operations Employees
AP331	Subpoena Server	SC1 -- SC1 - Local 1021 Field and Operations Employees
ET132	Surveying Technician (Field)	SC1 -- SC1 - Local 1021 Field and Operations Employees
ET133	Surveying Technician, Sr (Field)	SC1 -- SC1 - Local 1021 Field and Operations Employees
AF004	Tax Auditor I	SD1 -- SD1 - Local 1021 Office and Technical Employees
AF022	Tax Auditor II	SD1 -- SD1 - Local 1021 Office and Technical Employees
AF050	Tax Enforcement Officer II	SD1 -- SD1 - Local 1021 Office and Technical Employees
AF005	Tax Representative I	SD1 -- SD1 - Local 1021 Office and Technical Employees
AF024	Tax Representative II	SD1 -- SD1 - Local 1021 Office and Technical Employees
ET134	Traffic Engineering Technician, Senior	SD1 -- SD1 - Local 1021 Office and Technical Employees
TR185	Traffic Painter	SB1 -- SB1 - Local 1021 Craft Employees
TR186	Traffic Sign Maker	SC1 -- SC1 - Local 1021 Field and Operations Employees
TR188	Tree High Climber	SC1 -- SC1 - Local 1021 Field and Operations Employees
TR189	Tree Trimmer	SC1 -- SC1 - Local 1021 Field and Operations Employees
TR214	Tree Trimmer Crew Leader	SC1 -- SC1 - Local 1021 Field and Operations Employees
TR190	Tree Worker	SC1 -- SC1 - Local 1021 Field and Operations Employees

Job Code	Job Title	Bargaining Unit
TR191	Truck Driver	SC1 -- SC1 - Local 1021 Field and Operations Employees
TRANS-1021	UNDETERMINED	SD1 -- SD1 - Local 1021 Office and Technical Employees
PS201	US&R Warehouse & Logistics Specialist	SB1 -- SB1 - Local 1021 Craft Employees
PS202	US&R Warehouse/Logistics Specialist, PPT	SB1 -- SB1 - Local 1021 Craft Employees
PS205	US&R Wrhs & Logistics Spec, PT	SI1 -- SI1 - Local 1021 Part Time Employees, Represented
TR212	Van Driver	SC1 -- SC1 - Local 1021 Field and Operations Employees
TR211	Van Driver, PPT	SC1 -- SC1 - Local 1021 Field and Operations Employees
TR192	Van Driver, PT	SI1 -- SI1 - Local 1021 Part Time Employees, Represented
TC147	Veterinary Assistant	SD1 -- SD1 - Local 1021 Office and Technical Employees
AP354	Water Safety Instructor, PT	SI1 -- SI1 - Local 1021 Part Time Employees, Represented
TR193	Zoo Keeper	SC1 -- SC1 - Local 1021 Field and Operations Employees

UNREPRESENTED JOB CLASSIFICATIONS
Units CON, TL1, U51, UG1, UK1, UK2, and UP1

Job Code	Job Title	Bargaining Unit
AP105	Administrative Analyst I, PT	TL1 -- TL1 - Part Time Employees, Unrepresented
EM128	Assistant City Administrator	UK1 -- UK1 - Executive Management Employees, Unrepresented
EM269	Assistant Director, Planning & Building	UP1 -- UP1 - Unrepresented Professionals
EM267	Assistant Human Resources Director	UK2 -- UK2 - Senior Management Employees, Unrepresented
AP114	Benefits Representative, PT	TL1 -- TL1 - Part Time Employees, Unrepresented
MA163	Budget & Management Analyst, Principal	UP1 -- UP1 - Unrepresented Professionals
EM172	Budget Administrator	UK2 -- UK2 - Senior Management Employees, Unrepresented
EM265	Budget Administrator, Assistant	UP1 -- UP1 - Unrepresented Professionals
AP121	Cable TV Assistant Producer, PT	TL1 -- TL1 - Part Time Employees, Unrepresented
AP439	Cable TV Stage Manager, PT	TL1 -- TL1 - Part Time Employees, Unrepresented
PP105	Camp Director, PT	UG1 -- UG1 - Part Time Employees, Unrepresented
SC109	Camp Food Service Mgr, PT	UG1 -- UG1 - Part Time Employees, Unrepresented
AP124	Camp Manager Assistant, PT	UG1 -- UG1 - Part Time Employees, Unrepresented
SC110	Camp Manager, PT	UG1 -- UG1 - Part Time Employees, Unrepresented
AP413	Case Manager I, PT	TL1 -- TL1 - Part Time Employees, Unrepresented
AP412	Case Manager II, PT	TL1 -- TL1 - Part Time Employees, Unrepresented
EM266	Chief of Violence Prevention	UK1 -- UK1 - Executive Management Employees, Unrepresented
ET108	City Administrator	UK1 -- UK1 - Executive Management Employees, Unrepresented
EM124	City Attorney, Assistant	UK2 -- UK2 - Senior Management Employees, Unrepresented
EM126	City Clerk	UK1 -- UK1 - Executive Management Employees, Unrepresented

ATTACHMENT I

AP133	City Cncl Constituent Liaison PT	UG1 -- UG1 - Part Time Employees, Unrepresented
SS111	City Council Intern, PT	UG1 -- UG1 - Part Time Employees, Unrepresented
AP137	City Council Policy Analyst, PT	UG1 -- UG1 - Part Time Employees, Unrepresented
SS113	City Council PSE 14, PT	TL1 -- TL1 - Part Time Employees, Unrepresented
AP141	City Councilmember's Assistant, PT	TL1 -- TL1 - Part Time Employees, Unrepresented
MA113	Controller	UK2 -- UK2 - Senior Management Employees, Unrepresented
AP155	Cultural Arts Specialist, PT	TL1 -- TL1 - Part Time Employees, Unrepresented
EM138	Deputy City Administrator	UK1 -- UK1 - Executive Management Employees, Unrepresented
EM275	Deputy Director Workplace & Empl Stds	UK2 -- UK2 - Senior Management Employees, Unrepresented
EM234	Director of Animal Services	UK1 -- UK1 - Executive Management Employees, Unrepresented
EM239	Director of Contracting & Purchasing	UK1 -- UK1 - Executive Management Employees, Unrepresented
EM230	Director of Economic & Workforce Dev	UK1 -- UK1 - Executive Management Employees, Unrepresented
EM103	Director of Finance	UK1 -- UK1 - Executive Management Employees, Unrepresented
EM154	Director of Housing & Community Dev	UK1 -- UK1 - Executive Management Employees, Unrepresented
EM159	Director of Human Resources Management	UK1 -- UK1 - Executive Management Employees, Unrepresented
EM153	Director of Human Services	UK1 -- UK1 - Executive Management Employees, Unrepresented
EM238	Director of Information Technology	UK1 -- UK1 - Executive Management Employees, Unrepresented
EM155	Director of Library Services	UK1 -- UK1 - Executive Management Employees, Unrepresented
EM158	Director of Parks & Recreation	UK1 -- UK1 - Executive Management Employees, Unrepresented
EM220	Director of Planning & Building	UK1 -- UK1 - Executive Management Employees, Unrepresented
EM108	Director of Public Works	UK1 -- UK1 - Executive Management Employees, Unrepresented
EM263	Director of Race and Equity	UK1 -- UK1 - Executive Management Employees, Unrepresented
EM264	Director of Transportation	UK1 -- UK1 - Executive Management Employees, Unrepresented

ATTACHMENT I

EM274	Director of Workplace & Employment Std	UK1 -- UK1 - Executive Management Employees, Unrepresented
EM258	EEO & Civil Rights Director	UK1 -- UK1 - Executive Management Employees, Unrepresented
AP386	Emergency Medical Svcs Instructor, PT	TL1 -- TL1 - Part Time Employees, Unrepresented
SC261	Emergency Planning Coordinator Sr, PT	TL1 -- TL1 - Part Time Employees, Unrepresented
SC260	Emergency Planning Coordinator, PT	TL1 -- TL1 - Part Time Employees, Unrepresented
MA158	Employee & Labor Relations Analyst, Sr	UP1 -- UP1 - Unrepresented Professionals
MA156	Employee Relations Analyst, Principal	UK2 -- UK2 - Senior Management Employees, Unrepresented
SS119	Engineering Intern, PT	UG1 -- UG1 - Part Time Employees, Unrepresented
SS126	Executive Asst to the City Administrator	UP1 -- UP1 - Unrepresented Professionals
EM229	Executive Director CPRA	UK1 -- UK1 - Executive Management Employees, Unrepresented
EM261	Executive Director, Public Ethics Comm	UK1 -- UK1 - Executive Management Employees, Unrepresented
AP188	Exempt Limited Duration Employee	U51 -- U51 - Exempt Limited Duration Employees, Unrepresented
AP193	Graphics Design Coordinator, PT	TL1 -- TL1 - Part Time Employees, Unrepresented
PP172	Head Start Program Coordinator, PT	TL1 -- TL1 - Part Time Employees, Unrepresented
AP440	Hearing Officer, PT	TL1 -- TL1 - Part Time Employees, Unrepresented
AP201	Human Resource Analyst, PT	TL1 -- TL1 - Part Time Employees, Unrepresented
EM186	Human Resources Manager	UK2 -- UK2 - Senior Management Employees, Unrepresented
EM270	Inspector General	UK1 -- UK1 - Executive Management Employees, Unrepresented
AP441	Language Interpreter, PT	TL1 -- TL1 - Part Time Employees, Unrepresented
MA131	Management Assistant, PT	TL1 -- TL1 - Part Time Employees, Unrepresented
MA133	Management Intern, PT	UG1 -- UG1 - Part Time Employees, Unrepresented
EM209	Manager, Claims & Risk	UK2 -- UK2 - Senior Management Employees, Unrepresented
EM268	Manager, Finance	UK2 -- UK2 - Senior Management Employees, Unrepresented

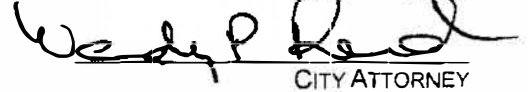
ATTACHMENT I

EM277	Manager, Payroll	UK2 -- UK2 - Senior Management Employees, Unrepresented
MA167	Manager, Training & Organizational Dev	UK2 -- UK2 - Senior Management Employees, Unrepresented
SS145	Mayor's PSE 14, PT	TL1 -- TL1 - Part Time Employees, Unrepresented
NP- INTERN	Non-Paid Training Participant	U51 -- U51 - Exempt Limited Duration Employees, Unrepresented
PP130	Outreach Worker, PT	UG1 -- UG1 - Part Time Employees, Unrepresented
AL013	Paralegal, PT	TL1 -- TL1 - Part Time Employees, Unrepresented
SS164	Planning Intern, PT	UG1 -- UG1 - Part Time Employees, Unrepresented
PS161	Police Cadet, PT	UG1 -- UG1 - Part Time Employees, Unrepresented
AP361	Program Analyst I, PT	TL1 -- TL1 - Part Time Employees, Unrepresented
AP362	Program Analyst II, PT	UG1 -- UG1 - Part Time Employees, Unrepresented
EM214	Project Manager III, PT	TL1 -- TL1 - Part Time Employees, Unrepresented
AP301	Public Information Officer II, PT	TL1 -- TL1 - Part Time Employees, Unrepresented
SS205	Receptionist to the City Auditor, PT	TL1 -- TL1 - Part Time Employees, Unrepresented
EM204	Revenue & Tax Administrator	UK2 -- UK2 - Senior Management Employees, Unrepresented
AP389	Senior Council Policy Analyst, PT	UG1 -- UG1 - Part Time Employees, Unrepresented
PP173	Senior Services Program Analyst, PT	TL1 -- TL1 - Part Time Employees, Unrepresented
MA155	Special Assistant to the Mayor I, PT	TL1 -- TL1 - Part Time Employees, Unrepresented
EM252	Special Assistant to the Mayor II, PT	TL1 -- TL1 - Part Time Employees, Unrepresented
EM250	Special Assistant to the Mayor III	UK2 -- UK2 - Senior Management Employees, Unrepresented
EM272	Special Assistant to the Mayor III, PPT	UK2 -- UK2 - Senior Management Employees, Unrepresented
EM273	Special Assistant to the Mayor III, PTS	UG1 -- UG1 - Part Time Employees, Unrepresented
AP329	Special Clerkship, PT	UG1 -- UG1 - Part Time Employees, Unrepresented
MA161	Special Counsel - Labor & Employment	UP1 -- UP1 - Unrepresented Professionals

ATTACHMENT I

AP442	Special Events Coordinator, PT	TL1 -- TL1 - Part Time Employees, Unrepresented
SS195	Student Trainee, PT	UG1 -- UG1 - Part Time Employees, Unrepresented
AP341	Temp Contract Svcs Employee, PT	CON -- CON - Contractor Employees, Unrepresented
EM206	Treasury Administrator	UK2 -- UK2 - Senior Management Employees, Unrepresented
AP443	Veterinarian, PT	TL1 -- TL1 - Part Time Employees, Unrepresented
ADMIN	ZZZ - Administrative Use Only	U51 -- U51 - Exempt Limited Duration Employees, Unrepresented

APPROVED AS TO FORM AND LEGALITY


CITY ATTORNEY

INTRODUCED BY COUNCILMEMBER _____

ORDINANCE NO. 12187 C.M.S.**AN ORDINANCE ESTABLISHING EMPLOYMENT CLASSIFICATIONS WITHIN THE CITY OF OAKLAND AND RELATED COMPENSATION MATTERS AND SETTING A SCHEDULE OF THE SALARY FOR EACH ESTABLISHED CLASSIFICATION AND REPEALING ORDINANCE 4727 C.M.S. AND AMENDMENTS THERETO**

WHEREAS, the Oakland City Charter charges the City Council with fixing the compensation of all City employees, officers and officials unless otherwise excepted; now therefore

The City Council of the City of Oakland does ordain as follows:

- Sec. 1.00 Purpose. This ordinance shall set forth a salary schedule reflecting all classifications of employment within the City including those of city employees and city officers. Said schedule containing such classifications and the salary specified for each classification entitled "Salary Schedule" is attached and made part of this ordinance. The City Manager, or other appointing authority, shall authorize individual positions in classifications herein created, in accordance with budgetary appropriations made by the City Council. Persons holding respective positions and offices in the classifications set forth in the salary schedule shall receive as salary in full for their respective services that amount set forth in the salary schedule specified for such office or determined to be applicable under the provisions of this ordinance.
- Sec. 1.10 Initial Salary. Except as otherwise provided, the initial salary of an employee in the City shall be the salary attached to the lowest rate of the salary schedule established for the classification to which he/she is appointed; provided, however, that the appointing authority may appoint a new employee at any step in the applicable salary schedule for the classification involved if there has been unusual difficulty in recruiting competent employees at the lowest rate of said salary schedule and the higher rate is commensurate with the education and experience of the said appointee.
- Sec. 1.20 Salary Increase. Advancement within the salary schedule specified for an employee's classification, where such schedule has specified step increments, shall be on the basis of one year's satisfactory service in each such salary step. A salary step increase for an employee who is entitled to such an increase shall be

effective on the first anniversary date of appointment to such classification, or one year from his/her most recent step increase, whichever is later; provided, however, that an employee who has demonstrated outstanding performance in the public service may receive a step increase other than set forth above upon the recommendation of the department head and approval by the appointing authority. Where a salary schedule for a classification is a range not having specified step increments (indicated herein by the letter R following the salary), the salary for each incumbent shall be established by the appointing authority.

- Sec. 1.30 Minimum Salary Increase When Promoted. Notwithstanding any other provisions of this ordinance, whenever an employee is promoted to a position of higher salary schedule within the same classification series, he/she that shall receive compensation at the salary schedule for the new position that represents a minimum of one rate increment over the amount he/she was receiving in the former position; provided, however, that the appointing authority, at his/her discretion for good cause, may provide for compensation at any step for the classification involved if the employee has demonstrated outstanding achievement in the public service.
- Sec. 1.40 Biweekly Pay. Except as otherwise specifically provided, all compensation of all City employees hereinafter set forth shall be paid in equal biweekly installments.
- Sec. 1.50 Overtime Compensation. Overtime compensation shall be authorized consistent with state and federal law and with memoranda of understanding entered into between the City and recognized employee representative, when applicable.
- Sec. 1.60 Holidays on Regular Day Off. In the event that a designated holiday falls upon a normal day off which is either a Saturday, as to an employee who works a Monday through Friday workweek, or the first day off of his/her normal two days off, as to an employee whose workweek is one other than Monday through Friday, then in either such event such employee, as the case may be, shall thereafter receive one (1) additional day of vacation thereof; and each such employee who is required to work on such Saturday or first day off shall also receive compensation therefor at the rate of time and one-half of his/her regular base rate of pay.

In the event that a designated holiday falls upon a normal day off which is either a Sunday, as to an employee who works a Monday through Friday workweek, or the second day off of his/her normal two days off, as to an employee whose workweek is one other than Monday through Friday, then in either such event such employee, as the case may be, shall receive the next following day off therefor; and each such employee who is required to work on such Sunday or second day off shall also receive compensation therefor at the rate of time and one-half of his/her regular base rate of pay.

The provisions of this section shall not apply to employees represented by a recognized employee organization whose entitlement shall be governed by the terms of approved memoranda of understanding, if any, nor shall they apply to Special Clerkships in the Office of the City Clerk, nor to part-time positions.

Sec. 1.70 Meal Allowance. Each employee who, when directed to do so, works continuously two hours or more immediately before or after his/her regular shift working day shall be paid a reasonable meal allowance as determined by the appointing authority. Each employee who is called back to work after he/she has completed his/her regular shift day and has left his/her place of employment, and who so works four hours or more shall be paid a reasonable meal allowance, as determined by the appointing authority. Meal allowances shall not be paid for regularly scheduled overtime work (i.e., overtime scheduled at least twenty-four hours in advance, where such overtime is not an extension of a regular work day), or in those instances where the City furnishes meals.

The provisions of this section shall not apply to employees represented by recognized employee organizations whose entitlement shall be governed by the terms of approved Memoranda of Understanding, if any, nor shall they apply to Special Clerkships in the Office of the City Clerk, nor to part-time positions.

Sec. 1.80 Civilian Uniform Allowance. In the event an employee in a civilian position is required as part of his or her ordinary job duties to wear a uniform, the employee shall be reasonably reimbursed for acquisition and maintenance of said uniform in amounts determined by the City Manager.

The provisions of this section shall not apply to employees represented by recognized employee organizations whose entitlement shall be governed by the terms of an approved Memoranda of Understanding, if any, nor shall they apply to Special Clerkships in the Office of the City Clerk, nor to part-time positions.

Sec. 1.90 Special Salary Provisions Related to the Chief of Police and Chief of Fire. In order to maintain the relative rate of payment adjustments to individuals retired from the Chief of Fire and Chief of Police classifications, or their beneficiaries, to the lower uniformed ranks in the Fire and Police Departments, the following salary adjustment process, applicable to the Chief of Fire and the Chief of Police classifications, is hereby established to become effective on the respective dates of retirement of incumbents in the Chief of Fire and Chief of Police classifications as of January 1, 1980:

1. The salary of the Chief of Fire classification as contained in this ordinance shall be adjusted by a percentage amount equivalent to the average percentage amount of salary adjustment granted to rank and file uniformed employees of the Fire Department, who are represented by an employee organization recognized by the City, concurrent with implementation of salary adjustments for said rank and file employees;
2. The salary of the Chief of Police classification as contained in this ordinance shall be adjusted by a percentage amount equivalent to the average percentage amount of salary adjustment granted to rank and file employees of the Police Department, who are represented by an employee

organization recognized by the City, concurrent with implementation of salary adjustments for said rank and file employees.

The classification of Chief of Fire and Chief of Police as referenced in his provision shall constitute "ranks" for the purposes of computing retirement allowances as outlined in Section 2608(c) of the City Charter.

Retirement allowances for individuals in chief executive classifications in the respective Fire and Police Departments, other than the Chief of Fire and Chief of Police classifications, shall be computed on the basis of the appropriate retirement system provisions.

Sec. 2.00 Special Salary Provisions Related to the Director of the Fire Services and Director of Police Services Agencies. In order to maintain the relative rate of payment adjustments to individuals retired from Agency Director, Fire Services and Agency Director, Police Services classifications, or their beneficiaries, to the lower uniformed ranks in the Fire and Police Agencies, the following salary adjustment process, applicable to the Agency Director, Fire Services and Agency Director, Police Services classifications, is hereby established and shall apply upon the respective dates of retirement of incumbents in the Agency Director, Fire Services and Agency Director, Police Services classifications:

1. The salary of the Agency Director, Fire Services as contained in this ordinance shall be adjusted by a percentage amount equivalent to the average percentage amount of salary adjustment granted to rank and file uniformed employees of the Fire Services Agency, who are represented by an employee organization recognized by the City, concurrent with implementation of salary adjustments for said rank and file employees.
2. The salary of the Agency Director, Police Services as contained in this ordinance shall be adjusted by a percentage amount equivalent to the average percentage amount of salary adjustment granted to rank and file uniformed employees of the Police Services Agency, who are represented by an employee organization recognized by the City, concurrent with implementation of salary adjustments for said rank and file employees.

The classifications of Agency Director, Fire Services and Agency Director, Police Services as referenced in this provision shall constitute "ranks" for the purpose of computing retirement allowances as outlined in Section 2608 of the City Charter.

Sec. 2.10 Severance Payments. As a hiring incentive for attracting into City service qualified employees whose City services are exempt from the protections of the Civil Service under Article IX of the City Charter, the appointing authority is authorized to enter into hiring agreements promising to pay severance payments equivalent to up to three months of salary, and for employees who serve at least ten years, up to six months, in the event the City must terminate the employee's services through no fault of the exempt employee.

- Sec. 2.20 Memoranda of Understanding and Administrative Instruction Affecting Terms and Conditions of Employment. Terms and conditions of City employment may be established by approved Memoranda of Understanding and where inconsistent with any provisions of this ordinance, such Memoranda shall control with respect to the represented employees governed thereby. By Administrative Instruction the City Manager may define the unrepresented employees, if any, to whom such terms and conditions may also apply.
- Sec. 2.30 Amendments. Amendments to the attached "Salary Schedule" hereinafter shall be entitled "Amendments to the Salary Schedule of the Salary Ordinance". Amendments to any provision of this ordinance other than the salary schedule shall hereinafter be entitled "Amendments to the Salary Ordinance".
- Sec. 2.40 Ordinance 4727 C.M.S. and amendments thereto are hereby repealed.

2000-01-14 14:24

Introduced = Oct. 26, 1999

IN COUNCIL, OAKLAND, CALIFORNIA, NOV - 9 1999

PASSED BY THE FOLLOWING VOTE:

AYES- BRUNNER, CHANG, DE LA FUENTE, ~~MILEY~~, NADEL, REID, RUSSO, AND SPEES -17

NOES- *None*

ABSENT- *None*

ABSTENTION- *None*

Excused - Miley - 1

ATTEST:



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

APPROVED AS TO FORM AND LEGALITY


CITY ATTORNEY'S OFFICE

OAKLAND CITY COUNCIL

RESOLUTION NO. _____ C.M.S.

RESOLUTION APPROVING THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF OAKLAND AND THE CONFIDENTIAL MANAGEMENT EMPLOYEES ASSOCIATION (“CMEA”) REPRESENTING EMPLOYEES IN REPRESENTATION UNIT U31 COVERING THE PERIOD OF JULY 1, 2025, TO JUNE 30, 2026

WHEREAS, the one-year successor Memorandum of Understanding between the City of Oakland and CMEA (the “MOU”) has been presented to the City Council for determination pursuant to California Government Code section 3505.1; and

WHEREAS, the key provisions of the MOU are described in the report to the City Administrator dated September 3, 2025; and

WHEREAS, the terms and conditions contained in the MOU are in the best interests of the City; now, therefore, be it

RESOLVED: That said agreement be, and is, hereby approved; and be it

FURTHER RESOLVED: That the provisions of the MOU are effective as of July 1, 2025.

IN COUNCIL, OAKLAND, CALIFORNIA,

PASSED BY THE FOLLOWING VOTE:

AYES - BROWN, FIFE, GALLO, HOUSTON, RAMACHANDRAN, UNGER, WANG, AND
PRESIDENT JENKINS

NOES –

ABSENT –

ABSTENTION –

ATTEST: _____
ASHA REED
City Clerk and Clerk of the Council of the
City of Oakland, California

APPROVED AS TO FORM AND LEGALITY


CITY ATTORNEY'S OFFICE

OAKLAND CITY COUNCIL

RESOLUTION NO. _____ C.M.S.

RESOLUTION APPROVING THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF OAKLAND AND THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS (“IBEW”), LOCAL 1245, REPRESENTING EMPLOYEES IN REPRESENTATION UNITS IE1 AND TV1, COVERING THE PERIOD JULY 1, 2025, THROUGH JUNE 30, 2026;

WHEREAS, the one-year successor Memorandum of Understanding between the City of Oakland and IBEW, Local 1245 (the “MOU”) has been presented to the City Council for determination pursuant to California Government Code section 3505.1; and

WHEREAS, the key provisions of the MOU are described in the report to the City Administrator dated September 3, 2025; and

WHEREAS, the terms and conditions contained in the MOU are in the best interests of the City; now, therefore, be it

RESOLVED: That said agreement be, and is, hereby approved; and be it

FURTHER RESOLVED: That the provisions of the MOU are effective as of July 1, 2025.

IN COUNCIL, OAKLAND, CALIFORNIA,

PASSED BY THE FOLLOWING VOTE:

AYES - BROWN, FIFE, GALLO, HOUSTON, RAMACHANDRAN, UNGER, WANG, AND
PRESIDENT JENKINS

NOES –

ABSENT –

ABSTENTION –

ATTEST: _____
ASHA REED
City Clerk and Clerk of the Council of the
City of Oakland, California

APPROVED AS TO FORM AND LEGALITY


CITY ATTORNEY'S OFFICE

OAKLAND CITY COUNCIL

RESOLUTION NO. _____ C.M.S.

RESOLUTION APPROVING THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF OAKLAND AND THE INTERNATIONAL FEDERATION OF PROFESSIONAL AND TECHNICAL ENGINEERS (“IFPTE”), LOCAL 21, REPRESENTING EMPLOYEES IN REPRESENTATION UNITS TA1, TF1, TM1, TM2, TW1, U41, UH1, UM1, AND UM2, COVERING THE PERIOD JULY 1, 2025, THROUGH JUNE 30, 2026

WHEREAS, the one-year successor Memorandum of Understanding between the City of Oakland and IFPTE, Local 21 (the “MOU”) has been presented to the City Council for determination pursuant to section 3505.1 of the Government Code of the State of California; and

WHEREAS, the key provisions of the MOU are described in the report to the City Administrator dated September 3, 2025; and

WHEREAS, the terms and conditions contained in the MOU are in the best interests of the City; now, therefore, be it

RESOLVED: That said agreement be, and is, hereby approved; and be it

FURTHER RESOLVED: That the provisions of the MOU are effective as of July 1, 2025.

IN COUNCIL, OAKLAND, CALIFORNIA,

PASSED BY THE FOLLOWING VOTE:

AYES - BROWN, FIFE, GALLO, HOUSTON, RAMACHANDRAN, UNGER, WANG, AND
PRESIDENT JENKINS

NOES –

ABSENT –

ABSTENTION –

ATTEST: _____

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

APPROVED AS TO FORM AND LEGALITY


CITY ATTORNEY'S OFFICE

OAKLAND CITY COUNCIL

RESOLUTION NO. _____ C.M.S.

**RESOLUTION APPROVING THE MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY OF OAKLAND AND THE SERVICE EMPLOYEES
INTERNATIONAL UNION (“SEIU”), LOCAL 1021 REPRESENTING
EMPLOYEES IN REPRESENTATION UNITS SB1, SC1, SD1, AND SI1
COVERING THE PERIOD JULY 1, 2025, THROUGH JUNE 30, 2026**

WHEREAS, the one-year successor Memorandum of Understanding between the City of Oakland and SEIU, Local 1021 (the “MOU”) has been presented to the City Council for determination pursuant to section 3505.1 of the government code of the State of California; and

WHEREAS, the key provisions of the MOU are described in the report to the City Administrator dated September 3, 2025; and

WHEREAS, the terms and conditions contained the MOU are in the best interests of the City; now, therefore, be it

RESOLVED: That said agreement be, and is, hereby approved; and be it

FURTHER RESOLVED: That the provisions of the MOU are effective as of July 1, 2025.

IN COUNCIL, OAKLAND, CALIFORNIA,

PASSED BY THE FOLLOWING VOTE:

AYES - BROWN, FIFE, GALLO, HOUSTON, RAMACHANDRAN, UNGER, WANG, AND
PRESIDENT JENKINS

NOES –

ABSENT –

ABSTENTION –

ATTEST: _____

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