

PORT ORDINANCE NO. 4827
ORDINANCE AMENDING SECTION 2.01 OF PORT ORDINANCE NO.
867 RATIFYING AND SETTING THE COMPENSATION OF
EMPLOYEES OF THE PORT DEPARTMENT REPRESENTED BY THE
WESTERN COUNCIL OF ENGINEERS AND AMENDING SECTION
1.191 PROVIDING PROFESSIONAL DEVELOPMENT BENEFITS FOR
CERTAIN EMPLOYEES.

WHEREAS, the Board of Port Commissioners of the City of Oakland ("Board") has reviewed and evaluated the Agenda Report for Agenda Item 6.4 dated January 22, 2026 ("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; and

WHEREAS, the Port and the Western Council of Engineers ("WCE") reached a tentative agreement ("TA") on a successor memorandum of understanding ("MOU") regarding the terms and conditions of employment for the period October 1, 2025 through June 30, 2028 with cost of living adjustments based on the Consumer Price Index for All Urban Consumers for San Francisco-Oakland-Hayward (CPI-U); and

WHEREAS, the parties also agreed to provide certain professional development benefits to WCE-represented employees; and

WHEREAS, in acting upon the matters contained herein, the Board has exercised its independent judgment based on substantial evidence in the record and adopts and relies upon the facts, data, analysis, findings, and conditions set forth in the Agenda Report and in related materials 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. The salary schedules set forth in Section 2.07 of Port Ordinance No. 867 for employees of the Port Department belonging to WCE (Port Employee Representation Unit C) 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 twelve-month increase in the Consumer Price Index for All Urban Consumers (CPI-U) for San Francisco-Oakland-Hayward, measured from either August 2024 to August 2025 or from December 2024 to December 2025, whichever is greater. However, the wage increase shall be no less than two percent (2.0%) and no more than three percent (3.0%) the October 2024-October 2025 Consumer Price Index for All Urban Consumers which shall not be less than one percent (1.0%) and no more than three percent (3.0%).

Section 3. The salary schedules set forth in Section 2.07 of Port Ordinance No. 867 for employees of the Port Department belonging to WCE (Port Employee Representation Unit C) shall be and the same are hereby

amended by an increase effective on the first day of the pay period containing July 1, 2026 equal to the twelve-month increase in the Consumer Price Index for All Urban Consumers (CPI-U) for San Francisco-Oakland-Hayward, measured from April 2025 to April 2026. However, the wage increase shall be no less than two percent (2.0%) and no more than three percent (3.0%) (i.e., CPI 2-3%). If there is no CPI-U for San Francisco-Oakland-Hayward for April 2025 to April 2026, the parties agree to meet to determine the CPI-U measure to be used for the July 1, 2026 wage increase. However, the CPI-U measure used is subject to the Port reaching agreement with all other represented bargaining units on the CPI-U measure used.

Section 4. The salary schedules set forth in Section 2.07 of Port Ordinance No. 867 for employees of the Port Department belonging to WCE (Port Employee Representation Unit C) 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 twelve-month increase in the Consumer Price Index for All Urban Consumers for San Francisco-Oakland-Hayward (CPI-U), measured from April 2026 to April 2027. However, the wage increase shall be no less than two percent (2.0%) and no more than three percent and one-half (3.5%) (i.e., CPI 2.0 - 3.5%). If there is no CPI-U for San Francisco-Oakland-Hayward for April 2026 to April 2027, the parties agree to meet to determine the CPI-U measure to be used for the July 1, 2027 wage increase. However, the CPI-U measure used is subject to the Port reaching agreement with all other represented bargaining units on the CPI-U measure used.

Section 5. Section 1.191 of Port Ordinance No. 867 shall be amended to add the following language to subsection 2.1:

"Permanent employees in the Port Department belonging to WCE (Employee Representation Unit C) shall be eligible for reimbursement for expenses incurred for professional development, subject to budget approval of same by the Board, not to exceed \$1100, effective July 1, 2026 through June 30, 2027 and July 1, 2027 through June 30, 2028, subject to the exceptions and provisions set forth in Section 3 below."

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 Section 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, January 22, 2026. Passed to print for one day by the following vote: Ayes: Commissioners Dominguez Walton, Leslie, Martinez, Muhammad, Myres, Wong and President Cluver - 7. Noes: 0.

Daria Edgerly,

Secretary of the Board

