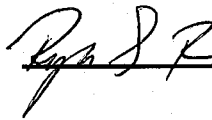


FILED  
OFFICE OF THE CITY CLERK  
OAKLAND

2020 FEB -6 PM 1:47

# OAKLAND CITY COUNCIL

ORDINANCE No. 13587 C.M.S.

  
City Attorney

**ORDINANCE AMENDING THE SALARY SCHEDULE OF ORDINANCE 12187 C.M.S. (THE SALARY ORDINANCE) TO PROVIDE WAGE INCREASES TO THE SALARIES OF THE UNREPRESENTED CHIEF OF FIRE, DEPUTY CHIEF OF FIRE DEPARTMENT, AND ASSISTANT CHIEF OF FIRE DEPARTMENT, REPRESENTATION UNITS UR1 AND UU1, THE WAGE INCREASES SHALL BE AS FOLLOWS: AN INCREASE OF 2.5% EFFECTIVE THE FIRST FULL PAY PERIOD FOLLOWING JANUARY 1, 2021; INCREASE OF 1.5% EFFECTIVE THE FIRST FULL PAY PERIOD FOLLOWING JULY 1, 2021; INCREASE OF 2% EFFECTIVE THE FIRST FULL PAY PERIOD FOLLOWING JANUARY 1, 2022; INCREASE OF 1% EFFECTIVE THE FIRST FULL PAY PERIOD FOLLOWING JULY 1, 2022; AND INCREASE OF 2% EFFECTIVE THE FIRST FULL PAY PERIOD IN DECEMBER 2023.**

**WHEREAS**, Pursuant to City Ordinance No. 12187, the salary of Chief of Fire (Representation Unit UR1) shall be adjusted by a percentage amount equivalent to the average salary adjustment granted to uniformed employees of the Fire Department who are represented by the International Association of Firefighters, Local 55 ("IAFF"); and

**WHEREAS**, Pursuant to City Ordinance No. 12903, the City Administrator may grant unrepresented employees the same or lesser compensation and other terms and conditions of employment as provided to represented employees; and

**WHEREAS**, Consistent with salary adjustments being granted to employees represented by IAFF, the City Administrator intends to grant unrepresented employees in Representation Unit UU1 (Deputy Chief of Fire Department and Assistant Chief of Fire Department) wage increases as follows: 2.5% effective the first full pay period following January 1, 2021; 1.5% effective the first full pay period following July 1, 2021; 2% effective the first full pay period following January 1, 2022; 1% effective the first full pay period following July 1, 2022; and 2% effective the first full pay period in December 2023; and

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

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

**Section 1.** Effective the first full pay period following January 1, 2021, the associated wages for employees in Representation Units UR1 and UU1 (Chief of Fire, Deputy Chief of Fire Department and Assistant Chief of Fire Department) are increased by two and one half percent (2.5%).

**Section 2.** Effective the first full pay period following July 1, 2021, the associated wages for employees in Representation Units UR1 and UU1 (Chief of Fire, Deputy Chief of Fire Department and Assistant Chief of Fire Department) are increased by one and one half percent (1.5%).

**Section 3.** Effective the first full pay period following January 1, 2022, the associated wages for employees Representation Units UR1 and UU1 (Chief of Fire, Deputy Chief of Fire Department and Assistant Chief of Fire Department) are increased by two percent (2%).

**Section 4.** Effective the first full pay period following July 1, 2022, the classifications and associated wages for employees in Representation Units UR1 and UU1 (Chief of Fire, Deputy Chief of Fire Department and Assistant Chief of Fire Department) are increased by one percent (1%).

**Section 5.** Effective the first full pay period in December 2023, the classifications and associated

wages for employees in Representation Units UR1 and UU1 (Chief of Fire, Deputy Chief of Fire Department and Assistant Chief of Fire Department) are increased by two percent (2%).

**Section 6.** Representation Units UR1 and UU1 shall receive select terms and conditions of employment and benefits within the sole discretion of the City Administrator that are provided to represented employees in the Memorandum of Understanding between International Association of Firefighters, Local 55.

**Section 7. Severability.** If any section, subsection, sentence, clause or phrase of this Ordinance is for any reason held to be invalid or unconstitutional by decision of any court of competent jurisdiction, such decision shall not affect the validity of the remaining portions of this Chapter. The City Council hereby declares that it would have passed this Ordinance and each section, subsection, clause or phrase thereof irrespective of the fact that one or more others section, subsection, clauses or phrases may be declared invalid or unconstitutional.

**Section 8. Effective Date.** This ordinance shall become effective immediately on final adoption if it receives six or more affirmative votes; otherwise it shall become effective upon the seventh day after final adoption.

**MAR 03 2020**

IN COUNCIL, OAKLAND, CALIFORNIA, \_\_\_\_\_

**PASSED BY THE FOLLOWING VOTE:**

AYES – FORTUNATO BAS, GALLO, GIBSON MCELHANEY, KALB, REID, TAYLOR, ~~YIM~~ AND  
PRESIDENT KAPLAN -7

NOES - 0

ABSENT - 0

ABSTENTION - 0

Excused - 1 (Thad)

**Introduction Date**

**FEB 18 2020**

ATTEST: \_\_\_\_\_



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

## NOTICE AND DIGEST

**ORDINANCE AMENDING THE SALARY SCHEDULE OF ORDINANCE 12187 C.M.S. (THE SALARY ORDINANCE) TO PROVIDE WAGE INCREASES TO THE SALARIES OF THE UNREPRESENTED CHIEF OF FIRE, DEPUTY CHIEF OF FIRE DEPARTMENT, AND ASSISTANT CHIEF OF FIRE DEPARTMENT, REPRESENTATION UNITS UR1 AND UU1, THE WAGE INCREASES SHALL BE AS FOLLOWS: AN INCREASE OF 2.5% EFFECTIVE THE FIRST FULL PAY PERIOD FOLLOWING JANUARY 1, 2021; INCREASE OF 1.5% EFFECTIVE THE FIRST FULL PAY PERIOD FOLLOWING JULY 1, 2021; INCREASE OF 2% EFFECTIVE THE FIRST FULL PAY PERIOD FOLLOWING JANUARY 1, 2022; INCREASE OF 1% EFFECTIVE THE FIRST FULL PAY PERIOD FOLLOWING JULY 1, 2022; AND INCREASE OF 2% EFFECTIVE THE FIRST FULL PAY PERIOD IN DECEMBER 2023.**

This Ordinance will provide wage increases for unrepresented employees in Representation Units UR1 and UU1 (Chief of Fire, Deputy Chief of Fire Department and Assistant Chief of Fire Department) as follows: 2.5% effective the first full pay period following January 1, 2021; 1.5% effective the first full pay period following July 1, 2021; 2% effective the first full pay period following January 1, 2022; 1% effective the first full pay period following July 1, 2022; and 2% effective the first full pay period in December 2023.