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FEB-6 PM 1:47

# OAKLAND CITY COUNCIL

ORDINANCE No. \_\_\_\_\_ C.M.S.

**ORDINANCE AMENDING THE SALARY SCHEDULE OF ORDINANCE 12187 C.M.S. (THE SALARY ORDINANCE) TO PROVIDE WAGE INCREASES TO REPRESENTED EMPLOYEES IN REPRESENTATION UNIT FQ1 PURSUANT TO THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF OAKLAND AND THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, LOCAL 55 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; INCREASE OF 2% EFFECTIVE THE FIRST FULL PAY PERIOD IN DECEMBER 2023; AND AN ADDITIONAL INCREASE OF 2% EFFECTIVE THE FIRST FULL PAY PERIOD FOLLOWING JANUARY 1, 2021 FOR THE CLASSIFICATION OF ENGINEER OF FIRE.**

**WHEREAS**, the Tentative Agreement to the Memorandum of Understanding between the City of Oakland and the International Association of Firefighters, Local 55 ("IAFF") 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 employees in Representation Unit FQ1 of 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;

**WHEREAS**, said Agreement is approved and includes as additional increase of 2% effective the first full pay period following January 1, 2021 for the classification of Engineer of Fire; 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 classification and associated wages for employees in Representation Unit FQ1 listed in the current Memorandum of Understanding between the City of Oakland and IAFF are increased by two and one half percent (2.5%).

**Section 2.** Effective the first full pay period following July 1, 2021, the classification and associated wages for employees in Representation Unit FQ1 listed in the current Memorandum of Understanding between the City of Oakland and IAFF are increased by one and one half percent (1.5%).

**Section 3.** Effective the first full pay period following January 1, 2022, the classifications and associated wages for employees in Representation Unit FQ1 listed in the current Memorandum of Understanding between the City of Oakland and IAFF 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 Unit FQ1 listed in the current Memorandum of Understanding between the City of Oakland and IAFF 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 Unit FQ1 listed in the current Memorandum of Understanding between the City of Oakland and IAFF are increased by two percent (2%).

**Section 6.** Effective the first full pay period following January 1, 2021, the classification of Engineer of Fire and associated wages are increased by an additional two percent (2%).

**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.

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

**PASSED BY THE FOLLOWING VOTE:**

AYES –FORTUNATO BAS, GALLO, GIBSON MCELHANEY, KALB, REID, TAYLOR, THAO AND PRESIDENT KAPLAN

NOES -

ABSENT -

ABSTENTION -

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 REPRESENTED EMPLOYEES IN REPRESENTATION UNIT FQ1 PURSUANT TO THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF OAKLAND AND THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, LOCAL 55 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; INCREASE OF 2% EFFECTIVE THE FIRST FULL PAY PERIOD IN DECEMBER 2023; AND AN ADDITIONAL INCREASE OF 2% EFFECTIVE THE FIRST FULL PAY PERIOD FOLLOWING JANUARY 1, 2021 FOR THE CLASSIFICATION OF ENGINEER OF FIRE.**

This Ordinance will provide wage increases of 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. Additionally, the classification of Engineer of Fire will receive an increase of 2% effective the first full pay period following January 1, 2021.