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OAKLAND

**OAKLAND CITY COUNCIL**

*[Signature]*  
City Attorney

2019 JAN 31 PM 3:04

ORDINANCE No. 18520 C.M.S.

**ORDINANCE AMENDING THE SALARY SCHEDULE OF ORDINANCE 12187 C.M.S. (THE SALARY ORDINANCE) TO PROVIDE WAGE INCREASES TO REPRESENTED EMPLOYEES IN REPRESENTATION UNIT FQ1 PURSUANT TO THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF OAKLAND AND THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, LOCAL 55 AS FOLLOWS: INCREASE OF 4% EFFECTIVE NOVEMBER 1, 2017; INCREASE OF 1% EFFECTIVE NOVEMBER 1, 2018; AND 2% EFFECTIVE THE FIRST FULL PAY PERIOD IN NOVEMBER 2019.**

**WHEREAS**, the Conditional Arbitration Award between the City of Oakland and the International Association of Firefighters, Local 55 (“IAFF”) has been issued by Arbitrator Barry Goldman and acknowledged by the parties pursuant to Oakland City Charter section 910 and Section 3505.1 of the Government Code of the State of California; and

**WHEREAS**, said Conditional Arbitration Award is accepted and ratified and includes increases to employees in Representation Unit FQ1 of 4% effective November 1, 2017, increase of 1% effective November 1, 2018, and an increase of 2% effective the first full pay period in November 2019; 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 November 1, 2017, the classification and associated wages for employees in Representation Unit FQ1 listed in the current Memorandum of Understanding between the City of Oakland and IAFF are increased by four percent (4%).

**Section 2.** Effective November 1, 2018, the classification and associated wages for employees in Representation Unit FQ1 listed in the current Memorandum of Understanding between the City of Oakland and IAFF are increased by one percent (1%).

**Section 3.** Effective the first full pay period in November 2019, the classifications and associated wages for employees in for employees in Representation Unit FQ1 listed in the current Memorandum of Understanding between the City of Oakland and IAFF are increased by two percent (2%).

**Section 4. 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 5. 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, FEB 26 2019

**PASSED BY THE FOLLOWING VOTE:**

AYES – FORTUNATO BAS, GALLO, GIBSON MCELHANEY, KALB, ~~...~~, TAYLOR, THAO AND PRESIDENT KAPLAN — 7

NOES - 0


ABSENT - 0

ABSTENTION - 0

Excused - Reid - 1

**Introduction Date**

**FEB 05 2019**

ATTEST: 

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