

**SIDE LETTER AGREEMENT REGARDING SEIU, LOCAL 1021  
MEMORANDUM OF UNDERSTANDING ARTICLE 14.7**

**AGREEMENT BETWEEN THE CITY OF OAKLAND AND THE  
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1021**

The City of Oakland and SEIU, Local 1021 (referred to collectively as “the Parties”) hereby enter into the following agreement arising out of successor negotiations of the 2017–2019 Memorandum of Understanding:

The Parties agree through a tentative agreement reached on February 15, 2018 attached hereto as Exhibit A that revisions made to Article 14.7 of the SEIU, Local 1021 MOU during successor negotiations of the 2017-2019 Memorandum of Understanding shall sunset on June 30, 2021. Thereafter, Article 14.7 shall revert to the version found in the 2015-2017 Memorandum of Understanding between the Parties that reads as follows:

14.7 Promotional, Restricted, and Open Examinations (Applies to SB1, SC1, SD1, and SI1 as designated)

- A. For SEIU represented promotional classifications, and prior to any future open examination postings, the City shall hold Restricted examinations, open only to SEIU represented permanent employees of the City and Port of Oakland. This provision excludes positions in continuous recruitment and selectively certified positions. (SB1, SC1 and SD1 only).
- B. Where there are part time classifications (TPT) for which there are corresponding permanent part time and full time (PPT and FT) entry level classifications, the City shall hold Restricted examinations open only to part time (TPT) employees of the City of Oakland.
- C. For Section A and B above, there are two reasons why an open recruitment may be conducted (SB1, SC1, SD1, and SI1):
  - 1. The Restricted announcement does not yield enough applicants who meet the minimum qualifications for the classification, for the current vacancies at the time the job announcement closes. At least one qualified applicant per vacancy is a sufficient pool in a Restricted recruitment under the terms of A and B above.
  - 2. No Restricted recruitment candidate was selected for hire.
- D. For SEIU represented PPT and FT entry level classifications (See Appendix G), the City shall hold Restricted and Open examinations.

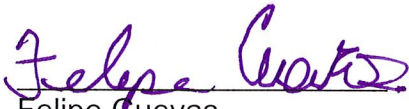
Individuals on the Restricted eligible list shall be certified to the hiring department and interviewed for positions before individuals on the Open eligible list may be certified to the department. (SB1, SC1, SD1, and SI1)

- E. The definitions for Open/Competitive and Restricted are (SB1, SC1, SD1, and SI1):
1. Open/Competitive: An examination procedure open to the general public as well as current City employees.
  2. Restricted: An examination limited to full or part time City employees who meet the minimum qualification of the class to be examined.

**SO AGREED.**

For SEIU:

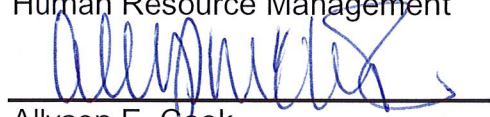
  
Robert Szykowny  
Chief Negotiator

  
Felipe Cuevas  
Chapter President

For the City:

  
Sabrina Landreth  
City Administrator

  
Ian Appleyard  
Chief Negotiator and Director  
Human Resource Management

  
Allyson E. Cook  
Chief Negotiator and  
Employee Relations Manager