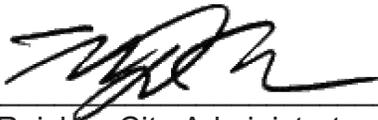


The Oakland City Council approved this Memorandum of Understanding (MOU) between the City of Oakland and the Confidential Management Employees Association, which is an extension of the 2019-2021 MOU until June 30, 2022, with all terms and conditions remaining intact during this time, per Resolution No. 88722 on June 24, 2021, and Salary Ordinance No.13656 on July 6, 2021.

FOR THE CITY OF OAKLAND:



Ed Reiskin, City Administrator



Ian Appleyard, Director, Human Resources Management Department

October 1, 2021

Date

**FOR THE CONFIDENTIAL
MANAGEMENT EMPLOYEES
ASSOCIATION:**



Jamie Renee Smith, Vice President, CMEA



Jaime Pritchett, Secretary, CMEA

August 31, 2021

Date

Salary Schedule

By Step

REP	CLASS_NUM	TITLE	STEP	TYPE	GRADE	7/10/2021 (3%)
U31	AF063	Budget & Management Analyst	1	M	U31.75.037	\$ 8,498.82
U31	AF063	Budget & Management Analyst	2	M	U31.75.037	\$ 8,946.22
U31	AF063	Budget & Management Analyst	3	M	U31.75.037	\$ 9,418.37
U31	AF063	Budget & Management Analyst	4	M	U31.75.037	\$ 9,913.52
U31	AF063	Budget & Management Analyst	5	M	U31.75.037	\$ 10,435.17
U31	AF064	Budget & Management Analyst, Senior	1	M	U31.75.038	\$ 9,370.63
U31	AF064	Budget & Management Analyst, Senior	2	M	U31.75.038	\$ 9,863.99
U31	AF064	Budget & Management Analyst, Senior	3	M	U31.75.038	\$ 10,383.90
U31	AF064	Budget & Management Analyst, Senior	4	M	U31.75.038	\$ 10,930.33
U31	AF064	Budget & Management Analyst, Senior	5	M	U31.75.038	\$ 11,505.05
U31	EM271	Deputy Chief of Violence Prevention	1	M	U31.75.016	\$ 9,374.22
U31	EM271	Deputy Chief of Violence Prevention	2	M	U31.75.016	\$ 9,867.79
U31	EM271	Deputy Chief of Violence Prevention	3	M	U31.75.016	\$ 10,387.90
U31	EM271	Deputy Chief of Violence Prevention	4	M	U31.75.016	\$ 10,934.52
U31	EM271	Deputy Chief of Violence Prevention	5	M	U31.75.016	\$ 11,509.46
U31	EM262	Enforcement Chief, Public Ethics Comm	1	M	U31.75.016	\$ 9,374.22
U31	EM262	Enforcement Chief, Public Ethics Comm	2	M	U31.75.016	\$ 9,867.79
U31	EM262	Enforcement Chief, Public Ethics Comm	3	M	U31.75.016	\$ 10,387.90
U31	EM262	Enforcement Chief, Public Ethics Comm	4	M	U31.75.016	\$ 10,934.52
U31	EM262	Enforcement Chief, Public Ethics Comm	5	M	U31.75.016	\$ 11,509.46
U31	SS121	Exec Asst to Asst City Administrator	1	M	U31.75.009	\$ 6,662.26
U31	SS121	Exec Asst to Asst City Administrator	2	M	U31.75.009	\$ 7,012.53
U31	SS121	Exec Asst to Asst City Administrator	3	M	U31.75.009	\$ 7,382.28
U31	SS121	Exec Asst to Asst City Administrator	4	M	U31.75.009	\$ 7,769.69
U31	SS121	Exec Asst to Asst City Administrator	5	M	U31.75.009	\$ 8,180.12
U31	SS125	Exec Asst to the City Council	1	M	U31.75.010	\$ 6,994.84
U31	SS125	Exec Asst to the City Council	2	M	U31.75.010	\$ 7,362.79
U31	SS125	Exec Asst to the City Council	3	M	U31.75.010	\$ 7,750.25
U31	SS125	Exec Asst to the City Council	4	M	U31.75.010	\$ 8,158.88
U31	SS125	Exec Asst to the City Council	5	M	U31.75.010	\$ 8,588.78
U31	SS122	Executive Assistant to the City Attorney	1	M	U31.75.010	\$ 6,994.84
U31	SS122	Executive Assistant to the City Attorney	2	M	U31.75.010	\$ 7,362.79
U31	SS122	Executive Assistant to the City Attorney	3	M	U31.75.010	\$ 7,750.25
U31	SS122	Executive Assistant to the City Attorney	4	M	U31.75.010	\$ 8,158.88
U31	SS122	Executive Assistant to the City Attorney	5	M	U31.75.010	\$ 8,588.78
U31	SS123	Executive Assistant to the City Auditor	1	M	U31.75.010	\$ 6,994.84
U31	SS123	Executive Assistant to the City Auditor	2	M	U31.75.010	\$ 7,362.79
U31	SS123	Executive Assistant to the City Auditor	3	M	U31.75.010	\$ 7,750.25
U31	SS123	Executive Assistant to the City Auditor	4	M	U31.75.010	\$ 8,158.88
U31	SS123	Executive Assistant to the City Auditor	5	M	U31.75.010	\$ 8,588.78
U31	MA122	Fire Department Personnel Officer	1	M	U31.75.017	\$ 9,843.03
U31	MA122	Fire Department Personnel Officer	2	M	U31.75.017	\$ 10,361.36
U31	MA122	Fire Department Personnel Officer	3	M	U31.75.017	\$ 10,906.21
U31	MA122	Fire Department Personnel Officer	4	M	U31.75.017	\$ 11,481.17
U31	MA122	Fire Department Personnel Officer	5	M	U31.75.017	\$ 12,084.42
U31	MA124	Human Res Analyst, Principal, PPT	1	M	U31.75.017	\$ 9,843.03
U31	MA124	Human Res Analyst, Principal, PPT	2	M	U31.75.017	\$ 10,361.36

Salary Schedule

REP	CLASS_NUM	TITLE	STEP	TYPE	GRADE	7/10/2021 (3%)
U31	MA124	Human Res Analyst, Principal, PPT	3	M	U31.75.017	\$ 10,906.21
U31	MA124	Human Res Analyst, Principal, PPT	4	M	U31.75.017	\$ 11,481.17
U31	MA124	Human Res Analyst, Principal, PPT	5	M	U31.75.017	\$ 12,084.42
U31	MA127	Human Resource Analyst, Principal	1	M	U31.75.017	\$ 9,843.03
U31	MA127	Human Resource Analyst, Principal	2	M	U31.75.017	\$ 10,361.36
U31	MA127	Human Resource Analyst, Principal	3	M	U31.75.017	\$ 10,906.21
U31	MA127	Human Resource Analyst, Principal	4	M	U31.75.017	\$ 11,481.17
U31	MA127	Human Resource Analyst, Principal	5	M	U31.75.017	\$ 12,084.42
U31	SC166	Human Resource Systems Analyst, Supv	1	M	U31.75.018	\$ 10,334.82
U31	SC166	Human Resource Systems Analyst, Supv	2	M	U31.75.018	\$ 10,879.67
U31	SC166	Human Resource Systems Analyst, Supv	3	M	U31.75.018	\$ 11,451.10
U31	SC166	Human Resource Systems Analyst, Supv	4	M	U31.75.018	\$ 12,054.36
U31	SC166	Human Resource Systems Analyst, Supv	5	M	U31.75.018	\$ 12,689.43

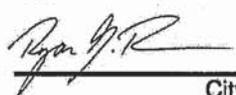
By Range

REP	CLASS_NUM	TITLE	GRADE	TYPE	MINIMUM	MAXIMUM
U31	AF065	Accounting Analyst, Principal	U31.75.019	M	\$ 10,851.38	\$ 13,324.52
U31	EM109	Assistant Director, Parks & Recreation	U31.75.024	M	\$ 13,849.91	\$ 17,005.93
U31	EM110	Assistant Director, Public Works Agency	U31.75.025	M	\$ 14,543.41	\$ 17,855.06
U31	EM117	Assistant to the City Administrator	U31.75.019	M	\$ 10,851.38	\$ 13,324.52
U31	MA109	City Administrator Analyst	U31.75.035	M	\$ 6,513.66	\$ 9,770.50
U31	MA125	Human Res Analyst, Sr Supervising	U31.75.019	M	\$ 10,851.38	\$ 13,324.52

FILED
OFFICE OF THE CITY CLERK
OAKLAND

Approved as to Form and Legality

OAKLAND CITY COUNCIL


City Attorney

21 JUL -6 PM 6:02 RESOLUTION No. 88722 C.M.S.

RESOLUTION APPROVING THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF OAKLAND AND THE CONFIDENTIAL MANAGEMENT EMPLOYEES ASSOCIATION, REPRESENTING EMPLOYEES IN REPRESENTATION UNITS U31, COVERING THE PERIOD FROM OF JULY 1, 2021 THROUGH JUNE 30, 2022

WHEREAS, the contract extension to the Memorandum of Understanding between the City of Oakland and the Confidential Management Employees Association 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 June 24, 2021; 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 July 1, 2021.

IN COUNCIL, OAKLAND, CALIFORNIA, JUN 24 2021

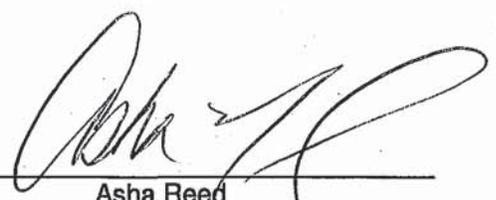
PASSED BY THE FOLLOWING VOTE:

AYES - FIFE, GALLO, KALB, KAPLAN, REID, TAYLOR, THAO, and PRESIDENT FORTUNATO-BAS - 8

NOES - 0

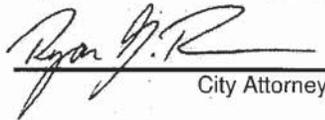
ABSENT - 0

ABSTENTION - 0

ATTEST: 
Asha Reed
City Clerk and Clerk of the Council
of the City of Oakland, California

21 JUL 14 PM 2:42

OAKLAND CITY COUNCIL


City Attorney

ORDINANCE NO. 13656 C.M.S.

ORDINANCE AMENDING THE SALARY SCHEDULE OF ORDINANCE NO. 12187 C.M.S. ("SALARY ORDINANCE") TO 1) PROVIDE A 3% WAGE INCREASE TO THE SALARIES OF EMPLOYEES IN REPRESENTATION UNITS SB1, SC1, SD1, SI1, TA1, TF1, TM2, TW1, UH1, UM1, UM2, TM1, U41, IE1, TV1, U31, CON, U51, UG1, TL1, UK1, UK2, UP1, US1, CON, U51, UG1, TL1, UK1, UK2, UP1 and US1 EFFECTIVE THE FIRST FULL PAY PERIOD OF JULY 2021; 2) TO PROVIDE A 2.5% WAGE INCREASE TO THE SALARIES OF UNREPRESENTED CHIEF OF FIRE, DEPUTY CHIEF OF FIRE DEPARTMENT AND ASSISTANT CHIEF OF FIRE DEPARTMENT, REPRESENTATION UNITS UR1 AND UU1 EFFECTIVE THE FIRST FULL PAY PERIOD OF JANUARY 2021; 3) TO PROVIDE A 3% WAGE INCREASE TO THE SALARIES OF THE UNREPRESENTED CHIEF OF POLICE AND CHIEF OF POLICE, ASSISTANT, REPRESENTATION UNIT UN1 EFFECTIVE THE FIRST FULL PAY PERIOD OF JULY 2021; 4) PROVIDE A 1% WAGE INCREASE TO THE SALARIES OF CERTAIN UNREPRESENTED EMPLOYEES IN THE UNITS CON, U51, UG1, TL1, UK1, UK2, UP1, AND US1 EFFECTIVE THE FIRST FULL PAY PERIOD OF JANUARY 2021.

WHEREAS, Oakland City Charter Section 207 requires that the Council shall fix the compensation of all City employees; now, therefore

WHEREAS, the contract extension of the Memoranda of Understanding between the City of Oakland and the Confidential Management Employee Association (CMEA), the International Brotherhood of Electrical Workers (IBEW), Local 1245, the International Federation of Professional and Technical Engineers, Local 21 (IFPTE), and the Service Employees International Union (SEIU), Local 1021, has been approved by the parties pursuant to Section 3505.1 of the Government Code of the State of California and; and

WHEREAS, said agreements are approved and include a three percent (3%) wage increase effective the first full pay period of July 2021 for employees in representation units SB1, SC1, SD1, SI1, TA1, TF1, TM2, TW1, UH1, UM1, UM2, TM1, U41, IE1, TV1, U31, CON, U51, UG1, TL1, UK1, UK2, UP1, US1, CON, U51, UG1, TL1, UK1, UK2, UP1 and US1; and

WHEREAS, the City Administrator as permitted through City Ordinance No. 12903 C.M.S. adopted on November 18, 2008 shall provide select terms and conditions of employment and benefits to most unrepresented employees; and

WHEREAS, City Ordinance No. 12903 provides that the Chief of Fire and Chief of Police shall receive salary adjustments that are commensurate and concurrent with rank-and-file uniformed employees of their respective Departments; and

WHEREAS, the City Administrator has authorized a two and a half percent (2.5%) wage increase effective the first full pay period in January 2021 for the Chief of Fire, Deputy Chief of Fire Department, Assistant Chief of Fire Department, Fire Division Chief and Fire Marshal (sworn) in representation unit UU1; and

WHEREAS, the City Administrator recommends the Council approve a two and a half percent

(2.5%) wage increase effective the first full pay period in January 2021 for the Chief of Fire Department in representation unit UR1; and

WHEREAS, the City Administrator has authorized a three percent (3%) wage increase effective the first full pay period in July 2021 for employees in representation unit UN1; and

WHEREAS, the City Administrator has authorized a one percent (1%) wage increase effective the first full pay period in January 2021 for employees in representation units CON, U51, UG1, TL1, UK1, UK2, UP1, 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 the first full pay period of July 2021, the classifications and associated salaries listed in the current Memorandum of Understanding between the City of Oakland and the Confidential Management Employee Association (CMEA) (U31) are increased by 3%.

Section 2. Effective the first full pay period of July 2021, the classifications and associated salaries listed in the current Memorandum of Understanding between the City of Oakland and the International Brotherhood of Electrical Workers (IBEW), Local 1245 (IE1 and TV1) are increased by 3%.

Section 3. Effective the first full pay period of July 2021, the classifications and associated salaries listed in the current Memorandum of Understanding between the City of Oakland and the International Federation of Professional and Technical Engineers (IFPTE), Local 21 (TA1, TF1, TM2, TW1, UH1, UM1, UM2, TM1, U41) are increased by 3%.

Section 4. Effective the first full pay period of July 2021, the classifications and associated salaries listed in the current Memorandum of Understanding between the City of Oakland and the Service Employees International Union (SEIU), Local 1021 (SB1, SC1, SD1, SII) are increased by 3%.

Section 5. Effective the first full pay period of July 2021, the classifications and salary schedules of certain unrepresented classifications (CON, U51, UG1, TL1, UK1, UK2, UP1, and US1) are increased by 3%.

Section 6. Effective the first full pay period of January 2021, the classifications and salary schedules of certain unrepresented classifications (UR1 and UU1 only) shall be increased by 2.5%.

Section 7. Effective the first full pay period of July 2021, the classifications and salary schedules of certain unrepresented classifications (UN1 only) shall be increased by 3%.

Section 8. Effective the first full pay period of January 2021, the classifications and salary schedules of certain unrepresented classifications (CON, U51, UG1, TL1, UK1, UK2, UP1, and US1 only) are increased by 1%.

Section 9. 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 10. 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, JUL 06 2021

PASSED BY THE FOLLOWING VOTE:

AYES - - FIFE, GALLO, KALB, KAPLAN, REID, TAYLOR, THAO, PRESIDENT FORTUNATO-BAS - 8

NOES - 0

ABSENT - 0

ABSTENTION - 0

ATTEST 

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

Introduction Date

JUN 17 2021

NOTICE AND DIGEST

ORDINANCE AMENDING THE SALARY SCHEDULE OF ORDINANCE NO. 12187 C.M.S. ("SALARY ORDINANCE") TO 1) PROVIDE A 3% WAGE INCREASE TO THE SALARIES OF EMPLOYEES IN REPRESENTATION UNITS SB1, SC1, SD1, SI1, TA1, TF1, TM2, TW1, UH1, UM1, UM2, TM1, U41, IE1, TV1, U31, CON, U51, UG1, TL1, UK1, UK2, UP1, US1, CON, U51, UG1, TL1, UK1, UK2, UP1 and US1 EFFECTIVE THE FIRST FULL PAY PERIOD OF JULY 2021; 2) TO PROVIDE A 2.5% WAGE INCREASE TO THE SALARIES OF UNREPRESENTED CHIEF OF FIRE, DEPUTY CHIEF OF FIRE DEPARTMENT AND ASSISTANT CHIEF OF FIRE DEPARTMENT, REPRESENTATION UNITS UR1 AND UU1 EFFECTIVE THE FIRST FULL PAY PERIOD OF JANUARY 2021; 3) TO PROVIDE A 3% WAGE INCREASE TO THE SALARIES OF THE UNREPRESENTED CHIEF OF POLICE AND CHIEF OF POLICE, ASSISTANT, REPRESENTATION UNIT UN1 EFFECTIVE THE FIRST FULL PAY PERIOD OF JULY 2021; 4) PROVIDE A 1% WAGE INCREASE TO THE SALARIES OF CERTAIN UNREPRESENTED EMPLOYEES IN THE UNITS CON, U51, UG1, TL1, UK1, UK2, UP1, AND US1 EFFECTIVE THE FIRST FULL PAY PERIOD OF JANUARY 2021.

This Ordinance will provide wage increases of 3% effective the first full pay period of July 2021 for employees in representation units SC1, SD1, SI1, TA1, TF1, TM2, TW1, UH1, UM1, UM2, TM1, U41, IE1, TV1, U31, CON, U51, UG1, TL1, UK1, UK2, UP1, US1, CON, U51, UG1, TL1, UK1, UK2, UP1 and US1; provide a wage increase of 2.5% effective the first full pay period of January 2021 for certain unrepresented classifications in representation unit UR1 and UU1; provide a wage increase of 3% effective the first full pay period of July 2021 for certain unrepresented classifications in representation unit UN1; and provide a wage increase of 1% effective the first full pay period of January 2021 for certain unrepresented classifications in representation units CON, U51, UG1, TL1, UK1, UK2, UP1, and US1.