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2015 NOV -6 AM 8:48

AGENDA REPORT

TO: Sabrina B. Landreth
City Administrator

FROM: Renée Mayne
Employee Relations
Director

SUBJECT: Unrepresented Employee Salary
Increases and Terms and Conditions
of Employment for Units UK1, UK2,
and UP1, and Unrepresented
Employee Salary Increases for Units
UK1, UK2, UP1, U51, TL1, UG1, and
US1

DATE: October 26, 2015

City Administrator Approval

Date:

11/5/15

RECOMMENDATION

Staff recommends that the City Council Receive a Report Detailing the Terms and Conditions of Employment for Unrepresented Employees in Units UK1, UK2, and UP1 as Required by City Ordinance No. 12903 C.M.S. and Approve an Amendment to the Salary Schedule of Ordinance No. 12187 C.M.S. (The Salary Ordinance) to Increase the Salaries of Unrepresented Employees in Classifications in Units UK1, UK2, UP1, U51, TL1, UG1, and US1.

EXECUTIVE SUMMARY

The City has reached full agreement with Service Employees International Union (SEIU) Local 1021, International Brotherhood of Electrical Workers (IBEW) Local 1245, International Federation of Professional and Technical Engineers (IFPTE) Local 21, and the Confidential Management Employees Association (CMEA) for successor labor agreements. Pursuant to City Ordinance No. 12903, the City Administrator may grant unrepresented employees the same or lesser compensation and other terms and conditions of employment as provided to represented employees. The City Administrator intends to grant effective July 1, 2015, all unrepresented employees in classifications in Units UK1, UK2, and UP1 (**Attachment A**) the same salary increases, benefits and other terms and conditions of employment that are provided to represented employees in CMEA, as presented and approved by City Council on October 6, 2015 and October 20, 2015. The City Administrator further intends to grant effective July 1, 2015, all unrepresented employees in classifications in Units U51, TL1, UG1, and US1 (**Attachment A**) the same salary increases as CMEA.

Employees in job classifications in Unit UU1 are unrepresented, however on July 1, 2014 City Council approved the International Association of Firefighters (IAFF) Local 55 terms and

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conditions of employment which included the same compensation and other terms and conditions of employment for the unrepresented employees in Unit UU1 (**Attachment B**).

BACKGROUND / LEGISLATIVE HISTORY

City Ordinance No. 12903 C.M.S. adopted on November 18, 2008 (**Attachment C**) established the City Council's compensation policies and provisions for City Employees, Officials and Officers. The ordinance memorializes the authority and discretion the Council has granted to the City Administrator regarding fixing compensation and supplements City Ordinance No. 12187 C.M.S.

Ordinance 12903, Section 1.20 states "*Ordinance No. 12187 thereby gives 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 that is provided to represented employees in each category or type of compensation.*" City Ordinance No. 12187 C.M.S. (**Attachment D**).

ANALYSIS AND POLICY ALTERNATIVES

Changes to Terms and Conditions

The City negotiated a two-year Memorandum of Understanding (MOU) with CMEA, from July 1, 2015 to June 30, 2017. The City also negotiated a two-year agreement with the same term with SEIU Local 1021, IBEW Local 1245, and IFPTE Local 21. All of the employees represented by these unions will receive the equivalent of 4% salary increases in each year of their MOU's, and each have a potential revenue share provision, that is dependent on the City's general fund revenue performance.

Generally, the terms and conditions of the CMEA MOU will apply to unrepresented employees in Units UK1, UK2, and UP1, although the City Administrator may further restrict compensation on an individual basis, such as limiting merit increases.

The following salary increases and other terms and conditions of employment will be applied to the unrepresented employees in Units UK1, UK2, and UP1, the same as CMEA employees:

Salary Increases. The City shall provide unrepresented employees with the following salary increases: 4% (four percent) salary increase effective July 1, 2015; 2% (two percent) salary increase effective November 1, 2016; and 2% (two percent) salary increase effective May 1, 2017.

Revenue Share. Additionally, a one-time Revenue Sharing Payment of up to one thousand one hundred dollars (\$1,100) or 1% (one percent) of annual salary, whichever is higher, for employees on payroll on July 1, 2015 and on the date of payout. The payment shall be issued in the second (2nd) pay period of February 2016 or February 2017, dependent upon available funds.

Professional Development. In accordance with the Internal Revenue Service (IRS) regulations, discontinue professional development for “job-related tools”; and increase the professional development reimbursement amount per fiscal year to \$800.00 (eight hundred dollars).

Retirement Benefits. Retirement benefits language was revised to comply with the Public Employee Pension Reform Act (“PEPRA”) for the third tier retirement plan.

Medical Benefits. The City will enroll new employees to the Kaiser (medical plan) if they do not elect to enroll in a City medical plan. The new employee will have an opportunity to change plans at a later date or open enrollment. The City will also increase the amount for cash-in-lieu of medical benefits from one hundred sixty dollars (\$160.00) to three hundred twenty-five dollars per month (\$325.00).

Family Death Leave. The City will update the family death leave entitlement to mirror the Oakland Civil Service Rules, which provides up to eight (8) days if the employee must travel a distance one way of more than six hundred (600) miles. The City will also provide family death leave for brother-in-law, sister-in-law, son-in-law, daughter-in-law, aunt, uncle, niece, or nephew. For a child, parent, grandparent, or grandchild, the Family Death Leave benefit applies for those relationships established by birth, marriage, adoption, or guardianship.

Child Safety and Endangerment. The City has new contract language in the CMEA MOU (and SEIU, IFPTE and IBEW MOU’s) that is intended to protect the safety of children and to prevent endangerment of children. For employees who work or interact with children or minors of any age as part of their job duties, any instance of observed, reported, or reasonably suspected mistreatment or maltreatment of a child or minor will result in the employee being placed on paid administrative leave and subject to an investigation.

FISCAL IMPACT

The FY 2015-17 Adopted Budget includes an allocation of \$871,921 (\$321,647 in FY 2015-16 and \$550,274 in FY 2016-17) for unrepresented employee compensation package over the two fiscal years. Funds for the one-time Revenue Share Payment will be identified as part of the FY 2014-2015 Fourth Quarter Revenue & Expenditure Report and made payable after the completion of the Comprehensive Annual Financial Report (CAFR).

PUBLIC OUTREACH / INTEREST

No public outreach was required.

COORDINATION

The Employee Relations Department coordinated the collection, compilation, and reporting of data with Budget Office, Controller's Office, Payroll, Human Resources Management and the Fire Department.

SUSTAINABLE OPPORTUNITIES

Economic: There are no economic opportunities associated with this report.

Environmental: There are no environmental opportunities associated with this report.

Social Equity: There are no social equity opportunities associated with this report.

ACTION REQUESTED OF THE CITY COUNCIL

Staff recommends that the City Council Receive a Report Detailing the Terms and Conditions of Employment for Unrepresented Employees in Units UK1, UK2, and UP1 as Required by City Ordinance No. 12903 C.M.S. and Approve an Amendment to the Salary Schedule of Ordinance No. 12187 C.M.S. (The Salary Ordinance) to Increase the Salaries of Unrepresented Employees in Classifications in Units UK1, UK2, UP1, U51, TL1, UG1, and US1.

For questions regarding this report, please contact Renée Mayne, Employee Relations Director, at (510) 238-6466.

Respectfully submitted,



RENÉE MAYNE
Director, Employee Relations Department

Prepared by:
Sonia Lara
Principal Employee Relations Analyst
CAO/Employee Relations Department

Attachments:

- A. List of Classifications
- B. Agenda Report on IAFF MOU dated July 1, 2014
- C. City Ordinance No. 12903 C.M.S.
- D. City Ordinance No. 12187 C.M.S.
- E. Salary Ordinance

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ATTACHMENT A

UNREPRESENTED EMPLOYEES

Units UK1, UK2, UP1, U51, TL1, UG1, and US1

REP	CLASS_NUM	TITLE
UK1	EM102	Agency Director, Admin Services
UK1	EM104	Agency Director, Econ & Comm Dev
UK1	EM106	Agency Director, Life Enrichment
UK1	EM128	Assistant City Administrator
UK1	EM172	Budget Director
UK1	ET108	City Administrator
UK1	EM126	City Clerk
UK1	EM229	CPRB Executive Director
UK1	EM138	Deputy City Administrator
UK1	EM234	Director of Animal Services
UK1	EM239	Director of Contracts & Purchasing
UK1	EM230	Director of Econ & Workfrcce Dev
UK1	EM103	Director of Finance
UK1	EM154	Director of Housing & Comm Dev
UK1	EM159	Director of Human Resources Mgmt
UK1	EM153	Director of Human Services
UK1	EM238	Director of Info Technology
UK1	EM155	Director of Library Services
UK1	EM158	Director of Parks & Recreation
UK1	EM220	Director of Planning & Building
UK1	EM108	Director of Public Works
UK1	EM259	Employee Relations Director
UK1	EM261	Exec Dir, Public Ethics Comm

UK2	EM170	Affirmative Action Manager
UK2	EM124	City Attorney, Assistant
UK2	EM209	Claims & Risk Manager
UK2	MA113	Controller
UK2	MA156	Employee Relations Analyst Prin
UK2	EM258	Equal Emp Opportunities Officer
UK2	EM186	Human Resources Manager
UK2	EM204	Revenue & Tax Administrator
UK2	EM250	Special Assistant to the Mayor III
UK2	EM206	Treasury Manager
UP1	MA158	Emp & Labor Relations Analyst, Senior
U51	AP188	Exempt Limited Duration Employee
TL1	AP105	Administrative Analyst I, PT
TL1	AP114	Benefits Representative, PT
TL1	AP121	Cable TV Assistant Producer, PT
TL1	AP439	Cable TV Stage Manager, PT
TL1	AP413	Case Manager I, PT
TL1	AP412	Case Manager II, PT
TL1	SS113	City Council PSE 14, PT
TL1	AP141	City Councilmember's Assistant, PT
TL1	AP155	Cultural Arts Specialist, PT
TL1	AP386	Emergency Medical Svcs Instructor, PT
TL1	SC261	Emergency Planning Coordinator Sr, PT

TL1	SC260	Emergency Planning Coordinator, PT
TL1	AP183	Employee Asst Prgm Counselor, PT
TL1	AP193	Graphics Design Coordinator, PT
TL1	PP172	Head Start Program Coordinator, PT
TL1	AP440	Hearing Officer, PT
TL1	AP201	Human Res Analyst, PT
TL1	AP441	Language Interpreter, PT
TL1	MA131	Management Assistant, PT
TL1	SS145	Mayor's PSE 14, PT
TL1	AL013	Paralegal, PT
TL1	AP361	Program Analyst I, PT
TL1	EM214	Project Manager III, PT
TL1	AP301	Public Information Officer II, PT
TL1	SS205	Receptionist to the City Auditor, PT
TL1	PP173	Senior Services Program Assistant, PT
TL1	MA155	Special Assistant to the Mayor I, PT
TL1	EM252	Special Assistant to the Mayor II, PT
TL1	AP442	Special Events Coordinator, PT
TL1	AP443	Veterinarian, PT
UG1	PP105	Camp Director, PT
UG1	SC109	Camp Food Service Mgr, PT
UG1	AP124	Camp Manager Assistant, PT
UG1	SC110	Camp Manager, PT
UG1	AP133	City Cncl Constituent Liaison PT
UG1	SS111	City Council Intern, PT

UG1	AP137	City Council Policy Analyst, PT
UG1	SS119	Engineering Intern, PT
UG1	MA133	Management Intern, PT
UG1	PP130	Outreach Worker, PT
UG1	SS164	Planning Intern, PT
UG1	PS161	Police Cadet, PT
UG1	AP362	Program Analyst II, PT
UG1	AP389	Senior Council Policy Analyst, PT
UG1	AP329	Special Clerkship, PT
UG1	AP342	Temp Life Guard, PT
UG1	PP150	Temp Rec Spec II, Sr, PT
UG1	PP147	Temporary Recreation Leader I, PT
UG1	PP148	Temporary Recreation Leader II, PT
UG1	PP149	Temporary Recreation Spec I, Sr, PT
UG1	PP151	Temporary Recreation Specialist, PT
US1	PS199	Fire Fighter Paramedic Trainee
US1	PS131	Fire Fighter Trainee
US1	PS132	Fire Fighter Trainee



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2014 JUN 19 PM 3:51

ATTACHMENT B

AGENDA REPORT

TO: HENRY L. GARDNER
INTERIM CITY ADMINISTRATOR

FROM: Katano Kasaine

SUBJECT: Adopt the IAFF Local 55 MOU and Ordinance for Salary Increases

DATE: July 1, 2014

City Administrator
Approval

Date

6/19/14

COUNCIL DISTRICT: City-Wide

RECOMMENDATION

Staff Recommends that the City Council Adopt a Resolution Approving the Memorandum of Understanding between the City of Oakland and the International Association of Firefighters, Local 55, Representing Employees in Representation Unit FQ1 Covering the Period from July 1, 2014 to October 31, 2017; And Amending Salary Schedule of Ordinance 12187 C.M.S. (The Salary Ordinance) to Increase Salaries by Amounts Pursuant to the Memorandum of Understanding.

OUTCOME

The City of Oakland has reached a tentative agreement on wages and other terms and conditions of employment with the International Association of Firefighters (IAFF), Local 55. The term of the agreement is from July 1, 2014 through October 31, 2017. The proposed amendment to the Salary Ordinance has been prepared to provide a 3% Cost of Living Adjustment (COLA) increasing the salaries of the City's members in IAFF in Fiscal Year 2014-2015, 1% COLA in November 2015; 1% COLA in March 2016; and a 2% COLA increasing the salaries of the City's members in IAFF in Fiscal Year 2016-2017.

BACKGROUND/LEGISLATIVE HISTORY

The current Memorandum of Understanding (MOU) between the City of Oakland and the International Association of Firefighters expires on June 30, 2014. Since January 9, 2014, the City and Local 55 negotiation teams have met regularly and have signed comprehensive Tentative Agreements on thirteen MOU Articles. Items of significance include a 40 month term of agreement ending October 31, 2017; and the establishment of a Health Reimbursement Account (HRA) with one-time, non-recurring, non-pensionable payment.

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ANALYSIS

Approval of the proposed Resolution is necessary to adopt the MOU between the City and the Association. Local 55 is currently voting to ratify the new MOU with a final ratification date of midnight Friday June 20th. The report, Ordinance and resolution are being prepared for Council approval and authorization following Union ratification. Salary Ordinance amendment requires two readings, so it will be presented for its first reading July 1, 2014, for consideration and approval, and second reading on July 15, 2014. If for any reason the MOU is not finalized or approved, the Salary Ordinance amendment could be canceled or delayed if required. The following is a summary of the key provision of the tentative agreements:

Article 1: General Provisions	<ul style="list-style-type: none"> ✓ Agency Fee: Revised existing language to comply with Government Code Section 3502.5, and ✓ Non-Discrimination: Clarified discrimination prohibited.
Article 2: Direct Pay For Services	<ul style="list-style-type: none"> ✓ 2014-2015 - 3.0% increase ✓ 2015-2016 - 1.0%, 1.0%, 1.0%, each calculated on the 2014-2015 base to avoid compounding. ✓ 2016-2017 – 2.0% ✓ Revised standards for paying step increases.
Article 3: Insurance Programs	<ul style="list-style-type: none"> ✓ Reopener to complete details for Health Reimbursement Plan. ✓ \$1,000 one-time, lump sum, non-recurring payment toward HRA.
Article 4: Personnel Provisions	<ul style="list-style-type: none"> ✓ 4.2 Staffing Agreement ✓ Local 55 accepted numerous City language proposals on personnel issues.
Article 5: Fitness For Duty	<ul style="list-style-type: none"> ✓ City retains right to continue fitness for duty and random substance abuse testing.
Article 6: Leaves	<ul style="list-style-type: none"> ✓ Catastrophic Leave: Delete existing language and replace with City IA. ✓ Sell-Back Sick Leave: Retains “Sick leave days shall not be eligible to be “sold back” under any City policy or practice.” ✓ Converting Vacation Accrual to HRA: Details to be negotiated during reopener.
Article 7: Safety	<ul style="list-style-type: none"> ✓ Cleaned up out-of-date language and agreed on extractor installation.
Article 8: Retirement	<ul style="list-style-type: none"> ✓ Revised entire article to comply with Public Employee Pension Reform Act (“PEPRA”) ✓ Local 55 agreed to pay 13.0% (up to 4.0% of City’s cost.)
Article 9: Grievance	<ul style="list-style-type: none"> ✓ Delete two arbitrators and add Barry Winograd.
Article 10: Special Provisions	<ul style="list-style-type: none"> ✓ Sideletters: Unless incorporated or attached, all sideletters shall expire.
Article 11: Completion of Negotiations	No significant issues.
Article 12: Savings Clause	No significant issues.
Article 13: Term of Agreement	<ul style="list-style-type: none"> ✓ Term is July 1, 2014 through October 31, 2017.

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PUBLIC OUTREACH

No public outreach was required.

COST SUMMARY/IMPLICATIONS

The estimated cost will be \$13,800,953.00 over the term of the contract (Year 1 \$2,972,922; Year 2 \$4,555,486; and Year 3 \$6,272,545) per the attached schedule. A portion of the funding to support the COLA salary increases proposed in the attached Salary Ordinance amendment is included in the Adopted Policy Budget for Fiscal Year 2014-2015 only. Other estimated cost will be included in future budgets.

SUSTAINABLE OPPORTUNITIES

There are no economic opportunities associated with this report.

There are no environmental opportunities associated with this report.

There are no social equity opportunities associated with this report.

For questions regarding this report, please contact Katano Kasaine, Interim Employee Relations Director, at (510) 238-2989.

Respectfully submitted,



Katano Kasaine
Interim Employee Relations Director

Prepared by:
Sonia Lara
Principal Employee Resource Analyst
CAO/Employee Relations Department

Jaime Pritchett
Principal Human Resources Analyst
HRD/Recruitment and Classification

Attachment

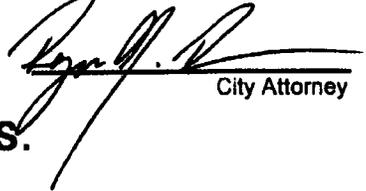
- DRAFT Resolution
- DRAFT Ordinance
- Estimated COLA Increases

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OAKLAND CITY COUNCIL

Approved as to Form and Legality



City Attorney

2014 JUN 19 11:30 AM
RESOLUTION No. _____ C.M.S.

Introduced by Councilmember _____

**RESOLUTION APPROVING MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY OF OAKLAND AND THE INTERNATIONAL
ASSOCIATION OF FIREFIGHTERS (IAFF), LOCAL 55,
REPRESENTING EMPLOYEES IN REPRESENTATION UNIT FQ1,
FOR THE PERIOD OF JULY 1, 2014 THROUGH OCTOBER 31, 2017**

WHEREAS, the Memorandum of Understanding to be entered into between the City of Oakland and the International Association of Firefighters, Local 55 has been presented to the City Council for determination pursuant to Section 3505.1 of the Government Code of the State of California:
and

WHEREAS, the key provisions of the Memorandum of Understanding are described in the Report from the City Administrator dated July 1, 2014; and

WHEREAS, the terms and conditions contained in said Memorandum of Understanding are in the best interests of the City; now, therefore, be it

RESOLVED: That said agreement be, and is, hereby approved; and be it

FURTHER RESOLVED: That the provisions of said Memorandum of Understanding are effective as of the date the City Council approves said Memorandum of Understanding, unless otherwise specified in said Memorandum of Understanding and shall be retroactive if required.

IN COUNCIL, OAKLAND, CALIFORNIA, _____

PASSED BY THE FOLLOWING VOTE:

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

NOES -

ABSENT -

ABSTENTION -

ATTEST: _____

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

FILED
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INTRODUCED BY COUNCILMEMBER _____


CITY ATTORNEY

2014 JUN 19 PM 3:51

OAKLAND CITY COUNCIL
ORDINANCE No. _____ C.M.S.

ORDINANCE AMENDING THE SALARY SCHEDULE OF ORDINANCE NO. 12187 C.M.S. ("SALARY ORDINANCE") TO ADJUST THE SALARIES OF EMPLOYEES IN THE JOB CLASSIFICATIONS REPRESENTED BY THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, LOCAL 55 AND PROVIDING THE SAME SALARY ADJUSTMENTS FOR UNREPRESENTED SWORN CLASSIFICATIONS

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 as set forth below, the following classification is created in Ordinance No. 12187 C.M.S. in the Unit FQ1.104.017 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary	Effective Dates
Battalion Chief	PS102	Step 1	13130.46	July 1, 2014
		Step 1	13261.76	July 1, 2015
		Step 1	13393.07	Nov. 1, 2015
		Step 1	13524.37	March 1, 2016
		Step 1	13794.86	July 1, 2016

Section 3. Effective as set forth below, the following classification is created in Ordinance No. 12187 C.M.S. in the Unit FQ1.80.017 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary	Effective Dates
Battalion Chief	PS180	Step 1	13130.46	July 1, 2014
		Step 1	13261.76	July 1, 2015
		Step 1	13393.07	Nov. 1, 2015
		Step 1	13524.37	March 1, 2016
		Step 1	13794.86	July 1, 2016

Section 4. Effective as set forth below, the following classification is created in Ordinance No. 12187 C.M.S. in the Unit FQ1.104.014 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary	Effective Dates
Captain of Fire	PS103	Step 1	10916.76	July 1, 2014
Department		Step 1	11025.92	July 1, 2015
		Step 1	11135.09	Nov. 1, 2015
		Step 1	11244.26	March 1, 2016
		Step 1	11469.14	July 1, 2016

Section 5. Effective as set forth below, the following classification is created in Ordinance No. 12187 C.M.S. in the Unit FQ1.80.014 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary	Effective Dates
Captain of Fire	PS104	Step 1	10916.76	July 1, 2014
Department		Step 1	11025.92	July 1, 2015
		Step 1	11135.09	Nov. 1, 2015
		Step 1	11244.26	March 1, 2016
		Step 1	11469.14	July 1, 2016

Section 6. Effective as set forth below, the following classification is created in Ordinance No. 12187 C.M.S. in the Unit FQ1.104.005 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary	Effective Dates
Engineer of Fire	PS118	Step 1	9438.30	July 1, 2014
Department		Step 1	9532.69	July 1, 2015
		Step 1	9627.07	Nov. 1, 2015
		Step 1	9721.45	March 1, 2016
		Step 1	9915.88	July 1, 2016

Section 7. Effective as set forth below, the following classification is created in Ordinance No. 12187 C.M.S. in the Unit FQ1.80.005 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary	Effective Dates
Engineer of Fire	PS119	Step 1	9438.30	July 1, 2014
Department		Step 1	9532.69	July 1, 2015
		Step 1	9627.07	Nov. 1, 2015
		Step 1	9721.45	March 1, 2016
		Step 1	9915.88	July 1, 2016

Section 8. Effective as set forth below, the following classification is created in Ordinance No. 12187 C.M.S. in the Unit FQ1.104.001 Pay Grade Table to read as follows:

Classification Title
Fire Fighter

Class No.
PS125

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Effective Dates
6587.37	7020.62	7444.37	7853.93	8129.04	8410.52	8668.24	July 1, 2014
6653.24	7090.83	7518.82	7932.47	8210.34	8494.62	8754.92	July 1, 2015
6719.11	7161.03	7593.26	8011.01	8291.63	8578.73	8841.60	Nov. 1, 2015
6784.99	7231.24	7667.71	8089.55	8372.92	8662.83	8928.29	March 1, 2016
6920.69	7375.87	7821.06	8251.34	8540.37	8836.09	9106.85	July 1, 2016

Section 9. Effective as set forth below, the following classification is created in Ordinance No. 12187 C.M.S. in the Unit FQ1.80.001 Pay Grade Table to read as follows:

Classification Title
Fire Fighter

Class No.
PS128

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Effective Dates
6587.37	7020.62	7444.37	7853.93	8129.04	8410.52	8668.24	July 1, 2014
6653.24	7090.83	7518.82	7932.47	8210.34	8494.62	8754.92	July 1, 2015
6719.11	7161.03	7593.26	8011.01	8291.63	8578.73	8841.60	Nov. 1, 2015
6784.99	7231.24	7667.71	8089.55	8372.92	8662.83	8928.29	March 1, 2016
6920.69	7375.87	7821.06	8251.34	8540.37	8836.09	9106.85	July 1, 2016

Section 10. Effective as set forth below, the following classification is created in Ordinance No. 12187 C.M.S. in the Unit FQ1.104.004 Pay Grade Table to read as follows:

Classification Title
Fire Fighter, Relief

Class No.
PS133

Step
Step 1
Step 1
Step 1
Step 1
Step 1

Salary
8668.24
8754.92
8841.60
8928.29
9106.85

Effective Dates
July 1, 2014
July 1, 2015
Nov. 1, 2015
March 1, 2016
July 1, 2016

Section 11. Effective as set forth below, the following classification is created in Ordinance No. 12187 C.M.S. in the Unit FQ1.104.008 Pay Grade Table to read as follows:

Classification Title
Fire Fighter/Fire
Boat Engineer

Class No.
PS134

Step
Step 1
Step 1
Step 1
Step 1
Step 1

Salary
10097.67
10198.65
10299.63
10400.60
10608.61

Effective Dates
July 1, 2014
July 1, 2015
Nov. 1, 2015
March 1, 2016
July 1, 2016

Section 12. Effective as set forth below, the following classification is created in Ordinance No. 12187 C.M.S. in the Unit FQ1.80.008 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary	Effective Dates
Fire Fighter/Fire Boat Engineer	PS135	Step 1	10097.67	July 1, 2014
		Step 1	10198.65	July 1, 2015
		Step 1	10299.63	Nov. 1, 2015
		Step 1	10400.60	March 1, 2016
		Step 1	10608.61	July 1, 2016

Section 13. Effective as set forth below, the following classification is created in Ordinance No. 12187 C.M.S. in the Unit FQ1.80.011 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary	Effective Dates
Fire Investigation Coordinator	PS138	Step 1	10553.08	July 1, 2014
		Step 1	10658.61	July 1, 2015
		Step 1	10764.14	Nov. 1, 2015
		Step 1	10869.67	March 1, 2016
		Step 1	11087.06	July 1, 2016

Section 14. Effective as set forth below, the following classification is created in Ordinance No. 12187 C.M.S. in the Unit FQ1.80.007 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary	Effective Dates
Fire Investigator	PS139	Step 1	9942.70	July 1, 2014
		Step 1	10042.13	July 1, 2015
		Step 1	10141.56	Nov. 1, 2015
		Step 1	10240.98	March 1, 2016
		Step 1	10445.80	July 1, 2016

Section 15. Effective as set forth below, the following classification is created in Ordinance No. 12187 C.M.S. in the Unit FQ1.104.021 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary	Effective Dates
Fire Investigator	PS181	Step 1	9942.70	July 1, 2014
		Step 1	10042.13	July 1, 2015
		Step 1	10141.56	Nov. 1, 2015
		Step 1	10240.98	March 1, 2016
		Step 1	10445.80	July 1, 2016

Section 16. Effective as set forth below, the following classification is created in Ordinance No. 12187 C.M.S. in the Unit FQ1.80.016 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary	Effective Dates
Fire Marshall, Assistant	PS140	Step 1	11764.28	July 1, 2014
		Step 1	11881.93	July 1, 2015
		Step 1	11999.57	Nov. 1, 2015
		Step 1	12117.21	March 1, 2016
		Step 1	12359.56	July 1, 2016

Section 17. Effective as set forth below, the following classification is created in Ordinance No. 12187 C.M.S. in the Unit FQ1.104.006 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary	Effective Dates
Inspector, Fire Prevention Bureau	PS146	Step 1	9654.94	July 1, 2014
		Step 1	9751.49	July 1, 2015
		Step 1	9848.04	Nov. 1, 2015
		Step 1	9944.58	March 1, 2016
		Step 1	10143.48	July 1, 2016

Section 18. Effective as set forth below, the following classification is created in Ordinance No. 12187 C.M.S. in the Unit FQ1.80.006 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary	Effective Dates
Inspector, Fire Prevention Bureau	PS147	Step 1	9654.94	July 1, 2014
		Step 1	9751.49	July 1, 2015
		Step 1	9848.04	Nov. 1, 2015
		Step 1	9944.58	March 1, 2016
		Step 1	10143.48	July 1, 2016

Section 19. Effective as set forth below, the following classification is created in Ordinance No. 12187 C.M.S. in the Unit FQ1.80.008 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary	Effective Dates
Lieutenant of Fire Department	PS149	Step 1	10097.67	July 1, 2014
		Step 1	10198.65	July 1, 2015
		Step 1	10299.63	Nov. 1, 2015
		Step 1	10400.60	March 1, 2016
		Step 1	10608.61	July 1, 2016

Section 20. Effective as set forth below, the following classification is created in Ordinance No. 12187 C.M.S. in the Unit FQ1.104.008 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary	Effective Dates
Lieutenant of Fire Department	PS150	Step 1	10097.67	July 1, 2014
		Step 1	10198.65	July 1, 2015
		Step 1	10299.63	Nov. 1, 2015
		Step 1	10400.60	March 1, 2016
		Step 1	10608.61	July 1, 2016

Section 21. Effective as set forth below, the following classification is created in Ordinance No. 12187 C.M.S. in the Unit FQ1.104.011 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary	Effective Dates
Lieutenant, Fire Prevention Bureau	PS153	Step 1	10553.08	July 1, 2014
		Step 1	10658.61	July 1, 2015
		Step 1	10764.14	Nov. 1, 2015
		Step 1	10869.67	March 1, 2016
		Step 1	11087.06	July 1, 2016

Section 22. Effective as set forth below, the following classification is created in Ordinance No. 12187 C.M.S. in the Unit FQ1.80.011 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary	Effective Dates
Lieutenant, Fire Prevention Bureau	PS154	Step 1	10553.08	July 1, 2014
		Step 1	10658.61	July 1, 2015
		Step 1	10764.14	Nov. 1, 2015
		Step 1	10869.67	March 1, 2016
		Step 1	11087.06	July 1, 2016

Section 23. Effective as set forth below, the following classification is created in Ordinance No. 12187 C.M.S. in the Unit FQ1.80.022 Pay Grade Table to read as follows:

Classification Title
Firefighter Paramedic

Class No.
PS183

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Effective Dates
7889.34	8312.24	8722.13	8996.39	9279.37	9534.36	July 1, 2014
7968.23	8395.36	8809.35	9086.36	9372.16	9629.71	July 1, 2015
8047.12	8478.49	8896.57	9176.32	9464.96	9725.05	Nov. 1, 2015
8126.02	8561.61	8983.79	9266.28	9557.75	9820.40	March 1, 2016
8288.54	8732.84	9163.47	9451.61	9748.90	10016.80	July 1, 2016

Section 28. Effective as set forth below, the following classification is created in Ordinance No. 12187 C.M.S. in the Unit ~~UU1.104.005~~UU1.104.018 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary	Effective Dates
Fire Marshall	EM169	Step 1	14028.60	July 1, 2014
		Step 1	14168.89	July 1, 2015
		Step 1	14309.17	Nov. 1, 2015
		Step 1	14449.46	March 1, 2016
		Step 1	14738.45	July 1, 2016

Section 29. Effective as set forth below, the following classification is created in Ordinance No. 12187 C.M.S. in the Unit UU1.80.001 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary	Effective Dates
Assistant Chief of Fire Department	EM113	Step 1	15601.34	July 1, 2014
		Step 1	15757.35	July 1, 2015
		Step 1	15913.37	Nov. 1, 2015
		Step 1	16069.38	March 1, 2016
		Step 1	16390.77	July 1, 2016

Section 30. Effective as set forth below, the following classification is created in Ordinance No. 12187 C.M.S. in the Unit UU1.80.003 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary	Effective Dates
Deputy Chief of Fire Department	PS117	Step 1	16546.24	July 1, 2014
		Step 1	16711.71	July 1, 2015
		Step 1	16877.17	Nov. 1, 2015
		Step 1	17042.63	March 1, 2016
		Step 1	17383.48	July 1, 2016

Section 31. Effective as set forth below, the following classification is created in Ordinance No. 12187 C.M.S. in the Unit UU1.80.004 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary	Effective Dates
Fire Division Chief	EM224	Step 1	14208.48	July 1, 2014
		Step 1	14350.56	July 1, 2015
		Step 1	14492.65	Nov. 1, 2015
		Step 1	14634.73	March 1, 2016
		Step 1	14927.43	July 1, 2016

IN COUNCIL, OAKLAND, CALIFORNIA, _____, 2014
PASSED BY THE FOLLOWING VOTE:

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

NOES-

ABSENT-

ABSTENTION-

ATTEST: _____

LaTonda Simmons

City Clerk and Clerk of the Council
of the City of Oakland, California

DATE OF ATTESTATION: _____

AN ORDINANCE AMENDING THE SALARY SCHEDULE OF ORDINANCE NO. 12187 C.M.S. ("SALARY ORDINANCE") TO ADJUST THE SALARIES OF EMPLOYEES IN THE JOB CLASSIFICATIONS REPRESENTED BY THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, LOCAL 55 AND PROVIDING THE SAME SALARY ADJUSTMENTS FOR UNREPRESENTED SWORN FIRE CLASSIFICATIONS

FILED
OFFICE OF THE CITY CLERK
OAKLAND

2014 JUN 19 PM 3:51

DIGEST

Ordinance Amending the Salary Schedule Of Ordinance No. 12187 C.M.S. ("Salary Ordinance") to adjust the salaries of employees in the job classifications represented by the International Association of Firefighters, Local 55 and providing the same salary adjustments for unrepresented sworn Fire classifications

FILED
 OFFICE OF THE CITY CLERK
 INTRODUCED BY COUNCIL MEMBER
 OAKLAND

APPROVED AS TO FORM AND LEGALITY

Bertha J. Parks
 CITY ATTORNEY

2008 DEC -9 AM 8:57

ORDINANCE NO. 12908 C.M.S.

AN ORDINANCE (1) AMENDING THE SALARY ORDINANCE, (2) SETTING FORTH THE COUNCIL'S COMPENSATION POLICIES AND PROVISIONS FOR CITY EMPLOYEES, OFFICIALS AND OFFICERS, (3) MEMORIALIZING THE AUTHORITY AND DISCRETION THE COUNCIL HAS GRANTED TO THE CITY ADMINISTRATOR REGARDING FIXING COMPENSATION AND (4) SUPPLEMENTING ORDINANCE NO. 12187 C.M.S.

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, the Council has determined that it is not clear precisely what authority and discretion the Council has granted to the City Administrator regarding compensation over the years; and

WHEREAS, the City Council desires to memorialize the authority and discretion it has granted to the City Administrator regarding fixing compensation as well as the Council's compensation policies and provisions for City employees, officers and officials, including compensation in the form of fringe benefits such as sick leave, vacation, management leave and automobile allowances; now therefore

The City Council of the City of Oakland does ordain as follows:

- Sec. 1.00 Purpose. This ordinance sets forth the authority and discretion the Council has delegated to the City Administrator regarding fixing compensation as well as the compensation policies and provisions that the Council has authorized for employees, officials and officers.
- Sec. 1.10 Represented Employees. Compensation for represented employees is set forth in its entirety in the Memoranda of Understanding ("MOU") between the City and the recognized employee organizations.

No additional compensation may be authorized by the City Administrator, any other appointing authority, any Department or Agency head or other employee, officer or official of the City without the City Council's express approval, except as provided in this Ordinance or Ordinance No. 12187 which this Ordinance supplements. Any such approval/authorization must be memorialized in an amendment to this ordinance or the MOU.

Neither the City Administrator, nor any Department or Agency Head or other City employee, official or officer has authority to change the compensation that is provided for represented employees under the MOUs. If the terms and conditions of City employment established by an approved MOU are inconsistent with any provisions of this ordinance, such Memoranda shall control with respect to the represented employees governed thereby.

Sec. 1.20 Unrepresented Employees. Ordinance No. 12187 C.M.S. provides at section 2.20 that the City Administrator, by Administrative Instruction, may define the unrepresented employees, if any, to whom the terms and conditions of employment specified in MOUs may also apply.

Ordinance No. 12187 thereby gives 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 that is provided to represented employees in each category or type of compensation. For example, if an MOU grants a cost of living increase to represented employees, the City Administrator may grant unrepresented employees the same increase or the City Administrator could grant unrepresented employees a lower cost of living increase or a one-time "payment" that would not increase the salary range.

The sole and complete authority and discretion that the Council has delegated to the City Administrator and other appointing authorities regarding compensation are set forth in this Ordinance and in Ordinance No. 12187 C.M.S. which this ordinance supplements.

The City Administrator and other appointing authorities have absolutely no additional authority to increase or change compensation by issuing Administrative Instructions, Employee Benefits circulars, General Orders, or any other instruction, order or document; or by signing agreements, including but not limited to side letters, with collective bargaining units that have not been approved or ratified by the Council or otherwise.

Once the City Administrator determines which terms and conditions of employment will apply to unrepresented employees, the City Administrator will submit an annual report to Council at the end of the first quarter of the fiscal year detailing the terms and conditions of employment for unrepresented employees.

Sec. 1.30 Management Leave, Sick Leave, Vacation for Elected Officials. The City Attorney and the City Auditor have received management leave and accrued sick leave and vacation for many years. No other elected officials receive such leave or accrue sick leave or vacation.

No elected official shall receive management leave, nor shall any elected official accrue sick leave or vacation after the effective date of this Ordinance.

Sec. 1.40 Hiring Incentives. In addition to the severance payments that are authorized under Section 2.10 of Ordinance No. 12187 C.M.S., the City Administrator and other appointing authorities have discretion after the effective date of this Ordinance to provide the following as hiring incentives to attract into City service qualified employees whose City services are exempt from the protections of the Civil Service under Article IX of the City Charter: (1) bonus vacation days placed in bank equal to or less than the number of days the employee will accrue during the first year of employment (2) up to two weeks of Executive Vacation Leave.

The written hiring incentives must be memorialized in hiring agreements and the agreements will be maintained in the employee's personnel file and summarized in an annual report to the Council. Executive Leave may be granted only at the time an employee is hired.

Executive Leave must be used in the year in which it is awarded or it will be forfeited; the City Administrator and other appointing authorities can allow an employee to carry over Executive Leave if the employee is not able to use Executive Leave due to a determination by the appointing authority that the employee's services are or were needed on a time sensitive or urgent project.

The appointing authority's determination must be in writing and a copy of the determination must be provided to the City Administrator and placed in the employee's personnel file. A separate determination must be made for each employee and for each fiscal year. The City Administrator must provide the Council an annual report identifying the number of employees who were authorized to carry over Executive Leave to a subsequent fiscal year and the total amount of Executive Leave that has been carried over in each City department and the current monetary value of the Executive Leave that has been carried over in each Department.

Sec 1.50 Bonuses. Employee bonuses shall only be given if explicitly budgeted for as part of a bonus program by the Council.

Sec. 1.60 Amendments. Amendments to any provision of this ordinance shall hereinafter be entitled "Amendments to the Salary Ordinance".

IN COUNCIL, OAKLAND, CALIFORNIA, NOV 18 2008

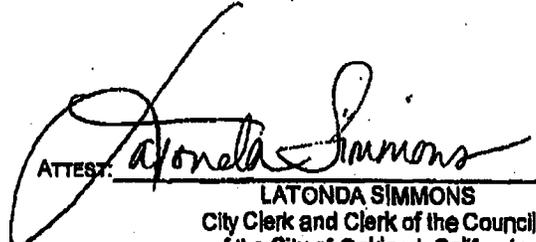
PASSED BY THE FOLLOWING VOTE:

AYES- BROOKS, BRUNNER, CHANG, DE LA FUENTE, KERNIGHAN, NADEL, QUAN, AND BERRY - 7

NOES- 0

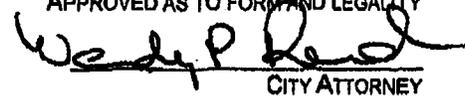
ABSENT- Reed - 1

ABSTENTION- 0

ATTEST: 
LATONDA SIMMONS
City Clerk and Clerk of the Council
of the City of Oakland, California

ATTACHMENT D

APPROVED AS TO FORM AND LEGALITY


CITY ATTORNEY

INTRODUCED BY COUNCILMEMBER _____

ORDINANCE NO. 12187 C.M.S.

AN ORDINANCE ESTABLISHING EMPLOYMENT CLASSIFICATIONS WITHIN THE CITY OF OAKLAND AND RELATED COMPENSATION MATTERS AND SETTING A SCHEDULE OF THE SALARY FOR EACH ESTABLISHED CLASSIFICATION AND REPEALING ORDINANCE 4727 C.M.S. AND AMENDMENTS THERETO

WHEREAS, the Oakland City Charter charges the City Council with fixing the compensation of all City employees, officers and officials unless otherwise excepted; now therefore

The City Council of the City of Oakland does ordain as follows:

- Sec. 1.00 **Purpose.** This ordinance shall set forth a salary schedule reflecting all classifications of employment within the City including those of city employees and city officers. Said schedule containing such classifications and the salary specified for each classification entitled "Salary Schedule" is attached and made part of this ordinance. The City Manager, or other appointing authority, shall authorize individual positions in classifications herein created, in accordance with budgetary appropriations made by the City Council. Persons holding respective positions and offices in the classifications set forth in the salary schedule shall receive as salary in full for their respective services that amount set forth in the salary schedule specified for such office or determined to be applicable under the provisions of this ordinance.
- Sec. 1.10 **Initial Salary.** Except as otherwise provided, the initial salary of an employee in the City shall be the salary attached to the lowest rate of the salary schedule established for the classification to which he/she is appointed; provided, however, that the appointing authority may appoint a new employee at any step in the applicable salary schedule for the classification involved if there has been unusual difficulty in recruiting competent employees at the lowest rate of said salary schedule and the higher rate is commensurate with the education and experience of the said appointee.
- Sec. 1.20 **Salary Increase.** Advancement within the salary schedule specified for an employee's classification, where such schedule has specified step increments, shall be on the basis of one year's satisfactory service in each such salary step. A salary step increase for an employee who is entitled to such an increase shall be

effective on the first anniversary date of appointment to such classification, or one year from his/her most recent step increase, whichever is later; provided, however, that an employee who has demonstrated outstanding performance in the public service may receive a step increase other than set forth above upon the recommendation of the department head and approval by the appointing authority. Where a salary schedule for a classification is a range not having specified step increments (indicated herein by the letter R following the salary), the salary for each incumbent shall be established by the appointing authority.

- Sec. 1.30 Minimum Salary Increase When Promoted. Notwithstanding any other provisions of this ordinance, whenever an employee is promoted to a position of higher salary schedule within the same classification series, he/she shall receive compensation at the salary schedule for the new position that represents a minimum of one rate increment over the amount he/she was receiving in the former position; provided, however, that the appointing authority, at his/her discretion for good cause, may provide for compensation at any step for the classification involved if the employee has demonstrated outstanding achievement in the public service.
- Sec. 1.40 Biweekly Pay. Except as otherwise specifically provided, all compensation of all City employees hereinafter set forth shall be paid in equal biweekly installments.
- Sec. 1.50 Overtime Compensation. Overtime compensation shall be authorized consistent with state and federal law and with memoranda of understanding entered into between the City and recognized employee representative, when applicable.
- Sec. 1.60 Holidays on Regular Day Off. In the event that a designated holiday falls upon a normal day off which is either a Saturday, as to an employee who works a Monday through Friday workweek, or the first day off of his/her normal two days off, as to an employee whose workweek is one other than Monday through Friday, then in either such event such employee, as the case may be, shall thereafter receive one (1) additional day of vacation thereof; and each such employee who is required to work on such Saturday or first day off shall also receive compensation therefor at the rate of time and one-half of his/her regular base rate of pay.

In the event that a designated holiday falls upon a normal day off which is either a Sunday, as to an employee who works a Monday through Friday workweek, or the second day off of his/her normal two days off, as to an employee whose workweek is one other than Monday through Friday, then in either such event such employee, as the case may be, shall receive the next following day off therefor; and each such employee who is required to work on such Sunday or second day off shall also receive compensation therefor at the rate of time and one-half of his/her regular base rate of pay.

The provisions of this section shall not apply to employees represented by a recognized employee organization whose entitlement shall be governed by the terms of approved memoranda of understanding, if any, nor shall they apply to Special Clerkships in the Office of the City Clerk, nor to part-time positions.

Sec. 1.70 Meal Allowance. Each employee who, when directed to do so, works continuously two hours or more immediately before or after his/her regular shift working day shall be paid a reasonable meal allowance as determined by the appointing authority. Each employee who is called back to work after he/she has completed his/her regular shift day and has left his/her place of employment, and who so works four hours or more shall be paid a reasonable meal allowance, as determined by the appointing authority. Meal allowances shall not be paid for regularly scheduled overtime work (i.e., overtime scheduled at least twenty-four hours in advance, where such overtime is not an extension of a regular work day), or in those instances where the City furnishes meals.

The provisions of this section shall not apply to employees represented by recognized employee organizations whose entitlement shall be governed by the terms of approved Memoranda of Understanding, if any, nor shall they apply to Special Clerkships in the Office of the City Clerk, nor to part-time positions.

Sec. 1.80 Civilian Uniform Allowance. In the event an employee in a civilian position is required as part of his or her ordinary job duties to wear a uniform, the employee shall be reasonably reimbursed for acquisition and maintenance of said uniform in amounts determined by the City Manager.

The provisions of this section shall not apply to employees represented by recognized employee organizations whose entitlement shall be governed by the terms of an approved Memoranda of Understanding, if any, nor shall they apply to Special Clerkships in the Office of the City Clerk, nor to part-time positions.

Sec. 1.90 Special Salary Provisions Related to the Chief of Police and Chief of Fire. In order to maintain the relative rate of payment adjustments to individuals retired from the Chief of Fire and Chief of Police classifications, or their beneficiaries, to the lower uniformed ranks in the Fire and Police Departments, the following salary adjustment process, applicable to the Chief of Fire and the Chief of Police classifications, is hereby established to become effective on the respective dates of retirement of incumbents in the Chief of Fire and Chief of Police classifications as of January 1, 1980:

1. The salary of the Chief of Fire classification as contained in this ordinance shall be adjusted by a percentage amount equivalent to the average percentage amount of salary adjustment granted to rank and file uniformed employees of the Fire Department, who are represented by an employee organization recognized by the City, concurrent with implementation of salary adjustments for said rank and file employees;
2. The salary of the Chief of Police classification as contained in this ordinance shall be adjusted by a percentage amount equivalent to the average percentage amount of salary adjustment granted to rank and file employees of the Police Department, who are represented by an employee

organization recognized by the City, concurrent with implementation of salary adjustments for said rank and file employees.

The classification of Chief of Fire and Chief of Police as referenced in his provision shall constitute "ranks" for the purposes of computing retirement allowances as outlined in Section 2608(c) of the City Charter.

Retirement allowances for individuals in chief executive classifications in the respective Fire and Police Departments, other than the Chief of Fire and Chief of Police classifications, shall be computed on the basis of the appropriate retirement system provisions.

Sec. 2.00

Special Salary Provisions Related to the Director of the Fire Services and Director of Police Services Agencies. In order to maintain the relative rate of payment adjustments to individuals retired from Agency Director, Fire Services and Agency Director, Police Services classifications, or their beneficiaries, to the lower uniformed ranks in the Fire and Police Agencies, the following salary adjustment process, applicable to the Agency Director, Fire Services and Agency Director, Police Services classifications, is hereby established and shall apply upon the respective dates of retirement of incumbents in the Agency Director, Fire Services and Agency Director, Police Services classifications:

1. The salary of the Agency Director, Fire Services as contained in this ordinance shall be adjusted by a percentage amount equivalent to the average percentage amount of salary adjustment granted to rank and file uniformed employees of the Fire Services Agency, who are represented by an employee organization recognized by the City, concurrent with implementation of salary adjustments for said rank and file employees.
2. The salary of the Agency Director, Police Services as contained in this ordinance shall be adjusted by a percentage amount equivalent to the average percentage amount of salary adjustment granted to rank and file uniformed employees of the Police Services Agency, who are represented by an employee organization recognized by the City, concurrent with implementation of salary adjustments for said rank and file employees.

The classifications of Agency Director, Fire Services and Agency Director, Police Services as referenced in this provision shall constitute "ranks" for the purpose of computing retirement allowances as outlined in Section 2608 of the City Charter.

Sec. 2.10

Severance Payments. As a hiring incentive for attracting into City service qualified employees whose City services are exempt from the protections of the Civil Service under Article IX of the City Charter, the appointing authority is authorized to enter into hiring agreements promising to pay severance payments equivalent to up to three months of salary, and for employees who serve at least ten years, up to six months, in the event the City must terminate the employee's services through no fault of the exempt employee.

Sec. 2.20 Memoranda of Understanding and Administrative Instruction Affecting Terms and Conditions of Employment. Terms and conditions of City employment may be established by approved Memoranda of Understanding and where inconsistent with any provisions of this ordinance, such Memoranda shall control with respect to the represented employees governed thereby. By Administrative Instruction the City Manager may define the unrepresented employees, if any, to whom such terms and conditions may also apply.

Sec. 2.30 Amendments. Amendments to the attached "Salary Schedule" hereinafter shall be entitled "Amendments to the Salary Schedule of the Salary Ordinance". Amendments to any provision of this ordinance other than the salary schedule shall hereinafter be entitled "Amendments to the Salary Ordinance".

Sec. 2.40 Ordinance 4727 C.M.S. and amendments thereto are hereby repealed.

42:11:11 3-3588

Introduced = Oct. 26, 1999
IN COUNCIL, OAKLAND, CALIFORNIA, NOV - 9 1999

PASSED BY THE FOLLOWING VOTE:

AYES- BRUNNER, CHANG, DE LA FUENTE, ~~MILEY~~, NADEL, REID, RUSSO, AND SPEES -17

NOES- *None*

ABSENT- *None*

ABSTENTION- *None*

Excused - Miley - 1

ATTEST: 
CEDA FLOYD
City Clerk and Clerk of the Council
of the City of Oakland, California

FILED
OFFICE OF THE CITY CLERK
OAKLAND

2015 NOV -6 AM 8:48


CITY ATTORNEY

OAKLAND CITY COUNCIL
ORDINANCE No. _____ C.M.S.

ORDINANCE AMENDING THE SALARY SCHEDULE OF ORDINANCE NO. 12187 C.M.S. ("SALARY ORDINANCE") TO PROVIDE COST OF LIVING ADJUSTMENTS TO THE SALARIES OF CERTAIN UNREPRESENTED EMPLOYEES IN UNITS UK1, UK2, UP1, U51, TL1, UG1, AND US1 AS FOLLOWS: INCREASE OF 4% EFFECTIVE JULY 1, 2015; INCREASE OF 2% EFFECTIVE NOVEMBER 1, 2016, AND INCREASE OF 2.0% EFFECTIVE MAY 1, 2017

WHEREAS, Pursuant to City Ordinance No. 12903, the City Administrator may grant unrepresented employees the same or lesser compensation and other terms and conditions of employment as provided to represented employees; and

WHEREAS, The City Administrator intends to grant effective July 1, 2015, all unrepresented employees in classifications in Units UK1, UK2, and UP1 the same salary increases, benefits, and other terms and conditions of employment that are provided to represented employees in the Confidential Management Employees Association (CMEA) as presented and approved by City Council on October 6, 2015 and October 20, 2015; and the same salary increases as CMEA to all unrepresented employees in classifications in Units U51, TL1, UG1, and US1; 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 July 1, 2015, the classifications and associated salaries in Units UK1, UK2, UP1, U51, TL1, UG1, and US1 shall be increased by 4%.

Section 2. Effective November 1, 2016, the classifications and associated salaries in Units UK1, UK2, UP1, U51, TL1, UG1, and US1 shall be increased by 2%.

Section 3. Effective May 1, 2017, the classifications and associated salaries in Units UK1, UK2, UP1, U51, TL1, UG1, and US1 shall be increased by 2%.

Section 4. Units UK1, UK2, and UP1 shall receive the benefits that are provided to represented employees in CMEA.

Section 5. 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 6. 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, _____, 2015

PASSED BY THE FOLLOWING VOTE:

AYES- BROOKS, CAMPBELL-WASHINGTON, GALLO, GUILLEN, KALB, KAPLAN, REID and PRESIDENT GIBSON
MCELHANEY

NOES-

ABSENT-

ABSTENTION-

ATTEST: _____

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

DATE OF ATTESTATION: _____

ORDINANCE AMENDING THE SALARY SCHEDULE OF ORDINANCE NO. 12187 C.M.S. ("SALARY ORDINANCE") TO PROVIDE COST OF LIVING ADJUSTMENTS TO THE SALARIES OF CERTAIN UNREPRESENTED EMPLOYEES IN UNITS UK1, UK2, UP1, U51, TL1, UG1, AND US1 AS FOLLOWS: INCREASE OF 4% EFFECTIVE JULY 1, 2015; INCREASE OF 2% EFFECTIVE NOVEMBER 1, 2016, AND INCREASE OF 2.0% EFFECTIVE MAY 1, 2017

DIGEST

Ordinance Amending The Salary Schedule Of Ordinance No. 12187 C.M.S. ("Salary Ordinance") To Provide Cost Of Living Adjustments To The Salaries Of Certain Unrepresented Employees In Units UK1, UK2, UP1, U51, TL1, UG1, and US1 As Follows: Increase Of 4% Effective July 1, 2015; Increase Of 2% Effective November 1, 2016, And Increase Of 2.0% Effective May 1, 2017.
