

**PORT ORDINANCE NO. 4825**  
**ORDINANCE AMENDING PORT OF OAKLAND ORDINANCE NO.**  
**867 RATIFYING AND SETTING THE ANNUAL COMPENSATION**  
**FOR THE DIRECTOR OF COMMUNICATIONS JOB**  
**CLASSIFICATION AT \$275,604.**

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**WHEREAS**, the Board of Port Commissioners of the City of Oakland ("Board") has reviewed and evaluated the Agenda Report for Agenda Item 6.7 dated December 18, 2025 ("Agenda Report") and related materials, has received the expert testimony of Port of Oakland ("Port") staff, and has provided opportunities for and taken public comment; now, therefore,

**BE IT ORDAINED** by the Board of Port Commissioners of the City of Oakland as follows:

**Section 1.** The requested action constitutes a "Common Sense" exemption under the California Environmental Quality Act ("CEQA") Guidelines Section 15061(b) (3).

**Section 2.** In acting upon this matter, the Board has exercised its independent judgment based on substantial evidence in the record and adopts and relies upon the facts, data, analysis, and findings set forth in the Agenda Report and in related agenda materials and in testimony received.

**Section 3.** The Board finds that because the Port must ensure the continued recruitment and retention of qualified and competent employees, a salary increase for the Director of Communications job classification is necessary as outlined in Section 4 below.

**Section 4.** Section 1.2999 of Port Ordinance No. 867 is hereby amended to add the following:

**Section 1.2999.** The salary schedule set forth in Port Ordinance No. 867 for the Director of Communications job classification shall be and the same is hereby amended to increase the rate of compensation (base wages) set forth on said salary schedule to \$275,604.

**Section 5.** This Ordinance shall take effect on the date of its final adoption; provided, however, that if a petition protesting the adoption of this Ordinance is timely and duly submitted to the elections official of the City of Oakland in the manner required under California Elections Code § 9237, the effective date of this Ordinance shall be suspended, and all actions authorized by this Ordinance shall be null and void.

The Board of Port Commissioners, Oakland, California, December 18, 2025. Passed to print for one day by the following vote: Ayes: Commissioners Dominguez Walton, Leslie, Martinez, Muhammad, Wong and President Cluver - 6. Noes: 0. Excused: First Vice-President Myres - 1.

Daria Edgerly,

Secretary of the Board