

# Oakland Tribune

1901 Harrison St., Ste. 1100  
Oakland, CA 94612  
510-723-2850

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OAKLAND, CITY OF  
KRystal SAMS, CITY CLERK'S OFC.  
1 FRANK H. OGAWA PLZ., 2ND FL.  
OAKLAND, CA 94612-1923

## PROOF OF PUBLICATION

FILE NO. **LandinghamMemorandaUnderstandg**

In the matter of

**Oakland Tribune**

The Oakland Tribune

I am a citizen of the United States; I am over the age of eighteen years, and not a party to or interested in the above-entitled matter. I am the Legal Advertising Clerk of the printer and publisher of The Oakland Tribune, a newspaper published in the English language in the City of Oakland, County of Alameda, State of California.

I declare that The Oakland Tribune is a newspaper of general circulation as defined by the laws of the State of California as determined by this court's order, dated December 6, 1951, in the action entitled In the Matter of the Ascertainment and Establishment of the Standing of The Oakland Tribune as a Newspaper of General Circulation, Case Number 237798. Said order states that "The Oakland Tribune is a newspaper of general circulation within the City of Oakland, and the County of Alameda, and the State of California, within the meaning and intent of Chapter 1, Division 7, Title 1 [§§ 6000 et seq.], of the Government Code of the State of California." Said order has not been revoked, vacated, or set aside.

I declare that the notice, of which the annexed is a printed copy, has been published in each regular and entire issue of said newspaper and not in any supplement thereof on the following dates, to wit:

**07/22/2022**

I certify (or declare) under the penalty of perjury that the foregoing is true and correct.

Executed at Rio Vista, California.  
On this 22th day of July, 2022.

  
Public Notice Advertising Clerk

Legal No. **0006685683**

### NOTICE AND DIGEST

ORDINANCE AMENDING THE SALARY SCHEDULE OF ORDINANCE NO. 12187 C.M.S. ("SALARY ORDINANCE") TO: (1) PROVIDE WAGE INCREASES FOR EMPLOYEES PURSUANT TO THE MEMORANDA OF UNDERSTANDING BETWEEN THE CITY OF OAKLAND AND THE CONFIDENTIAL MANAGEMENT EMPLOYEE ASSOCIATION; THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL 1245; THE INTERNATIONAL FEDERATION OF PROFESSIONAL AND TECHNICAL ENGINEERS, LOCAL 21; THE SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1021; AND FOR UNREPRESENTED CLASSIFICATIONS CON, TL1, US1, UG1, UP1, UK1, AND UK2 AS FOLLOWS: i) 5% EFFECTIVE THE FIRST FULL PAY PERIOD AFTER JULY 1, 2022; ii) 2.5% EFFECTIVE THE FIRST FULL PAY PERIOD AFTER JULY 1, 2023; iii) 2.5% EFFECTIVE THE FIRST FULL PAY PERIOD AFTER JANUARY 1, 2024; iv) 2% EFFECTIVE THE FIRST FULL PAY PERIOD AFTER JULY 1, 2024; v) 2% EFFECTIVE THE FIRST FULL PAY PERIOD AFTER MARCH 1, 2025; (2) PROVIDE WAGE INCREASES FOR EMPLOYEES PURSUANT TO THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, LOCAL 55; THE OAKLAND POLICE OFFICERS' ASSOCIATION; THE OAKLAND POLICE MANAGEMENT ASSOCIATION; AND FOR UNREPRESENTED UNITS UN1, UR1 AND UU1 AS FOLLOWS: i) 3.5% EFFECTIVE THE FIRST FULL PAY PERIOD AFTER JULY 1, 2022; ii) 3.5% EFFECTIVE THE FIRST FULL PAY PERIOD AFTER JULY 1, 2023; iii) 3% EFFECTIVE THE FIRST FULL PAY PERIOD AFTER JULY 1, 2024; iv) 3% EFFECTIVE THE FIRST FULL PAY PERIOD AFTER JULY 1, 2025; AND (3) PROVIDE SPECIAL EQUITY ADJUSTMENTS AS FOLLOWS: i) PURSUANT TO THE MOU BETWEEN THE CITY OF OAKLAND AND THE CONFIDENTIAL MANAGEMENT EMPLOYEE ASSOCIATION, 5% WAGE INCREASE FOR CERTAIN CLASSIFICATIONS IN REPRESENTATION UNIT U31 EFFECTIVE THE FIRST FULL PAY PERIOD AFTER OCTOBER 1, 2022; ii) PURSUANT TO THE MOU BETWEEN THE CITY OF OAKLAND AND THE INTERNATIONAL FEDERATION OF PROFESSIONAL AND TECHNICAL ENGINEERS, LOCAL 21, UP TO 7.5% WAGE INCREASE FOR CERTAIN CLASSIFICATIONS IN REPRESENTATION UNITS TA1, TW1, TM2, TW1, UH1, UM2, AND UM1 EFFECTIVE THE FIRST FULL PAY PERIOD AFTER OCTOBER 1, 2022 AND WAGE INCREASES TO ALIGN THE SALARIES OF CERTAIN CLASSIFICATIONS IN REPRESENTATION UNITS TW1 AND UM2 EFFECTIVE THE FIRST FULL PAY PERIOD AFTER JANUARY 1, 2023; iii) PURSUANT TO THE MOU BETWEEN THE CITY OF OAKLAND AND THE SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1021, 3% WAGE INCREASE FOR CERTAIN CLASSIFICATIONS IN REPRESENTATION UNITS SC1, SD1 AND S11 EFFECTIVE THE FIRST FULL PAY PERIOD AFTER OCTOBER 1, 2022; iv) 5% WAGE INCREASE FOR CERTAIN CLASSIFICATIONS IN UNREPRESENTED UNITS UP1 AND UK2 EFFECTIVE THE FIRST FULL PAY PERIOD AFTER OCTOBER 1, 2022

This Ordinance will provide wage increases in the classifications and associated wages listed in the current Memorandum of Understanding between the City of Oakland and the Confidential Management Employee Association; the International Brotherhood of Electrical Workers, Local 1245; the International Federation of Professional and Technical Engineers, Local 21; the Service Employees International Union, Local 1021; the International Association of Firefighters, Local 55; the Oakland Police Officers' Association; the Oakland Police Management Association; and for certain unrepresented employees as follows: (1) provide wage increases for employees pursuant to the memoranda of understanding between the City of Oakland and the Confidential Management Employee Association; the International Brotherhood of Electrical Workers, Local 1245; the International Federation of Professional and Technical Engineers, Local 21; the Service Employees International Union, Local 1021; and for unrepresented classifications CON, TL1, US1, UG1, UP1, UK1, AND UK2 as follows: i) 5% effective the first full pay period after July 1, 2022; ii) 2.5% effective the first full pay period after July 1, 2023; iii) 2.5% effective the first full pay period after January 1, 2024; iv) 2% effective the first full pay period after July 1, 2024; v) 2% effective the first full pay period after March 1, 2025; (2) provide wage increases for employees pursuant to the International Association of Firefighters, Local 55; the Oakland Police Officers' Association; the Oakland Police Management Association; and for unrepresented units UN1, UR1 and UU1 as follows: i) 3.5% effective the first full pay period after July 1, 2022; ii) 3.5% effective the first full pay period after July 1, 2023; iii) 3% effective the first full pay period after July 1, 2024; iv) 3% effective the first full pay period after July 1, 2025; and (3) provide special equity adjustments as follows: i) pursuant to the MOU between the City of Oakland and the Confidential Management Employee Association, 5% wage increase for certain classifications in representation unit U31 effective the first full pay period after October 1, 2022; ii) pursuant to the MOU between the City of Oakland and the International Federation of Professional and Technical Engineers, Local 21, up to 7.5% wage increase for certain classifications in

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representation units IA1, IW1, IM2, IW1, UH1, UM2, and UM1 effective the first full pay period after October 1, 2022 and wage increases to align the salaries of certain classifications in representation units TW1 and UM2 effective the first full pay period after January 1, 2023; iii) pursuant to the MOU between the City of Oakland and the Service Employees International Union, Local 1021, 3% wage increase for certain classifications in representation units SC1, SD1 and S11 effective the first full pay period after October 1, 2022; iv) 5% wage increase for certain classifications in unrepresented units UP1 and UK2 effective the first full pay period after October 1, 2022.

**Notice of Publication**

This Ordinance was introduced at the City Council meeting, Tuesday evening July 19, 2022, and passed to print 6 Ayes 2 Excused Five and Kaplan. Final adoption has been scheduled for the City Council meeting Tuesday evening July 26, 2022, 1:30 p.m., VIA Teleconference.

Three full copies are available for use and examination by the public in the Office of the City Clerk at One Frank H. Ogawa Plaza, 1st floor, Oakland, California.

ASHA REED, Acting City Clerk  
OT 6685683; July 22, 2022

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