

PORT ORDINANCE NO. 4782
ORDINANCE AMENDING PORT OF OAKLAND ORDINANCE NO.
867 RATIFYING AND SETTING THE COMPENSATION FOR
CERTAIN NON-REPRESENTED EMPLOYEES OF THE PORT
DEPARTMENT BELONGING TO PORT EMPLOYEE
REPRESENTATION UNIT H.

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 January 30, 2025, 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 Board hereby finds and determines that:

A. The proposed action is not subject to the California Environmental Quality Act ("CEQA") because the proposed action does not involve an activity that may cause either a direct physical change in the environment or a reasonably foreseeable indirect physical change in the environment as further defined in Section 21065 of the Public Resources Code.

B. The salaries for the Port's Employee Representation Unit H were not fixed and were indefinite prior to and at the start of fiscal year 2024-2025 because of ongoing financial considerations, negotiations, and other related factors.

C. The requested salary increase retroactive to January 1, 2025, is necessary to ensure the continued recruitment and retention of qualified and competent employees.

Section 2. The Board hereby approves and amends Section 1.2999 of Port Ordinance No. 867 to add the following language:

The salary schedules set forth in Port Ordinance No. 867 for the following positions in Port Employee Representation Unit H shall be and the same are hereby amended by increasing the rates of compensation (base wages) set forth on said salary schedules by two and one-half percent (2.5%) on, and retroactive to, the first day of the pay period containing January 1, 2025 and that the

following amended salaries for the referenced unrepresented employee positions in Unit H are hereby ratified:

Senior Management (Unit H) (Monthly) Salary, With 2.5% Increase, Retroactive to the Pay Period Containing January 1, 2025

Director of Aviation	\$28,317.00
Director of Human Resources	\$22,967.00
Director of Information Technology	\$22,967.00
Director of Social Responsibility	\$23,683.00
Chief Real Estate Officer	\$25,963.00
Chief Operating Officer	\$28,623.00
Assistant Port Attorney	\$27,887.00
Director of Maritime	\$28,159.00
Chief Financial Officer	\$26,703.00
Director of Communications	\$21,464.00
Director of Engineering	\$24,469.00
Chief Public Engagement Officer	\$25,597.00
Director of Environmental Programs and Planning	\$22,967.00

Board Direct Reports (Unit H)	(Monthly) Salary, With 2.5% Increase, Retroactive to the Pay Period Containing January 1, 2025
Secretary of the Board	\$19,219.00
Port Attorney	\$30,738.00

Section 3. The Board also approves and authorizes the Executive Director or his designee to take any actions to implement the above-referenced action, provided that such actions do not materially differ from the terms and conditions set forth herein and in the Agenda Report.

Section 4. 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, January 30, 2025. Passed to print for one day by the following vote: Ayes: Commissioners Cluver, Dominguez Walton, Leslie, Myres, and President Colbruno - 5. Noes: 0. Excused: Commissioners Lee and Martinez - 2.

Daria Edgerly,

Secretary of the Board