

**PORT ORDINANCE NO. 4845  
ORDINANCE AMENDING PORT OF OAKLAND ORDINANCE NO. 867  
RATIFYING AND SETTING THE COMPENSATION FOR CERTAIN  
UNREPRESENTED POSITIONS OF THE PORT DEPARTMENT  
BELONGING TO PORT EMPLOYEE REPRESENTATION UNIT H.**

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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 6.8, dated April 23, 2026, and related agenda materials ("Agenda Report"), has received the expert testimony of Port of Oakland ("Port") staff, and has provided opportunities for and taken public comment; and

**WHEREAS**, 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 testimony received; now, therefore,

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

**Section 1.** The proposed action is not subject to the California Environmental Quality Act ("CEQA") because it is not a "project" as defined in Public Resources Code Section 21065.

**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 salary schedules set forth in Section 1.2999 of Port Ordinance No. 867 for the referenced unrepresented positions of the Port Department in Port Employee Representation Unit H (Executive Director; Port Attorney; Secretary of the Board; Directors of Maritime, Aviation, Utilities, Engineering, Environmental Program and Planning, Human Resources, Communications, Information Technology; Chief Financial Officer; Chief Public Engagement Officer; and the Assistant Port Attorney) shall be and the same are hereby amended by an increase effective on, and retroactive to, the first day of the pay period containing January 1, 2026 equal to the December 2024 to December 2025 Consumer Price Index for All Urban Consumers ("CPI-U") of no less than two percent (2.0%) and no more than three percent (3.0%). The Director of Social Responsibility shall not be eligible to receive this January 1, 2026 salary adjustment.

**Section 4.** The salary schedules set forth in Section 1.2999 of Port Ordinance No. 867 for the referenced unrepresented positions of the Port Department in Port Employee Representation Unit H (Executive Director; Port Attorney; Secretary of the Board; Directors of Maritime, Aviation, Utilities, Engineering, Environmental Program and Planning, Human Resources, Communications, Social Responsibility, Information Technology; Chief Financial Officer; Chief Public Engagement Officer; and the Assistant Port Attorney) shall be and the same are hereby amended by an increase effective the first day of the pay period containing July 1, 2026 equal to the April

2025 to April 2026 Consumer Price Index for All Urban Consumers ("CPI-U") of no less than two percent (2.0%) and no more than three percent (3.0%).

**Section 5.** The salary schedules set forth in Section 1.2999 of Port Ordinance No. 867 for the referenced unrepresented positions of the Port Department in Port Employee Representation Unit H (Executive Director; Port Attorney; Secretary of the Board; Directors of Maritime, Aviation, Utilities, Engineering, Environmental Program and Planning, Human Resources, Communications, Social Responsibility, Information Technology; Chief Financial Officer; Chief Public Engagement Officer; and the Assistant Port Attorney) shall be and the same are hereby amended by an increase effective the first day of the pay period containing July 1, 2027 equal to the April 2026 to April 2027 Consumer Price Index for All Urban Consumers ("CPI-U") of no less than two percent (2.0%) and no more than three and one-half percent (3.5%).

**Section 6.** 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, April 23, 2026. Passed to print for one day by the following vote: Ayes: Commissioners Dominguez Walton, Leslie, Martinez, Myres, Wong and President Cluver - 6. Noes: 0. Excused: Commissioner Muhammad - 1.

Daria Edgerly,

Secretary of the Board