

CITY OF OAKLAND
AGENDA REPORT

OFFICE OF THE CITY CLERK
OAKLAND

2005 APR 28 PM 1:12

TO: Office of the City Administrator
ATTN: Deborah A. Edgerly
FROM: Finance and Management Agency
DATE: May 10, 2005

RE: AN ORDINANCE AMENDING ORDINANCE NO. 12347 C.M.S. TO ADJUST THE WAGES OF EMPLOYEES IN JOB CLASSIFICATIONS REPRESENTED BY THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, LOCAL 55 PURSUANT TO THE CURRENT MEMORANDUM OF UNDERSTANDING

SUMMARY

An Ordinance has been prepared for consideration by the City Council that amends the Salary Schedule of Ordinance No. 12347 C.M.S. to modify the salaries of employees in job classifications represented by the International Association of Firefighters, Local 55.

FISCAL IMPACT

A wage increase of 4 percent for July 2, 2005 was previously approved by Council on July 10, 2001, (Ordinance No. 12347 C.M.S.). However, as stipulated in section 2.2.5 of the Memorandum of Understanding between the International Association of Firefighters, Local 55 and the City, if the Consumer Price Index-All Urban Consumers (CPI-U) increased by more than 5.5 percent between June 2000, and June 2001, the represented employees would receive a 5 percent increase. The CPI-U was 6.6 percent for the period of June 2000 to June 2001. Therefore, pursuant to the MOU, based on the relevant CPI-U, these employees are entitled to a 5 percent wage increase rather than the estimated 4 percent wage increase.

This additional 1 percent wage increase will cost the City's General Fund an estimated \$602,364 in increased wages and retirement benefits for FY 2005-06.

Details are provided below:

Description	FY 2005-06
Negotiated Salary Increases	1.0%
Incremental cost to General Purpose Fund (GPF)	\$602,364

The additional 1 percent wage increase for FY 2005-06 has been included the FY 2005-07 Proposed Budget.

Additional wage increases, as stipulated by the current contract, are slated for December 31, 2005 and July 1, 2006. MOU Article 2 is attached as Exhibit 1.

Additionally, depending on the Fire Department's overtime practices, all salary increases will have an additional fiscal impact to sworn Fire employee overtime costs. Further, pay premiums and holiday in-lieu pay will be affected as well, as they are a part of base salary.

The current MOU between the International Association of Firefighters, Local 55 and the City expires June 30, 2007.

BACKGROUND

The labor agreement, that contains these salary increases, represents the culmination of negotiations that began in the Winter of 2001, with representatives of the International Association of Firefighters, Local 55, who represent approximately 475 employees of the Oakland Fire Department.

Ordinance No. 12347 C.M.S. establishes salary/wage steps for these classifications. Amendments to the Ordinance, including changes to the salary schedule, are required periodically to maintain the Salary Ordinance. This proposed ordinance would amend the salary schedule of Ordinance No. 12347 to revise the salaries pursuant to the negotiated wage adjustment. The adjustment is based on the June 2000 to June 2001 CPI-U as mandated by the MOU between the City of Oakland and the International Association of Firefighters, Local 55.

KEY ISSUES AND IMPACTS

The wage adjustment was calculated in accordance with Article 2, Section 2.2.5, of the International Association of Firefighters Local 55 MOU. This pay increase is part of the implementation process that mandates a wage increase of 5.0 percent if the change in the Consumer Price Index (CPI) from June 2000 through June 2001 exceeded 5.5 percent:

The Bureau of Labor Statistics (BLS) records indicated the change for June 2000 to June 2001 was 6.6 percent.

SUSTAINABLE OPPORTUNITIES

None.

DISABILITY AND SENIOR CITIZEN ACCESS

None.

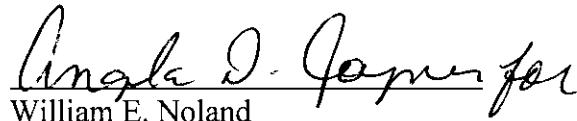
RECOMMENDATION AND RATIONALE

Staff recommends that Council approve the Ordinance providing for a wage adjustment (5 percent effective July 2, 2005) to the employees represented by International Association of Firefighters, Local 55.

ACTION REQUESTED OF THE CITY COUNCIL

Staff requests that Council approve the Ordinance providing for a wage adjustment (5 percent effective July 2, 2005) to the employees represented by International Association of Firefighters, Local 55.

Respectfully submitted,

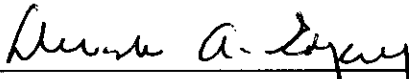


William E. Noland
Director, Finance and Management Agency

Reviewed by:
Marcia Meyers, Director OPRM

Prepared by:
Claire Iandoli, (Acting) Senior Supervising Human
Resource Analyst
Office of Personnel Resource Management

APPROVED AND FORWARDED TO THE
FINANCE AND MANAGEMENT COMMITTEE:



OFFICE OF THE CITY ADMINISTRATOR

Memorandum of Understanding
Between
City of Oakland
and
International Association of Firefighters
Local 55

July 1, 2001 – June 30, 2007

EXHIBIT 1

ARTICLE 2: DIRECT PAY FOR SERVICES

2.1 Condition Of Employment.

Bargaining unit members shall, as a condition of employment, obtain and maintain through the Fire Department's on-duty training a valid Fire Department approved Emergency Medical Technician Certificate.

Any bargaining unit member who fails to maintain an EMT Certificate shall participate in a remedial training program approved by the Fire Chief or the Chief's designee. If a bargaining unit member fails to obtain an EMT certificate during the remedial training program, the unit member shall be reassigned to modified duty for a period not to exceed 60 calendar days while the unit member regains EMT certification. Any bargaining unit member who fails to obtain EMT certification after this 60 calendar day period shall be disciplined.

2.2 Salary.

2.2.1 Effective June 23, 2001, the base salary for bargaining unit members shall be increased by 8.0%.

2.2.2 Effective July 6, 2002, the base salary for bargaining unit members shall be increased by 6.0%.

2.2.3 Effective June 21, 2003, the base salary for bargaining unit members shall be increased by 6.0%.

2.2.4 Effective July 3, 2004, the base salary for bargaining unit members shall be increased by 5.0%.

2.2.5 Effective July 2, 2005, the base salary for bargaining unit members shall be increased by 4.0% unless the percent change in the Consumer Price Index (CPI) from June 2000 to June 2001 exceeds 5.5% or is less than 2.0%. If the CPI change is more than 5.5%, the base salary shall be increased by 5.0%. If the CPI change is less than 2.0%, the base salary shall be increased by 2.0%. For purposes of this section only, the Consumer Price Index shall be defined as the CPI-U for the San Francisco/Oakland/San Jose statistical local area, as determined by the Bureau of Labor Statistics. All figures shall be rounded to the nearest tenth.

2.2.6 During December 2005, the City and the Union will jointly conduct a compensation survey for wages effective July 2, 2005. This survey will be done using the same 12 agencies and the same methodology as used in the 2001 negotiations. The agencies and methodology are listed and described in the bargaining notes prepared jointly by the negotiating parties, attached, and incorporated into this Agreement as Appendix A. Upon completion of the survey, the parties will calculate the average compensation between the number four and five ranking agencies. If the survey shows that the City's

OFFICE OF THE CITY CLERK
APPROVED AS TO FORM AND LEGALITY
2005 APR 28
CITY ATTORNEY

INTRODUCED BY COUNCILMEMBER _____

ORDINANCE NO. _____ C.M.S.

AN ORDINANCE AMENDING THE SALARY SCHEDULE OF ORDINANCE NO. 12347 C.M.S (THE SALARY ORDINANCE) TO ADJUST THE SALARIES OF EMPLOYEES IN THE JOB CLASSIFICATIONS REPRESENTED BY THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, LOCAL 55.

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

Section 1. Salaries for job classifications in pay grade tables FQ1 shall be increased by 5% effective July 2, 2005, as set forth in Exhibit A (Pay Grade Table FQ1) attached hereto and incorporated herein as follows:

Exhibit A – Pay Grade Table FQ1 (2005-2006)

IN AGENCY, OAKLAND, CALIFORNIA, _____ 05

PASSED BY THE FOLLOWING VOTE:

AYES- BROOKS, BRUNNER, CHANG, NADEL, QUAN, REID, WAN and President DE LA FUENTE

NOES-

ABSENT-

ABSTENTION-

ATTEST: _____

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

Mass Update Report on Salary for Next Five Years

Report Parameters

Rep Unit: FQ1
Ordinance No: 70205
Effective Date % Increase

Year1: 02-JUL-2005 5

EXHIBIT C

Rep Unit: FQ1 Ordinance Number: 70205

Job			Normal	
Class	Job Class Title		Hrs	Csb Status
EM168	Fire Marshall		80	CC

(07/05)

Grade Name	Type Pay Scale	Step	Point	Eff. Date	Eff. Rate	5%
-----	-----	-----	-----	-----	-----	-----
FQ1.80.018	M Rep FQ1 80 Hour	1	171	03-JUL-2004	11992.80	12592.45

Job			Normal	
Class	Job Class Title		Hrs	Csb Status
EM169	Fire Marshall		104	CC

(07/05)

Grade Name	Type Pay Scale	Step	Point	Eff. Date	Eff. Rate	5%
-----	-----	-----	-----	-----	-----	-----
FQ1.104.018	M Rep FQ1 104 Hour	1	171	03-JUL-2004	11992.80	12592.45

Job			Normal	
Class	Job Class Title		Hrs	Csb Status
PS102	Battalion Chief		104	CC

(07/05)

Grade Name	Type Pay Scale	Step	Point	Eff. Date	Eff. Rate	5%
-----	-----	-----	-----	-----	-----	-----
FQ1.104.017	M Rep FQ1 104 Hour	1	161	03-JUL-2004	11225.01	11786.26

Job			Normal	
Class	Job Class Title		Hrs	Csb Status
PS103	Captain of Fire Department		104	CC

(07/05)

Grade Name	Type Pay Scale	Step	Point	Eff. Date	Eff. Rate	5%
-----	-----	-----	-----	-----	-----	-----
FQ1.104.014	M Rep FQ1 104 Hour	1	131	03 JUL-2004	9332.54	9799.17

Rep Unit: FQ1 Ordinance Number: 70205

Job		Normal	
Class	Job Class Title	Hrs	Csb Status
PS104	Captain of Fire Department	80	CC

(07/05)

Grade Name	Type	Pay Scale	Step	Point	Eff. Date	Eff. Rate	5%

FQ1.80.014	M	Rep FQ1 80 Hour	1	131	03-JUL-2004	9332.54	9799.17

Job		Normal	
Class	Job Class Title	Hrs	Csb Status
PS118	Engineer of Fire Department	104	CC

(07/05)

Grade Name	Type	Pay Scale	Step	Point	Eff. Date	Eff. Rate	5%

FQ1.104.005	M	Rep FQ1 104 Hour	1	41	03-JUL-2004	8068.65	8472.08

Job		Normal	
Class	Job Class Title	Hrs	Csb Status
PS119	Engineer of Fire Department	80	CC

(07/05)

Grade Name	Type	Pay Scale	Step	Point	Eff. Date	Eff. Rate	5%

FQ1.80.005	M	Rep FQ1 80 Hour	1	41	03-JUL-2004	8068.65	8472.08

Job		Normal	
Class	Job Class Title	Hrs	Csb Status
PS125	Fire Fighter	104	CC

(07/05)

Grade Name	Type	Pay Scale	Step	Point	Eff. Date	Eff. Rate	5%

FQ1.104.001	M	Rep FQ1 104 Hour	1	1	03-JUL-2004	5631.43	5913.00
			2	2	03-JUL-2004	6001.81	6301.90
			3	3	03-JUL-2004	6364.08	6682.28
			4	4	03-JUL-2004	6714.19	7049.90
			5	5	03-JUL-2004	6949.39	7296.86
			6	6	03-JUL-2004	7190.01	7549.51
			7	7	03-JUL-2004	7410.34	7780.86
			8	8	03-JUL-2004	9332.54	9799.17

Rep Unit: FQ1

Ordinance Number: 70205

Job		Normal	
Class	Job Class Title	Hrs	Csb Status
PS126	Fire Fighter	104	CC

(07/05)

Grade Name	Type	Pay Scale	Step	Point	Eff. Date	Eff. Rate	5%
FQ1.104.003	M	Rep FQ1 104 Hour	1	21	03-JUL-2004	6714.19	7049.90
			2	22	03-JUL-2004	6949.39	7296.86
			3	23	03-JUL-2004	7190.01	7549.51
			4	24	03-JUL-2004	7410.34	7780.86

Job		Normal	
Class	Job Class Title	Hrs	Csb Status
PS127	Fire Fighter	104	CC

(07/05)

Grade Name	Type	Pay Scale	Step	Point	Eff. Date	Eff. Rate	5%
FQ1.104.002	M	Rep FQ1 104 Hour	1	11	03-JUL-2004	6043.71	6345.90
			2	12	03-JUL-2004	6714.19	7049.90
			3	13	03-JUL-2004	6949.39	7296.86
			4	14	03-JUL-2004	7190.01	7549.51
			5	15	03-JUL-2004	7410.34	7780.86

Job		Normal	
Class	Job Class Title	Hrs	Csb Status
PS128	Fire Fighter	80	CC

(07/05)

Grade Name	Type	Pay Scale	Step	Point	Eff. Date	Eff. Rate	5%
FQ1.80.001	M	Rep FQ1 80 Hour	1	1	03-JUL-2004	5631.43	5913.00
			2	2	03-JUL-2004	6001.81	6301.90
			3	3	03-JUL-2004	6364.08	6682.28
			4	4	03-JUL-2004	6714.19	7049.90
			5	5	03-JUL-2004	6949.39	7296.86
			6	6	03-JUL-2004	7190.01	7549.51
			7	7	03-JUL-2004	7410.34	7780.86
			8	8	03 JUL-2004	9332.54	9799.17

Rep Unit: FQ1 Ordinance Number: 70205
 Job Normal
 Class Job Class Title Hrs Csb Status
 PS129 Fire Fighter 80 CC

(07/05)

Grade Name	Type	Pay Scale	Step	Point	Eff. Date	Eff. Rate	5%
FQ1.80.002	M	Rep FQ1 80 Hour	1	11	03-JUL-2004	6043.71	6345.90
			2	12	03-JUL-2004	6714.19	7049.90
			3	13	03-JUL-2004	6949.39	7296.86
			4	14	03-JUL-2004	7190.01	7549.51
			5	15	03-JUL-2004	7410.34	7780.86

Job Normal
 Class Job Class Title Hrs Csb Status
 PS130 Fire Fighter 80 CC

(07/05)

Grade Name	Type	Pay Scale	Step	Point	Eff. Date	Eff. Rate	5%
FQ1.80.003	M	Rep FQ1 80 Hour	1	21	03-JUL-2004	6714.19	7049.90
			2	22	03-JUL-2004	6949.39	7296.86
			3	23	03-JUL-2004	7190.01	7549.51
			4	24	03-JUL-2004	7410.34	7780.86

Job Normal
 Class Job Class Title Hrs Csb Status
 PS133 Fire Fighter, Relief 104 CC

(07/05)

Grade Name	Type	Pay Scale	Step	Point	Eff. Date	Eff. Rate	5%
FQ1.104.004	M	Rep FQ1 104 Hour	1	31	03 JUL-2004	7410.34	7780.86

Job Normal
 Class Job Class Title Hrs Csb Status
 PS134 Fire Fighter/Fire Boat Engineer 104 CC

(07/05)

Grade Name	Type	Pay Scale	Step	Point	Eff. Date	Eff. Rate	5%
FQ1.104.008	M	Rep FQ1 104 Hour	1	71	03-JUL-2004	8632.33	9063.95

Rep Unit: FQ1 Ordinance Number: 70205

Job		Normal	
Class	Job Class Title	Hrs	Csb Status
PS135	Fire Fighter/Fire Boat Engineer	80	CC

(07/05)

Grade Name	Type Pay Scale	Step	Point	Eff. Date	Eff. Rate	5%

FQ1.80.008	M Rep FQ1 80 Hour	1	71	03-JUL-2004	8632.33	9063.95

Job		Normal	
Class	Job Class Title	Hrs	Csb Status
PS136	Fire Fighter/Fire Boat Operator	104	CC

(07/05)

Grade Name	Type Pay Scale	Step	Point	Eff. Date	Eff. Rate	5%

FQ1.104.008	M Rep FQ1 104 Hour	1	71	03-JUL-2004	8632.33	9063.95

Job		Normal	
Class	Job Class Title	Hrs	Csb Status
PS137	Fire Fighter/Fire Boat Operator	80	CC

(07/05)

Grade Name	Type Pay Scale	Step	Point	Eff. Date	Eff. Rate	5%

FQ1.80.008	M Rep FQ1 80 Hour	1	71	03-JUL-2004	8632.33	9063.95

Job		Normal	
Class	Job Class Title	Hrs	Csb Status
PS138	Fire Investigation Coordinator	80	CC

(07/05)

Grade Name	Type Pay Scale	Step	Point	Eff. Date	Eff. Rate	5%

FQ1.80.011	M Rep FQ1 80 Hour	1	101	03-JUL-2004	9021.64	9472.72

Rep Unit: FQ1 Ordinance Number: 70205

Job Class Job Class Title Normal Hrs Csb Status
 PS139 Fire Investigator 80 CC

(07/05)
 Grade Name Type Pay Scale Step Point Eff. Date Eff. Rate 5%

 FQ1.80.007 M Rep FQ1 80 Hour 1 61 03-JUL-2004 8499.86 8924.85

Job Class Job Class Title Normal Hrs Csb Status
 PS140 Fire Marshall, Assistant 80 CC

(07/05)
 Grade Name Type Pay Scale Step Point Eff. Date Eff. Rate 5%

 FQ1.80.016 M Rep FQ1 80 Hour 1 151 03-JUL-2004 10057.09 10559.94

Job Class Job Class Title Normal Hrs Csb Status
 PS146 Inspector, Fire Prevention Bureau 104 CC

(07/05)
 Grade Name Type Pay Scale Step Point Eff. Date Eff. Rate 5%

 FQ1.104.006 M Rep FQ1 104 Hour 1 51 03-JUL-2004 8253.84 8666.53

Job Class Job Class Title Normal Hrs Csb Status
 PS147 Inspector, Fire Prevention Bureau 80 CC

(07/05)
 Grade Name Type Pay Scale Step Point Eff. Date Eff. Rate 5%

 FQ1 80.006 M Rep FQ1 80 Hour 1 51 03-JUL-2004 8253.84 8666.53

Rep Unit: FQ1 Ordinance Number: 70205

Job		Normal	
Class	Job Class Title	Hrs	Csb Status
PS149	Lieutenant of Fire Department	80	CC

							(07/05)
Grade Name	Type	Pay Scale	Step	Point	Eff. Date	Eff. Rate	5%

FQ1.80.008	M	Rep FQ1 80 Hour	1	71	03-JUL-2004	8632.33	9063.95

Job		Normal	
Class	Job Class Title	Hrs	Csb Status
PS150	Lieutenant of Fire Department	104	CC

							(07/05)
Grade Name	Type	Pay Scale	Step	Point	Eff. Date	Eff. Rate	5%

FQ1.104.008	M	Rep FQ1 104 Hour	1	71	03-JUL-2004	8632.33	9063.95

Job		Normal	
Class	Job Class Title	Hrs	Csb Status
PS153	Lieutenant, Fire Prevention Bureau	104	CC

							(07/05)
Grade Name	Type	Pay Scale	Step	Point	Eff. Date	Eff. Rate	5%

FQ1.104.011	M	Rep FQ1 104 Hour	1	101	03-JUL-2004	9021.64	9472.72

Job		Normal	
Class	Job Class Title	Hrs	Csb Status
PS154	Lieutenant, Fire Prevention Bureau	80	CC

							(07/05)
Grade Name	Type	Pay Scale	Step	Point	Eff. Date	Eff. Rate	5%

FQ1.80.011	M	Rep FQ1 80 Hour	1	101	03-JUL-2004	9021.64	9472.72

Rep Unit: FQ1 Ordinance Number: 70205

Job		Normal	
Class	Job Class Title	Hrs	Csb Status
PS180	Battalion Chief	80	CC

							(07/05)
Grade Name	Type	Pay Scale	Step	Point	Eff. Date	Eff. Rate	5*

FQ1.80.017	M	Rep FQ1 80 Hour	1	161	03-JUL-2004	11225.01	11786.26

Job		Normal	
Class	Job Class Title	Hrs	Csb Status
PS181	Fire Investigator	104	CC

							(07/05)
Grade Name	Type	Pay Scale	Step	Point	Eff. Date	Eff. Rate	5*

FQ1.104.021	M	Rep FQ1 104 Hour	1	201	03-JUL-2004	8499.85	8924.85

Job		Normal	
Class	Job Class Title	Hrs	Csb Status
PS183	Fire Fighter Paramedic	80	

							(07/05)
Grade Name	Type	Pay Scale	Step	Point	Eff. Date	Eff. Rate	5*

FQ1.80.022	M	Rep FQ1 80 Hour	1	211	03-JUL-2004	6744.46	7081.68
			2	212	03-JUL-2004	7106.00	7461.30
			3	213	03-JUL-2004	7456.40	7829.22
			4	214	03-JUL-2004	7690.86	8075.40
			5	215	03-JUL-2004	7932.78	8329.42
			6	216	03-JUL-2004	8150.77	8558.31

Rep Unit: FQ1

Ordinance Number: 70205

Job		Normal	
Class	Job Class Title	Hrs	Csb Status
PS184	Fire Fighter Paramedic	104	

Grade Name	Type	Pay Scale	Step	Point	Eff. Date	Eff. Rate	(07/05)
							5%
FQ1.104.022	M	Rep FQ1 104 Hour	1	211	03-JUL 2004	6744.46	7081.68
			2	212	03 JUL-2004	7106.00	7461.30
			3	213	03 JUL-2004	7456.40	7829.22
			4	214	03-JUL-2004	7690.86	8075.40
			5	215	03-JUL-2004	7932.78	8329.42
			6	216	03-JUL-2004	8150.77	8558.31

Job		Normal	
Class	Job Class Title	Hrs	Csb Status
SP141	Fire Marshall, Assistant	80	CC

Grade Name	Type	Pay Scale	Step	Point	Eff. Date	Eff. Rate	(07/05)
							5%
FQ1.80.016	M	Rep FQ1 80 Hour	1	151	03-JUL 2004	10057.09	10559.94

*** End of Report ***

Mass Update Report on Salary for Next Five Years

Report Parameters

Rep Unit: UU1

Ordinance No: 70205

Effective Date % Increase

Year1: 02 JUL-2005 5

Rep Unit: UU1 Ordinance Number: 70205

Job		Normal	
Class	Job Class Title	Hrs	Csb Status
EM224	Fire Divison Chief	80	BE

							(07/05)
Grade Name	Type	Pay Scale	Step	Point	Eff. Date	Eff. Rate	5%
-----	-----	-----	-----	-----	-----	-----	-----
UU1.80.004	M	Rep UU1 80 Hour	1	31	03-JUL 2004	12146.59	12753.92

Job		Normal	
Class	Job Class Title	Hrs	Csb Status
PS117	Deputy Chief of Fire Department	80	CU

							(07/05)
Grade Name	Type	Pay Scale	Step	Point	Eff. Date	Eff. Rate	5%
-----	-----	-----	-----	-----	-----	-----	-----
UU1.80.003	M	Rep UU1 80 Hour	1	21	03-JUL-2004	14145.11	14852.36

*** End of Report ***