

PORT ORDINANCE NO. 4350

ORDINANCE AMENDING PORT ORDINANCE NO. 867 RATIFYING AND SETTING THE COMPENSATION FOR CERTAIN EMPLOYEES OF THE PORT DEPARTMENT REPRESENTED BY WESTERN COUNCIL OF ENGINEERS AND FOR CERTAIN NON-REPRESENTED EMPLOYEES OF THE PORT DEPARTMENT BELONGING TO PORT EMPLOYEE REPRESENTATION UNIT M, AND AMENDING PORT ORDINANCE NO. 867 PROVIDING PROFESSIONAL DEVELOPMENT BENEFITS FOR CERTAIN OFFICERS AND EMPLOYEES.

WHEREAS, the Board of the Port Commissioners ("Board") has reviewed and evaluated the Agenda Report for Item 6.2 dated September 24, 2015 ("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 salary schedules set forth in Section 2.07 of Port Ordinance No. 867 for employees of the Port Department belonging to Western Council of Engineers ("WCE") and in Port Employee Representation Unit C shall be and the same are hereby amended by increasing the rates of compensation (base wages) set forth on said salary schedules by an additional four percent (4%) effective on and retroactive to the first day of the pay period containing July 1, 2015.

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 and in Port Employee Representation Unit C shall be and the same are hereby amended by increasing the rates of compensation (base wages) set forth on said salary schedules by an additional two percent (2%) effective on the first day of the pay period containing July 1, 2016.

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 and in Port Employee Representation Unit C shall be and the same are hereby amended by increasing the rates of compensation (base wages) set forth on said salary schedules by an additional two percent (2%) effective on the first day of the pay period containing July 1, 2017.

Section 4. Subsection 2.1 of Section 1.191 of Port Ordinance No. 867 shall be replaced with the following paragraph:

"2.1 With respect to permanent employees in Port Employee Representation Unit C, an employee shall be eligible for reimbursement for expenses incurred for professional development, subject to budget approval for same by the Board, not to exceed \$1100 for the fiscal years 2015-2016, 2016-2017 and 2017-2018, subject to the exceptions and provisions set forth at Section 3 below."

Section 5. The salary schedules set forth in Port Ordinance No. 867 for non-represented employees in Port Employee Representation Unit M shall be and the same are hereby amended by increasing the rates of compensation (base

wages) set forth on said salary schedules by an additional four percent (4%) effective on and retroactive to the first day of the pay period containing July 1, 2015.

Section 6. The salary schedules set forth in Port Ordinance No. 867 for non-represented employees in Port Employee Representation Unit M shall be and the same are hereby amended by increasing the rates of compensation (base wages) set forth on said salary schedules by an additional two percent (2%) effective on the first day of the pay period containing July 1, 2016.

Section 7. The salary schedules set forth in Port Ordinance No. 867 for non-represented employees in Port Employee Representation Unit M shall be and the same are hereby amended by increasing the rates of compensation (base wages) set forth on said salary schedules by an additional two percent (2%) effective on the first day of the pay period containing July 1, 2017.

Section 8. Subsection 2 of Section 1.191 of Port Ordinance No. 867 shall be amended with the following paragraph:

"2. With respect to non-represented employees in Port Employee Representation Unit M, an employee shall be eligible for reimbursement for expenses incurred for professional development, subject to budget approval for same by the Board, not to exceed \$1100 for the fiscal years 2015-2016, 2016-2017 and 2017-2018, subject to the exceptions and provisions set forth at Section 3 below."

Section 9. Upon its enactment by the Board, this ordinance shall be effective immediately and retroactive to July 1, 2015.

Section 10. 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.

The Board of Port Commissioners, Oakland, California, September 24, 2015. Passed to print for one day by the following vote: Ayes: Commissioners Butner, Colbruno, Head, Parker, Story, Yee and President Hamlin - 7. Noes: 0.

John T. Betterton
Secretary of the Board