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:

PROVIDE WAGE INCREASES FOR EMPLOYEES PURSUANT TO MEMORANDA OF UNDERSTANDING BETWEEN THE CITY OF OAKLAND AND THE OAKLAND POLICE OFFICERS' ASSOCIATION (RANK AND FILE UNIT), REPRESENTING EMPLOYEES IN REPRESENTATION UNITS PP1 AND PT1; THE OAKLAND POLICE OFFICERS' ASSOCIATION (MANAGERS UNIT) REPRESENTING EMPLOYEES IN REPRESENTATION UNIT UN2; AND FOR UNREPRESENTED POLICE SWORN PUBLIC SAFETY EMPLOYEES IN CLASSIFICATIONS IN UNIT UN1

WHEREAS, Oakland City Charter section 207 charges the City Council with fixing the compensation of all City employees, officers and officials unless otherwise provided by the Charter; and

WHEREAS, Ordinance No. 12187 C.M.S., the "Salary Ordinance," sets forth a salary schedule reflecting all classifications of employment within the City including those of city employees and city officers; and

WHEREAS, the Tentative Agreement to the Memorandum of Understanding ("MOU") between the City of Oakland and Oakland Police Officers' Association (Rank and File Unit) and the Oakland Police Officers' Association (Managers Unit) have been approved by the parties pursuant to Section 3505.1 of the Government Code of the State of California; and

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

SECTION 1. Ordinance No. 12187 C.M.S. "The Salary Ordinance" will be amended to reflect the salary adjustments set forth below. Portions not shown are not changed.

Effective the first full pay period in January 2027, the classifications in representation unit PP1 and PT1 and associated wages listed in the current Memorandum of Understanding between the City of Oakland and Oakland Police Officers' Association (Rank and File Unit) are increased by two percent (2%).

Effective the first full pay period in January 2028, the classifications in representation unit PP1 and PT1 and associated wages listed in the current Memorandum of Understanding between the City of Oakland and Oakland Police Officers' Association (Rank and File Unit) are increased by one percent (1%).

Effective the second full pay period in June 2028, the classifications in representation unit PP1 and PT1 and associated wages listed in the current Memorandum of Understanding between the City of Oakland and Oakland Police Officers' Association (Rank and File Unit) are increased by one percent (1%).

Effective the first full pay period in January 2029, the classifications in representation unit PP1 and PT1 and associated wages listed in the current Memorandum of Understanding between the City of Oakland and Oakland Police Officers' Association (Rank and File Unit) are increased by one and one-quarter percent (1.25%).

Effective the second full pay period in June 2029, the classifications in representation unit PP1 and PT1 and associated wages listed in the current Memorandum of Understanding between the City of Oakland and Oakland Police Officers' Association (Rank and File Unit) are increased by one and three-quarters percent (1.75%).

Effective the first full pay period in January 2030, the classifications in representation unit PP1 and PT1 and associated wages listed in the current Memorandum of Understanding between the City of Oakland and Oakland Police Officers' Association (Rank and File Unit) are increased by one and one-quarter percent (1.25%).

Effective the second full pay period in June 2030, the classifications in representation unit PP1 and PT1 and associated wages listed in the current Memorandum of Understanding between the City of Oakland and Oakland Police Officers' Association (Rank and File Unit) are increased by one and three-quarters percent (1.75%).

Effective the first full pay period in January 2031, the classifications in representation unit PP1 and PT1 and associated wages listed in the current Memorandum of Understanding between the City of Oakland and Oakland Police Officers' Association (Rank and File Unit) are increased by three percent (3%).

Effective the last full pay period in June 2031, the classifications in representation unit PP1 and PT1 and associated wages listed in the current Memorandum of Understanding between the City of Oakland and Oakland Police Officers' Association (Rank and File Unit) are increased by one percent (1%).

Effective the first full pay period in January 2027, the classifications in representation unit UN2 and associated wages listed in the current Memorandum of Understanding between the City of Oakland and Oakland Police Officers' Association (Managers Unit) are increased by two percent (2%).

Effective the first full pay period in January 2027, pursuant to the Memorandum of Understanding between the City of Oakland and Oakland Police Officers' Association (Managers Unit) the classification of Captain of Police (PERS) in representation unit UN2 will receive a five percent (5%) wage increase.

Effective the first full pay period in January 2028, the classifications in representation unit UN2 and associated wages listed in the current Memorandum of Understanding between the City of Oakland and Oakland Police Officers' Association (Managers Unit) are increased by one percent (1%).

Effective the second full pay period in June 2028, the classifications in representation unit UN2 and associated wages listed in the current Memorandum of Understanding between the City of Oakland and Oakland Police Officers' Association (Managers Unit) are increased by one percent (1%).

Effective the first full pay period in January 2029, the classifications in representation unit UN2 and associated wages listed in the current Memorandum of Understanding between the City of Oakland and Oakland Police Officers' Association (Managers Unit) are increased by one and one-quarter percent (1.25%).

Effective the second full pay period in June 2029, the classifications in representation unit UN2 and associated wages listed in the current Memorandum of Understanding between the City of Oakland and Oakland Police Officers' Association (Managers Unit) are increased by one and three-quarters percent (1.75%).

Effective the first full pay period in January 2030, the classifications in representation unit UN2 and associated wages listed in the current Memorandum of Understanding between the City of Oakland and Oakland Police Officers' Association (Managers Unit) are increased by one and one-quarter percent (1.25%).

Effective the second full pay period in June 2030, the classifications in representation unit UN2 and associated wages listed in the current Memorandum of Understanding between the City of Oakland and Oakland Police Officers' Association (Managers Unit) are increased by one and three-quarters percent (1.75%).).

Effective the first full pay period in January 2031, the classifications in representation unit UN2 and associated wages listed in the current Memorandum of Understanding between the City of Oakland and Oakland Police Officers' Association (Managers Unit) are increased by three percent (3%).

Effective the last full pay period in June 2031, the classifications in representation unit UN2 and associated wages listed in the current Memorandum of Understanding between the City of Oakland and Oakland Police Officers' Association (Managers Unit) are increased by one percent (1%).

Effective the first full pay period in January 2027, the classifications and salary schedules of the unrepresented Chief of Police and Chief of Police, Assistant in representation unit UN1 are increased by one percent (1%).

Effective the first full pay period in January 2028, the classifications and salary schedules of the unrepresented Chief of Police and Chief of Police, Assistant in representation unit UN1 are increased by one percent (1%).

Effective the second full pay period in June 2028, the classifications and salary schedules of the unrepresented Chief of Police and Chief of Police, Assistant in representation unit UN1 are increased by one percent (1%).

Effective the first full pay period in January 2029, the classifications and salary schedules of the unrepresented Chief of Police and Chief of Police, Assistant in representation unit UN1 are increased by one and one-quarter percent (1.25%).

Effective the second full pay period in June 2029, the classifications and salary schedules of the unrepresented Chief of Police and Chief of Police, Assistant in representation unit UN1 are increased by one and three-quarters percent (1.75%).

Effective the first full pay period in January 2030, the classifications and salary schedules of the unrepresented Chief of Police and Chief of Police, Assistant in representation unit UN1 are increased by one and one-quarter percent (1.25%).

Effective the second full pay period in June 2030, the classifications and salary schedules of the unrepresented Chief of Police and Chief of Police, Assistant in representation unit UN1 are increased by one and three-quarters percent (1.75%).).

Effective the first full pay period in January 2031, the classifications and salary schedules of the unrepresented Chief of Police and Chief of Police, Assistant in representation unit UN1 are increased by three percent (3%).

Effective the last full pay period in June 2031, the classifications and salary schedules of the unrepresented Chief of Police and Chief of Police, Assistant in representation unit UN1 are increased by one percent (1%).

SECTION 2. 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 the 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 other sections, subsections, clauses or phrases may be declared invalid or unconstitutional

SECTION 3. 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 - BROWN, FIFE, GALLO, HOUSTON, RAMACHANDRAN, UNGER, WANG, AND PRESIDENT JENKINS

NOES –

ABSENT –

ABSTENTION –

ATTEST:_____
ASHA REED
City Clerk and Clerk of the Council of the
City of Oakland, California

3482985 / CLC

NOTICE AND DIGEST

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

PROVIDE WAGE INCREASES FOR EMPLOYEES PURSUANT TO MEMORANDA OF UNDERSTANDING BETWEEN THE CITY OF OAKLAND AND THE OAKLAND POLICE OFFICERS' ASSOCIATION (RANK AND FILE UNIT), REPRESENTING EMPLOYEES IN REPRESENTATION UNITS PP1 AND PT1; THE OAKLAND POLICE OFFICERS' ASSOCIATION (MANAGERS UNIT) REPRESENTING EMPLOYEES IN REPRESENTATION UNITS UN2; AND FOR UNREPRESENTED POLICE SWORN PUBLIC SAFETY EMPLOYEES IN CLASSIFICATION IN UNIT UN1

This Ordinance will provide wage increases in the classifications and associated wages listed in the current Memoranda of Understanding between the City of Oakland and the Oakland Police Officers' Association (Rank and File Unit) and the Oakland Police Officers' Association (Managers Unit); and for unrepresented employees in representation unit UN1.