

2019 JUN 13 PM 4:36

APPROVED AS TO FORM AND LEGALITY


CITY ATTORNEY'S OFFICE

OAKLAND CITY COUNCIL

ORDINANCE NO. _____ C.M.S.

ORDINANCE AMENDING THE SALARY SCHEDULE OF ORDINANCE NO. 12187 C.M.S. ("SALARY ORDINANCE") TO:

- 1) PROVIDE A ONE PERCENT (1%) WAGE INCREASE TO THE SALARIES OF EMPLOYEES IN REPRESENTATION UNITS SB1, SC1, SD1, SI1, TA1, TF1, TM2, TW1, UH1, UM1, UM2, TM1, U41, U31, IE1, TV1, FQ1, US1, UR1, UU1, UK1, UK2 AND UP1 EFFECTIVE THE FIRST PAY PERIOD AFTER JANUARY 1, 2019;
- 2) PROVIDE A ONE PERCENT (1%) WAGE INCREASE TO THE SALARY SCHEDULE OF UNREPRESENTED UNITS IN CON, U51, UG1, TL1 AND EFFECTIVE THE FIRST PAY PERIOD AFTER JANUARY 1, 2019;
- 3) PROVIDE A WAGE INCREASE TO THE SALARIES OF CERTAIN UNREPRESENTED EMPLOYEES IN UNITS CON, U51, UG1, TL1, UK1, UK2, UP1, AND US1 AS FOLLOWS: INCREASE OF TWO PERCENT (2%) EFFECTIVE THE FIRST FULL PAY PERIOD IN JULY 2019 AND AN INCREASE OF TWO PERCENT (2%) EFFECTIVE THE FIRST FULL PAY PERIOD IN JULY 2020;
- 4) PROVIDE A FIVE PERCENT (5%) WAGE INCREASE TO THE SALARIES OF THE FULL-TIME CLASSIFICATIONS OF DEPUTY CHIEF OF FIRE DEPARTMENT AND ASSISTANT CHIEF OF FIRE DEPARTMENT EFFECTIVE THE FIRST FULL PAY PERIOD IN JULY 2019;
- 5) PROVIDE A TWENTY PERCENT (20%) WAGE INCREASE TO THE SALARY OF THE FULL-TIME CLASSIFICATION OF EXECUTIVE ASSISTANT TO THE CITY ADMINISTRATOR AND AMEND THE REPRESENTATION UNIT FROM U31 TO UP1 EFFECTIVE THE FIRST FULL PAY PERIOD IN JULY 2019; AND

6) AMEND THE TITLE OF THE FULL-TIME CLASSIFICATION OF EQUAL EMPLOYMENT OPPORTUNITIES OFFICER TO EQUAL EMPLOYMENT OPPORTUNITY AND CIVIL RIGHTS DIRECTOR, CHANGE THE CLASSIFICATION REPRESENTATION UNIT FROM UK2 TO UK1, AND INTERNALLY ALIGN THE COMPENSATION RANGE WITH THE DEPARTMENT OF RACE AND EQUITY DIRECTOR EFFECTIVE THE FIRST FULL PAY PERIOD IN JULY 2019

WHEREAS, the Memorandums of Understanding between the City of Oakland and the International Brotherhood of Electrical Workers (IBEW), Local 1245, Confidential Management Employee Association (CMEA), Service Employees International Union (SEIU), Local 1021, the International Federation of Professional and Technical Engineers (IFPTE), and International Association of Firefighters (IAFF), Local 55 have been approved by the parties pursuant to Section 3505.1 of the Government Code of the State of California and ratified via Resolutions of the City Council; and

WHEREAS, said agreements are approved and include a one percent (1%) wage increase effective the first pay period after January 1, 2019 if certain revenue triggers were met; and

WHEREAS, the City has determined that said revenue triggers in the Memorandums of Understanding between the City of Oakland and the International Brotherhood of Electrical Workers, Local 1245 ("IBEW"), Confidential Management Employee Association (CMEA), Service Employees International Union (SEIU), Local 1021, the International Federation of Professional and Technical Engineers (IFPTE), and International Association of Firefighters (IAFF), Local 55 have been met thereby mandating wage increases to certain classifications;

WHEREAS, City Ordinance Nos. 12187 and 12903 C.M.S., adopted on November 9, 1999 and November 18, 2008, respectively, give the City Administrator the discretion to grant unrepresented employees the same compensation and other terms and conditions of employment that are provided to represented employees under MOUs, or to provide unrepresented employees less compensation than the compensation provided to represented employees in each category or type of compensation; and

WHEREAS, the City Administrator, as permitted through Ordinance Nos. 12187 and 12903, seeks to provide a one percent (1%) wage increase to unrepresented employees in representation units CON, U51, UG1, TL1, US1, UK1, UK2, UR1 and UU1, effective the first pay period after January 1, 2019; and

WHEREAS, the contract extensions to the Memorandums of Understanding between the City of Oakland and the International Brotherhood of Electrical Workers (IBEW), Local 1245, Confidential Management Employee Association (CMEA) have been approved by the parties pursuant to section 3515.1 of the Government Code of the State of California and ratified via Resolution of the City Council; and

WHEREAS, said contract extensions include a two percent (2%) wage increase effective the first full pay period of July 2019 and a two percent (2%) wage increase effective the first full pay period of July 2020 for employees in representational units IE1 and TV1 (IBEW) and representational unit U31 (CMEA); and

WHEREAS, the City Administrator as permitted through City Ordinance Nos. 12187 and 12903 C.M.S, seeks to provide a two percent (2%) wage increase to unrepresented employees in representation units CON, U51, UG1, TL1, US1, UK1, UK2, UR1 and UU1, effective the first full pay period in July 2019; and

WHEREAS, the City Administrator as permitted through City Ordinance Nos. 12187 and 12903 C.M.S., seeks to provide a two percent (2%) wage increase to unrepresented employees in representation units CON, U51, UG1, TL1, US1, UK1, UK2, UR1 and UU1, effective the first full pay period in July 2020; and

WHEREAS, after interest arbitration between the City and IAFF, the City Council approved through a Resolution the conditional arbitration award and tentative agreements to the Memorandum of Understanding between the City and IAFF covering the period November 1, 2017 through October 31, 2020, which granted increases to the wages of employees in representational unit FQ1 of four percent (4%) effective November 1, 2017, one percent (1%) effective November 1, 2018, one percent (1%) effective the first pay period in January 2019 if certain revenue triggers were met, which occurred, and two percent (2%) effective the first full pay period in November 2019; and

WHEREAS, the City Administrator as permitted through City Ordinance Nos. 12187 and 12903 C.M.S, seeks to provide a five percent (5%) wage increase to unrepresented employees in the classifications of the full-time Deputy Chief of Fire Department and Assistant Chief of Fire Department to improve internal alignment with their counterparts in Oakland Police Department, effective the first full pay period in July 2019; and

WHEREAS, consistent with the City's Employee-Employer Relations Resolution No. 55881 C.M.S. (EERR) under the authority of the Employee Relations Officer the representation unit of Executive Assistant to the City Administrator classification shall be amended from U31 to UP1; and

WHEREAS the classification is required to perform at a high level in terms of management, community relations and highly sensitive communications, an equity increase of twenty percent (20%), effective the first full pay period of July 2019, is recommended; and

WHEREAS, consistent with the City's Employee-Employer Relations Resolution No. 55881 C.M.S. (EERR) under the authority of the Employee Relations Officer, the representation unit of Equal Employment Opportunities Officer shall be amended from UK2 to UK1 and the title of the Equal Employment Opportunities Officer will be amended to Equal Employment Opportunity and Civil Rights Director; and

WHEREAS, the responsibilities of the classification of Equal Employment Opportunity and Civil Rights Director will be broadened to include responsibility for ensuring compliance with Title VI of the Civil Rights Act and the compensation range be internally aligned with Department of Race and Equity Director effective the first full pay period of July 2019, is recommended; and

WHEREAS, Oakland City Charter Section 207 requires that the Council shall fix the compensation of all City employees.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF OAKLAND DOES ORDAIN AS FOLLOWS:

SECTION 1. Effective the first pay period after January 1, 2019, the classifications and associated salaries listed in the current Memorandum of Understanding between the City of Oakland and the International Brotherhood of Electrical Workers (IBEW), Local 1245 (IE1 and TV1) are increased by one percent (1%).

SECTION 2. Effective the first pay period after January 1, 2019, the classifications and associated salaries listed in the current Memorandum of Understanding between the City of Oakland and the Confidential Management Employee Association (CMEA) (U31) are increased by one percent (1%).

SECTION 3. Effective the first pay period after January 1, 2019, the classifications and associated salaries listed in the current Memorandum of Understanding between the City of Oakland and the Service Employees International Union (SEIU), Local 1021 (SB1, SC1, SD1, SI1) are increased by one percent (1%).

SECTION 4. Effective the first pay period after January 1, 2019, the classifications and associated salaries listed in the current Memorandum of Understanding between the City of Oakland and the International Federation of Professional and Technical Engineers (IFPTE), Local 21 (TA1, TF1, TM2, TW1, UH1, UM1, UM2, TM1, U41) are increased by one percent (1%).

SECTION 5. Effective the first pay period after January 1, 2019, the classifications and associated salaries listed in the current Memorandum of Understanding between the City of Oakland and the International Association of Firefighters (IAFF), Local 55 (FQ1) are increased by one percent (1%).

SECTION 6. Effective the first pay period after January 1, 2019, the classifications and salary schedules of certain unrepresented classifications (CON, U51, UG1, TL1, US1, UK1, UK2, UR1 and UU1) are increased by one percent (1%).

SECTION 7. Effective the first full pay period in July 2019, the classifications and salary schedules of certain unrepresented classifications (CON, U51, UG1, TL1, US1, UK1, UK2, UR1 and UU1, only) shall be increased by two percent (2%).

SECTION 8. Effective the first full pay period in July 2020, the classifications and salary schedules of certain unrepresented classifications (CON, U51, UG1, TL1, US1, UK1, UK2, UR1 and UU1, only) shall be increased by two percent (2%).

SECTION 9. Effective the first full pay period in July 2019, the classifications and associated wages of the classifications of full-time Deputy Chief of Fire Department and Assistant Chief of Fire Department shall be increased by five percent (5%).

SECTION 10. Amend the representation unit of the Executive Assistant to the City Administrator from U31 to UP1 and effective the first full pay period in July 2019, the classification and associated wages of the Executive Assistant to the City Administrator shall be increased by twenty percent (20%).

SECTION 11. Amend the representation unit and salary of the Equal Employment Opportunity and Civil Rights Director (formerly titled Equal Employment Opportunities Officer) from UK2 to UK1 and effective the first full pay period in July 2019, the classification and associated wages of the Equal Employment Opportunity and Civil Rights Director shall be amended in Ordinance No. 12187 C.M.S. in the Unit UK1.75.041 ~~UK2-75-049~~ Pay Grade Table to read as follows:

SECTION 12. As amended, the Salary Schedule of the Salary Ordinance is set forth as below:

Classification Title	Class No.	Step	Salary
<u>Equal Employment Opportunity And Civil Rights Director</u>	EM258	MIN	<u>9829.37</u>
Equal Employment Opportunities Officer		MAX	<u>12069.59</u>
			<u>15719.36</u>

SECTION 13. 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 14. 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

Date of Attestation: _____

NOTICE AND DIGEST

ORDINANCE AMENDING THE SALARY SCHEDULE OF ORDINANCE NO. 12187 C.M.S. ("SALARY ORDINANCE") TO 1) PROVIDE A ONE PERCENT (1%) WAGE INCREASE TO THE SALARIES OF EMPLOYEES IN REPRESENTATION UNITS SB1, SC1, SD1, SI1, TA1, TF1, TM2, TW1, UH1, UM1, UM2, TM1, U41, U31, IE1, TV1, FQ1, US1, UR1, UU1, UK1, UK2 AND UP1 EFFECTIVE THE FIRST PAY PERIOD AFTER JANUARY 1, 2019; 2) PROVIDE A ONE PERCENT (1%) WAGE INCREASE TO THE SALARY SCHEDULE OF UNREPRESENTED UNITS IN CON, U51, UG1, TL1 AND EFFECTIVE THE FIRST PAY PERIOD AFTER JANUARY 1, 2019; 3) PROVIDE A WAGE INCREASE TO THE SALARIES OF CERTAIN UNREPRESENTED EMPLOYEES IN UNITS CON, U51, UG1, TL1, UK1, UK2, UP1, AND US1 AS FOLLOWS: INCREASE OF TWO PERCENT (2%) EFFECTIVE THE FIRST FULL PAY PERIOD IN JULY 2019 AND AN INCREASE OF TWO PERCENT (2%) EFFECTIVE THE FIRST FULL PAY PERIOD IN JULY 2020; 4) PROVIDE A FIVE PERCENT (5%) WAGE INCREASE TO THE SALARIES OF THE FULL-TIME CLASSIFICATIONS OF DEPUTY CHIEF OF FIRE DEPARTMENT AND ASSISTANT CHIEF OF FIRE DEPARTMENT EFFECTIVE THE FIRST FULL PAY PERIOD IN JULY 2019; 5) PROVIDE A TWENTY PERCENT (20%) WAGE INCREASE TO THE SALARY OF THE FULL-TIME CLASSIFICATION OF EXECUTIVE ASSISTANT TO THE CITY ADMINISTRATOR AND AMEND THE REPRESENTATION UNIT FROM U31 TO UP1 EFFECTIVE THE FIRST FULL PAY PERIOD IN JULY 2019; AND 6) AMEND THE TITLE OF THE FULL-TIME CLASSIFICATION OF EQUAL EMPLOYMENT OPPORTUNITIES OFFICER TO EQUAL EMPLOYMENT OPPORTUNITY AND CIVIL RIGHTS DIRECTOR, CHANGE THE CLASSIFICATION REPRESENTATION UNIT FROM UK2 TO UK1, AND INTERNALLY ALIGN THE COMPENSATION RANGE WITH THE DEPARTMENT OF RACE AND EQUITY DIRECTOR EFFECTIVE THE FIRST FULL PAY PERIOD IN JULY 2019

This Ordinance will provide wage increases of one percent (1%) effective the first pay period after January 1, 2019 pursuant to the revenue trigger agreed to in the 2017 successor negotiations with International Brotherhood of Electrical Workers (IBEW), Local 1245, Confidential Management Employee Association (CMEA), Service Employees International Union (SEIU), Local 1021, the International Federation of Professional and Technical Engineers (IFPTE), and International Association of Firefighters (IAFF), Local 55 and provide the same increase to unrepresented employees; provide a wage increase of two percent (2%) effective the first full pay period in July 2019 and another two percent (2%) wage increase the first full pay period in July 2020 for certain unrepresented classifications in representation units CON, U51, UG1, TL1, US1, UK1, UK2, UR1 and UU1 only; provide a five percent (5%) wage increase to the salaries of the full-time classifications of Deputy Chief of Fire Department and Assistant Chief of Fire Department; and amend the representation units and salaries of the Executive Assistant to the City Administrator and Equal Employment Opportunity and Civil Rights Director (formerly the Equal Employment Opportunities Officer).

FILED
OFFICE OF THE CITY CLERK
OAKLAND

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APPROVED AS TO FORM AND LEGALITY


CITY ATTORNEY'S OFFICE

OAKLAND CITY COUNCIL

ORDINANCE NO. _____ C.M.S.

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- 1) PROVIDE A ONE PERCENT (1%) WAGE INCREASE TO THE SALARIES OF EMPLOYEES IN REPRESENTATION UNITS SB1, SC1, SD1, SI1, TA1, TF1, TM2, TW1, UH1, UM1, UM2, TM1, U41, U31, IE1, TV1, FQ1, US1, UR1, UU1, UK1, UK2 AND UP1 EFFECTIVE THE FIRST PAY PERIOD AFTER JANUARY 1, 2019;
- 2) PROVIDE A ONE PERCENT (1%) WAGE INCREASE TO THE SALARY SCHEDULE OF UNREPRESENTED UNITS IN CON, U51, UG1, TL1 AND UJ4 EFFECTIVE THE FIRST PAY PERIOD AFTER JANUARY 1, 2019;
- 3) PROVIDE A WAGE INCREASE TO THE SALARIES OF CERTAIN UNREPRESENTED EMPLOYEES IN UNITS CON, U51, UG1, TL1, UJ4-UK1, UK2, UP1, AND US1 AS FOLLOWS: INCREASE OF TWO PERCENT (2%) EFFECTIVE THE FIRST FULL PAY PERIOD IN JULY 2019 AND AN INCREASE OF TWO PERCENT (2%) EFFECTIVE THE FIRST FULL PAY PERIOD IN JULY 2020;
- 4) PROVIDE A FIVE PERCENT (5%) WAGE INCREASE TO THE SALARIES OF THE FULL-TIME CLASSIFICATIONS OF DEPUTY CHIEF OF FIRE DEPARTMENT AND ASSISTANT CHIEF OF FIRE DEPARTMENT EFFECTIVE THE FIRST FULL PAY PERIOD IN JULY 2019;
- 5) PROVIDE A TWENTY PERCENT (20%) WAGE INCREASE TO THE SALARY OF THE FULL-TIME CLASSIFICATION OF EXECUTIVE ASSISTANT TO THE CITY ADMINISTRATOR AND AMEND THE REPRESENTATION UNIT FROM U31 TO UP1 EFFECTIVE THE FIRST FULL PAY PERIOD IN JULY 2019; AND

6) AMEND THE TITLE OF THE FULL-TIME CLASSIFICATION OF EQUAL EMPLOYMENT OPPORTUNITIES OFFICER TO EQUAL EMPLOYMENT OPPORTUNITY AND CIVIL RIGHTS DIRECTOR, CHANGE THE CLASSIFICATION REPRESENTATION UNIT FROM UK2 TO UK1, AND INTERNALLY ALIGN THE COMPENSATION RANGE WITH THE DEPARTMENT OF RACE AND EQUITY DIRECTOR EFFECTIVE THE FIRST FULL PAY PERIOD IN JULY 2019

WHEREAS, the Memorandums of Understanding between the City of Oakland and the International Brotherhood of Electrical Workers (IBEW), Local 1245, Confidential Management Employee Association (CMEA), Service Employees International Union (SEIU), Local 1021, the International Federation of Professional and Technical Engineers (IFPTE), and International Association of Firefighters (IAFF), Local 55 have been approved by the parties pursuant to Section 3505.1 of the Government Code of the State of California and ratified via Resolutions of the City Council; and

WHEREAS, said agreements are approved and include a one percent (1%) wage increase effective the first pay period after January 1, 2019 if certain revenue triggers were met; and

WHEREAS, the City has determined that said revenue triggers in the Memorandums of Understanding between the City of Oakland and the International Brotherhood of Electrical Workers, Local 1245 ("IBEW"), Confidential Management Employee Association (CMEA), Service Employees International Union (SEIU), Local 1021, the International Federation of Professional and Technical Engineers (IFPTE), and International Association of Firefighters (IAFF), Local 55 have been met thereby mandating wage increases to certain classifications; and

WHEREAS, City Ordinance Nos. 12187 and 12903 C.M.S., adopted on November 9, 1999 and November 18, 2008, respectively, give the City Administrator the discretion to grant unrepresented employees the same compensation and other terms and conditions of employment that are provided to represented employees under MOUs, or to provide unrepresented employees less compensation than the compensation provided to represented employees in each category or type of compensation; and

WHEREAS, the City Administrator, as permitted through Ordinance Nos. 12187 and 12903, seeks to provide a one percent (1%) wage increase to unrepresented employees in representation units CON, U51, UG1, TL1, UJ4, US1, UK1, UK2, UR1 and UU1, effective the first pay period after January 1, 2019; and

WHEREAS, the contract extensions to the Memorandums of Understanding between the City of Oakland and the International Brotherhood of Electrical Workers (IBEW), Local 1245, Confidential Management Employee Association (CMEA) have been approved by the parties pursuant to section 3515.1 of the Government Code of the State of California and ratified via Resolution of the City Council; and

WHEREAS, said contract extensions include a two percent (2%) wage increase effective the first full pay period of July 2019 and a two percent (2%) wage increase effective the first full pay period of July 2020 for employees in representational units IE1 and TV1 (IBEW) and representational unit U31 (CMEA); and

WHEREAS, the City Administrator as permitted through City Ordinance Nos. 12187 and 12903 C.M.S, seeks to provide a two percent (2%) wage increase to unrepresented employees in representation units CON, U51, UG1, TL1, UJ4, US1, UK1, UK2, UR1 and UU1, effective the first full pay period in July 2019; and

WHEREAS, the City Administrator as permitted through City Ordinance Nos. 12187 and 12903 C.M.S., seeks to provide a two percent (2%) wage increase to unrepresented employees in representation units CON, U51, UG1, TL1, UJ4, US1, UK1, UK2, UR1 and UU1, effective the first full pay period in July 2020; and

WHEREAS, after interest arbitration between the City and IAFF, the City Council approved through a Resolution the conditional arbitration award and tentative agreements to the Memorandum of Understanding between the City and IAFF covering the period November 1, 2017 through October 31, 2020, which granted increases to the wages of employees in representational unit FQ1 of four percent (4%) effective November 1, 2017, one percent (1%) effective November 1, 2018, one percent (1%) effective the first pay period in January 2019 if certain revenue triggers were met, which occurred, and two percent (2%) effective the first full pay period in November 2019; and

WHEREAS, the City Administrator as permitted through City Ordinance Nos. 12187 and 12903 C.M.S, seeks to provide a five percent (5%) wage increase to unrepresented employees in the classifications of the full-time Deputy Chief of Fire Department and Assistant Chief of Fire Department to improve internal alignment with their counterparts in Oakland Police Department, effective the first full pay period in July 2019; and

WHEREAS, consistent with the City's Employee-Employer Relations Resolution No. 55881 C.M.S. (EERR) under the authority of the Employee Relations Officer the representation unit of Executive Assistant to the City Administrator classification shall be amended from U31 to UP1; and

WHEREAS the classification is required to perform at a high level in terms of management, community relations and highly sensitive communications, an equity increase of twenty percent (20%), effective the first full pay period of July 2019, is recommended; and

WHEREAS, consistent with the City's Employee-Employer Relations Resolution No. 55881 C.M.S. (EERR) under the authority of the Employee Relations Officer, the representation unit of Equal Employment Opportunities Officer shall be amended from UK2 to UK1 and the title of the Equal Employment Opportunities Officer will be amended to Equal Employment Opportunity and Civil Rights Director; and

WHEREAS, the responsibilities of the classification of Equal Employment Opportunity and Civil Rights Director will be broadened to include responsibility for ensuring compliance with Title VI of the Civil Rights Act and the compensation range be internally aligned with Department of Race and Equity Director effective the first full pay period of July 2019, is recommended; and

WHEREAS, Oakland City Charter Section 207 requires that the Council shall fix the compensation of all City employees.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF OAKLAND DOES ORDAIN AS FOLLOWS:

SECTION 1. Effective the first pay period after January 1, 2019, the classifications and associated salaries listed in the current Memorandum of Understanding between the City of Oakland and the International Brotherhood of Electrical Workers (IBEW), Local 1245 (IE1 and TV1) are increased by one percent (1%).

SECTION 2. Effective the first pay period after January 1, 2019, the classifications and associated salaries listed in the current Memorandum of Understanding between the City of Oakland and the Confidential Management Employee Association (CMEA) (U31) are increased by one percent (1%).

SECTION 3. Effective the first pay period after January 1, 2019, the classifications and associated salaries listed in the current Memorandum of Understanding between the City of Oakland and the Service Employees International Union (SEIU), Local 1021 (SB1, SC1, SD1, SI1) are increased by one percent (1%).

SECTION 4. Effective the first pay period after January 1, 2019, the classifications and associated salaries listed in the current Memorandum of Understanding between the City of Oakland and the International Federation of Professional and Technical Engineers (IFPTE), Local 21 (TA1, TF1, TM2, TW1, UH1, UM1, UM2, TM1, U41) are increased by one percent (1%).

SECTION 5. Effective the first pay period after January 1, 2019, the classifications and associated salaries listed in the current Memorandum of Understanding between the City of Oakland and the International Association of Firefighters (IAFF), Local 55 (FQ1) are increased by one percent (1%).

SECTION 6. Effective the first pay period after January 1, 2019, the classifications and salary schedules of certain unrepresented classifications (CON, U51, UG1, TL1, UJ4, US1, UK1, UK2, UR1 and UU1) are increased by one percent (1%).

SECTION 7. Effective the first full pay period in July 2019, the classifications and salary schedules of certain unrepresented classifications (CON, U51, UG1, TL1, UJ4, US1, UK1, UK2, UR1 and UU1, only) shall be increased by two percent (2%).

SECTION 8. Effective the first full pay period in July 2020, the classifications and salary schedules of certain unrepresented classifications (CON, U51, UG1, TL1, ~~UJ1~~, US1, UK1, UK2, UR1 and UU1, only) shall be increased by two percent (2%).

SECTION 9. Effective the first full pay period in July 2019, the classifications and associated wages of the classifications of full-time Deputy Chief of Fire Department and Assistant Chief of Fire Department shall be increased by five percent (5%).

SECTION 10. Amend the representation unit of the Executive Assistant to the City Administrator from U31 to UP1 and effective the first full pay period in July 2019, the classification and associated wages of the Executive Assistant to the City Administrator shall be increased by twenty percent (20%).

SECTION 11. Amend the representation unit and salary of the Equal Employment Opportunity and Civil Rights Director (formerly titled Equal Employment Opportunities Officer) from UK2 to UK1 and effective the first full pay period in July 2019, the classification and associated wages of the Equal Employment Opportunity and Civil Rights Director shall be amended in Ordinance No. 12187 C.M.S. in the Unit UK1.75.041 ~~UK2.75.049~~ Pay Grade Table to read as follows:

SECTION 12. As amended, the Salary Schedule of the Salary Ordinance is set forth as below:

Classification Title	Class No.	Step	Salary
<u>Equal Employment Opportunity And Civil Rights Director</u>	EM258	MIN	<u>9829.37</u>
Equal Employment Opportunities Officer		MAX	<u>12069.59</u>
			<u>15719.36</u>

SECTION 13. 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 14. 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

Date of Attestation: _____

NOTICE AND DIGEST

ORDINANCE AMENDING THE SALARY SCHEDULE OF ORDINANCE NO. 12187 C.M.S. ("SALARY ORDINANCE") TO 1) PROVIDE A ONE PERCENT (1%) WAGE INCREASE TO THE SALARIES OF EMPLOYEES IN REPRESENTATION UNITS SB1, SC1, SD1, SI1, TA1, TF1, TM2, TW1, UH1, UM1, UM2, TM1, U41, U31, IE1, TV1, FQ1, US1, UR1, UU1, UK1, UK2 AND UP1 EFFECTIVE THE FIRST PAY PERIOD AFTER JANUARY 1, 2019; 2) PROVIDE A ONE PERCENT (1%) WAGE INCREASE TO THE SALARY SCHEDULE OF UNREPRESENTED UNITS IN CON, U51, UG1, TL1 AND UJ4 EFFECTIVE THE FIRST PAY PERIOD AFTER JANUARY 1, 2019; 3) PROVIDE A WAGE INCREASE TO THE SALARIES OF CERTAIN UNREPRESENTED EMPLOYEES IN UNITS CON, U51, UG1, TL1, UJ4 UK1, UK2, UP1, AND US1 AS FOLLOWS: INCREASE OF TWO PERCENT (2%) EFFECTIVE THE FIRST FULL PAY PERIOD IN JULY 2019 AND AN INCREASE OF TWO PERCENT (2%) EFFECTIVE THE FIRST FULL PAY PERIOD IN JULY 2020; 4) PROVIDE A FIVE PERCENT (5%) WAGE INCREASE TO THE SALARIES OF THE FULL-TIME CLASSIFICATIONS OF DEPUTY CHIEF OF FIRE DEPARTMENT AND ASSISTANT CHIEF OF FIRE DEPARTMENT EFFECTIVE THE FIRST FULL PAY PERIOD IN JULY 2019; 5) PROVIDE A TWENTY PERCENT (20%) WAGE INCREASE TO THE SALARY OF THE FULL-TIME CLASSIFICATION OF EXECUTIVE ASSISTANT TO THE CITY ADMINISTRATOR AND AMEND THE REPRESENTATION UNIT FROM U31 TO UP1 EFFECTIVE THE FIRST FULL PAY PERIOD IN JULY 2019; AND 6) AMEND THE TITLE OF THE FULL-TIME CLASSIFICATION OF EQUAL EMPLOYMENT OPPORTUNITIES OFFICER TO EQUAL EMPLOYMENT OPPORTUNITY AND CIVIL RIGHTS DIRECTOR, CHANGE THE CLASSIFICATION REPRESENTATION UNIT FROM UK2 TO UK1, AND INTERNALLY ALIGN THE COMPENSATION RANGE WITH THE DEPARTMENT OF RACE AND EQUITY DIRECTOR EFFECTIVE THE FIRST FULL PAY PERIOD IN JULY 2019

This Ordinance will provide wage increases of one percent (1%) effective the first pay period after January 1, 2019 pursuant to the revenue trigger agreed to in the 2017 successor negotiations with International Brotherhood of Electrical Workers (IBEW), Local 1245, Confidential Management Employee Association (CMEA), Service Employees International Union (SEIU), Local 1021, the International Federation of Professional and Technical Engineers (IFPTE), and International Association of Firefighters (IAFF), Local 55 and provide the same increase to unrepresented employees; provide a wage increase of two percent (2%) effective the first full pay period in July 2019 and another two percent (2%) wage increase the first full pay period in July 2020 for certain unrepresented classifications in representation units CON, U51, UG1, TL1, UJ4, US1, UK1, UK2, UR1 and UU1 only; provide a five percent (5%) wage increase to the salaries of the full-time classifications of Deputy Chief of Fire Department and Assistant Chief of Fire Department; and amend the representation units and salaries of the Executive Assistant to the City Administrator and Equal Employment Opportunity and Civil Rights Director (formerly the Equal Employment Opportunities Officer).