



## Legislation Text

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**File #:** 22-0642, **Version:** 5

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**Subject:** Approving An Ordinance Amending The Salary Schedule

**From:** Human Resources Management Department

**Recommendation:** Adopt An 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, U51, 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 SI1 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

