


FILED  
OFFICE OF THE CITY CLERK  
OAKLAND  
INTRODUCED BY COUNCIL MEMBER  
2015 NOV -5 PM 4:33

ATTACHMENT 2

APPROVED AS TO FORM AND LEGALITY

  
CITY ATTORNEY

**OAKLAND CITY COUNCIL**  
**ORDINANCE No. 13341 C.M.S.**

**ORDINANCE AMENDING THE SALARY SCHEDULE OF ORDINANCE NO. 12187 C.M.S. ("SALARY ORDINANCE") TO PROVIDE COST OF LIVING ADJUSTMENTS TO THE SALARIES OF CERTAIN SWORN EMPLOYEES PURSUANT TO THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF OAKLAND AND THE OAKLAND POLICE OFFICERS ASSOCIATION; THE COST OF LIVING ADJUSTMENTS SHALL BE AS FOLLOWS: INCREASE OF 4% EFFECTIVE JULY 1, 2015; INCREASE OF 4% EFFECTIVE MAY 1, 2017, INCREASE OF 2.5% EFFECTIVE JANUARY 1, 2018, AND INCREASE OF 2.5% EFFECTIVE JANUARY 1, 2019 INCLUDING EQUITY ADJUSTMENTS OF 2.5% EFFECTIVE JANUARY 1, 2016, EQUITY ADJUSTMENTS OF 1.0% EFFECTIVE JANUARY 1, 2017, EQUITY ADJUSTMENTS OF 1.0% EFFECTIVE JANUARY 1, 2018, AND EQUITY ADJUSTMENTS OF 2.0% EFFECTIVE JULY 1, 2018**

**WHEREAS**, the Memorandum of Understanding between the City of Oakland and the Oakland Police Officers Association has been approved by the parties pursuant to Section 3505.1 of the Government Code of the State of California; and

**WHEREAS**, said agreement is approved and includes increases to salaries of 4 percent on July 1, 2015, 4% on May 1, 2017, 2.5% on January 1, 2018 and 2.5% on January 1, 2019 and equity adjustments of 2.5% on January 1, 2016, 1.0% on January 1, 2017, 1.0% on January 1, 2018 and 2.0% on July 1, 2018 for employees represented by Oakland Police Officers Association; 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 July 1, 2015, the classifications and associated salaries listed in the current Memorandum of Understanding between the City of Oakland and the Oakland Police Officers Association are increased by 4%.

**Section 2.** Effective January 1, 2016, the classifications and associated salaries listed in the current Memorandum of Understanding between the City of Oakland and the Oakland Police Officers Association are receiving an equity adjustment salary increase of 2.5%.

**Section 3.** Effective January 1, 2017, the classifications and associated salaries listed in the current Memorandum of Understanding between the City of Oakland and the Oakland Police Officers Association are receiving an equity adjustment salary increase of 1.0%.

**Section 4.** Effective May 1, 2017, the classifications and associated salaries listed in the current Memorandum of Understanding between the City of Oakland and the Oakland Police Officers Association are increased by 4%.

**Section 5.** Effective January 1, 2018, the classifications and associated salaries listed in the current Memorandum of Understanding between the City of Oakland and the Oakland Police Officers Association are increased by 2.5%, and an equity adjustment salary increase of 1.0%.

**Section 6.** Effective July 1, 2018, the classifications and associated salaries listed in the current Memorandum of Understanding between the City of Oakland and the Oakland Police Officers Association are receiving an equity adjustment salary increase of 2.0%.

**Section 7.** Effective January 1, 2019, the classifications and associated salaries listed in the current Memorandum of Understanding between the City of Oakland and the Oakland Police Officers Association are increased by 2.5%.

**Section 8. 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 9. 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.


DEC - 8 2015

IN COUNCIL, OAKLAND, CALIFORNIA, \_\_\_\_\_, 2015

PASSED BY THE FOLLOWING VOTE:

AYES- BROOKS, CAMPBELL-WASHINGTON, GALLO, GUILLEN, KALB, KAPLAN, REID and PRESIDENT GIBSON  
MCELHANEY - 8

NOES- 0  
ABSENT- 0  
ABSTENTION- 0

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

Introduction Date  
NOV 17 2015

DATE OF ATTESTATION: 12/11/15

## ATTACHMENT 3

LIST OF CLASSIFICATIONS		
REP	CLASS_NUM	TITLE
PP1	PS151	Lieutenant of Police
PP1	PS152	Lieutenant of Police (PERS)
PP1	PS167	Police Officer
PP1	PS168	Police Officer (PERS)
PP1	PS178	Sergeant Of Police
PP1	PS179	Sergeant of Police (PERS)
PP1	PS189	Police Officer
PP1	PS190	Police Officer (PERS)
PP1	PS191	Sergeant of Police
PP1	PS192	Sergeant of Police (PERS)
PP1	PS193	Lieutenant of Police
PP1	PS194	Lieutenant of Police (PERS)
PT1	PS169	Police Officer Trainee

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**DIGEST**

Ordinance Amending The Salary Schedule Of Ordinance No. 12187 C.M.S. ("Salary Ordinance") To Adjust The Salary Rates For All Classifications Represented by the Oakland Police Officers' Association; the Cost of Living Adjustments Shall Be As Follows: 4% Increase Effective July 1, 2015; 4% Increase Effective May 1, 2017; 2.5% Increase Effective January 1, 2018; and 2.5% Increase Effective January 1, 2019 Including Equity Adjustments Of 2.5% Effective January 1, 2016, Equity Adjustments Of 1.0% Effective January 1, 2017, Equity Adjustments Of 1.0% Effective January 1, 2018, And Equity Adjustments Of 2.0% Effective July 1, 2018.

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