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OAKLAND

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APPROVED AS TO FORM AND LEGALITY

*[Signature]*  
CITY ATTORNEY

INTRODUCED BY COUNCILMEMBER \_\_\_\_\_

**OAKLAND CITY COUNCIL**  
**ORDINANCE No. 13240 C.M.S.**

**ORDINANCE AMENDING THE SALARY SCHEDULE OF ORDINANCE NO. 12187 C.M.S. ("SALARY ORDINANCE") TO ADJUST THE SALARY RATES FOR ALL CLASSIFICATIONS FOR WHICH THE LOWEST STEP WOULD BE BELOW THE CALIFORNIA MINIMUM WAGE OF NINE DOLLARS (\$9.00) PER HOUR, EFFECTIVE JULY 1, 2014; AND DELETING OBSOLETE CLASSIFICATIONS FROM THE SALARY SCHEDULED THAT HAVE STARTING RATES LOWER THAN THE REQUIRED MINIMUM WAGE; AND AUTHORIZING, WITHOUT RETURN TO COUNCIL, A SIMILAR AMENDMENT TO THE SALARY SCHEDULE ANY TIME A CHANGE IN THE LEGALLY MANDATED MINIMUM WAGE IS RAISED AND THERE ARE PAY RATES FOR CITY OF OAKLAND CLASSIFICATIONS THAT REQUIRE ADJUSTMENT TO BE COMPLIANT WITH THE NEW LAW OR LAWS**

**WHEREAS**, pursuant to section 1182.12 of the California Labor Code, the Minimum Wage in California is raised to nine dollars per hour effective July 1, 2014; and

**WHEREAS**, there are salary rates in the City of Oakland Salary Schedule with starting rates below nine dollars per hour; and

**WHEREAS**, the Charter of the City of Oakland requires that the Council shall fix the compensation of all City employees, officers and officials; now, therefore

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

**Section 1.** Ordinance No. 12187 C.M.S. "The Salary Ordinance" is hereby amended as set forth below. Additions are indicated by underscoring and deletions are indicated by ~~strike-through type~~; portions of ordinances not cited or not shown in underscoring or strike-through type are not changed.

**Section 2.** Effective upon passage, the following classification is revised in Ordinance No. 12187 C.M.S. in the Unit SI1.80.001 Pay Grade Table to read as follows:

Classification Title	Class No.		Pay Steps	
Recreation Aide, PT	SS177	Step 1	<del>8.54</del>	<u>9.00</u>
		Step 2	<del>8.96</del>	<u>9.45</u>
		Step 3	<del>9.42</del>	<u>9.92</u>
		Step 4	<del>9.90</del>	<u>10.42</u>
		Step 5	<del>10.41</del>	<u>10.94</u>

**Section 3.** Effective upon passage, the following classification is revised in Ordinance No. 12187 C.M.S. in the Unit UJ1.75.001 Pay Grade Table to read as follows:

<b>Classification Title</b>	<b>Class No.</b>	<b>Pay Range</b>	
Senior Aide, PT	PP142	Min	<del>8.00</del> <u>9.00</u>
		Max	<del>12.16</del> <u>12.16</u>

**Section 4.** Effective upon passage, the following classification is revised in Ordinance No. 12187 C.M.S. in the Unit UG1.80.004 Pay Grade Table to read as follows:

<b>Classification Title</b>	<b>Class No.</b>	<b>Pay Range</b>	
Student Trainee, PT	SS195	Min	<del>8.54</del> <u>9.00</u>
		Max	<del>22.92</del> <u>22.92</u>

**Section 5.** Effective upon passage, the following classifications are deleted from Ordinance No. 12187 C.M.S. in the Unit UG1.80.001 Pay Grade Table:

<b>Classification Title</b>	<b>Class No.</b>	<b>Pay Steps</b>	
<del>Camp Counselor, Junior, PT</del>	<del>PP102</del>	Step 1	<del>8.54</del>
<del>Junior Trainee, PT</del>	<del>SS130</del>		

**Section 6.** Effective upon passage, the following classification is deleted in Ordinance No. 12187 C.M.S. in the Unit UG1.80.002 Pay Grade Table:

<b>Classification Title</b>	<b>Class No.</b>	<b>Pay Steps</b>	
<del>Temp Recreation Aide, PT</del>	<del>SS191</del>	Step 1	<del>8.54</del>
		Step 2	<del>8.96</del>
		Step 3	<del>9.42</del>
		Step 4	<del>9.90</del>
		Step 5	<del>10.41</del>

**Section 7.** Effective upon passage, the following classifications are deleted from Ordinance No. 12187 C.M.S. in the Unit UG1.80.003 Pay Grade Table:

<b>Classification Title</b>	<b>Class No.</b>	<b>Pay Steps</b>	
<del>Camp Clerk, PT</del>	<del>TR107</del>	Step 1	<del>8.54</del>
<del>Camp Helper, PT</del>	<del>SS107</del>	Step 2	<del>8.98</del>
<del>Camp Receptionist, PT</del>	<del>SS108</del>	Step 3	<del>9.42</del>
		Step 4	<del>9.90</del>
		Step 5	<del>10.41</del>

**Section 7.** Effective upon passage, the following classification is deleted from Ordinance No. 12187 C.M.S. in the Unit UG1.80.006 Pay Grade Table:

<b>Classification Title</b>	<b>Class No.</b>	<b>Pay Steps</b>	
<del>Camp Counselor, PT</del>	<del>PP103</del>	Step 1	<del>8.54</del>
		Step 2	<del>8.96</del>
		Step 3	<del>9.42</del>
		Step 4	<del>9.90</del>
		Step 5	<del>10.41</del>

**Section 8.** Effective upon passage, the following classification is deleted from Ordinance No. 12187 C.M.S. in the Unit UG1.80.007 Pay Grade Table:

<b>Classification Title</b>	<b>Class No.</b>	<b>Pay Steps</b>	
<del>Camp Head Counselor, PT</del>	<del>PP106</del>	Step 1	<del>8.70</del>
		Step 2	<del>9.55</del>
		Step 3	<del>10.41</del>
		Step 4	<del>11.28</del>
		Step 5	<del>12.15</del>

**Section 9.** Effective upon passage, the following classification is deleted from Ordinance No. 12187 C.M.S. in the Unit UG1.80.008 Pay Grade Table:

<b>Classification Title</b>	<b>Class No.</b>	<b>Pay Steps</b>	
<del>Camp Recreation Leader, PT</del>	<del>PP107</del>	Step 1	<del>8.83</del>
		Step 2	<del>9.37</del>
		Step 3	<del>9.89</del>
		Step 4	<del>10.43</del>
		Step 5	<del>10.98</del>

**Section 10.** Effective upon passage, the following classification is deleted from Ordinance No. 12187 C.M.S. in the Unit UG1.80.009 Pay Grade Table:

<b>Classification Title</b>	<b>Class No.</b>	<b>Pay Steps</b>	
<del>Camp Cook, PT</del>	<del>TR108</del>	Step 1	<del>8.96</del>
		Step 2	<del>9.28</del>
		Step 3	<del>9.66</del>
		Step 4	<del>10.00</del>
		Step 5	<del>10.32</del>

**Section 11. Future Minimum Wage Adjustments**

If and when governing legislation is enacted to change the legally mandated minimum wage that affects Oakland, Council hereby authorizes the required amendment to the Salary Schedule to ensure the City of Oakland’s compliance with the legal minimum wage.

**Section 12. 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 Ordinance. 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 other sections, subsections, clauses, or phrases may be declared invalid or unconstitutional.

**Section 13. Effective Date**

This Ordinance shall become effective upon passage of its second reading.

**JUL 1 2014**

IN COUNCIL, OAKLAND, CALIFORNIA, \_\_\_\_\_, 2014

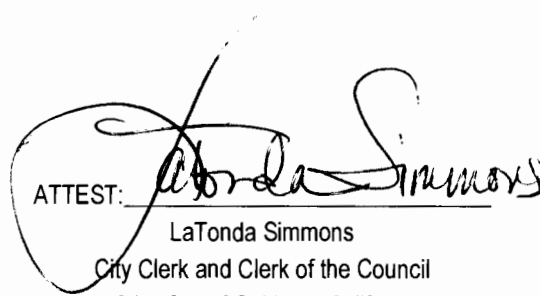
PASSED BY THE FOLLOWING VOTE:

AYES- BROOKS, GALLO, GIBSON MCELHANEY, KALB, KAPLAN, REID, SCHAAF and PRESIDENT KERNIGHAN - 8

NOES- 0

ABSENT- 0

ABSTENTION- 0

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

DATE OF ATTESTATION: 8/4/14

Introduction Date  
**JUN 17 2014**

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**ORDINANCE AMENDING THE SALARY SCHEDULE OF ORDINANCE NO. 12187 C.M.S. ("SALARY ORDINANCE") TO ADJUST THE SALARY RATES FOR ALL CLASSIFICATIONS FOR WHICH THE LOWEST STEP WOULD BE BELOW THE CALIFORNIA MINIMUM WAGE OF NINE DOLLARS (\$9.00) PER HOUR, EFFECTIVE JULY 1, 2014; AND DELETING OBSOLETE CLASSIFICATIONS FROM THE SALARY SCHEDULED THAT HAVE STARTING RATES LOWER THAN THE REQUIRED MINIMUM WAGE; AND AUTHORIZING, WITHOUT RETURN TO COUNCIL, A SIMILAR AMENDMENT TO THE SALARY SCHEDULE ANY TIME A CHANGE IN THE LEGALLY MANDATED MINIMUM WAGE IS RAISED AND THERE ARE PAY RATES FOR CITY OF OAKLAND CLASSIFICATIONS THAT REQUIRE ADJUSTMENT TO BE COMPLIANT WITH THE NEW LAW OR LAWS**

**DIGEST**

Ordinance Amending The Salary Schedule Of Ordinance No. 12187 C.M.S. ("Salary Ordinance") To Adjust The Salary Rates For All Classifications For Which The Lowest Step Would Be Below The California Minimum Wage Of Nine Dollars (\$9.00) Per Hour, Effective July 1, 2014; And Deleting Obsolete Classifications From The Salary Scheduled That Have Starting Rates Lower Than The Required Minimum Wage; And Authorizing, Without Return To Council, A Similar Amendment To The Salary Schedule Any Time A Change In The Legally Mandated Minimum Wage Is Raised And There Are Pay Rates For City Of Oakland Classifications That Require Adjustment To Be Compliant With The New Law Or Laws

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