



AGENDA REPORT

PROPOSED ACTION: Ordinance: Enactment of the Ordinance Necessary to Increase the Carpenter Job Classification Base Salary Pay Scale by 3% retroactive to the Pay Period Containing July 1, 2022 (Finance & Admin)	
Submitted By: Danny Wan, Executive Director	
Parties Involved: Service Employee International Union (SEIU) Local 1021	Amount: \$34,420 plus variable benefits
EXECUTIVE SUMMARY: Based on discussions and agreement with SEIU Local 1021 the Executive Director recommends that the Board of Port Commissioners (Board) enact the ordinance necessary to increase the Carpenter salary by 3% retroactive to the Pay Period Containing July 1, 2022.	

BACKGROUND & ANALYSIS

The Port and SEIU Local 1021 engaged in discussions and executed an agreement on December 18, 2024, to increase the Carpenter base salary pay scale by three percent (3%) retroactive to the pay period containing July 1, 2022. In exchange for the increase to the Carpenter’s base salary pay scale, the Port modified the Carpenter job description to include “coordinator” duties. The “coordinator” duties enable a Carpenter to directly coordinate with appropriate internal and external stakeholders to complete work. The City of Oakland Civil Service Board approved the modification to the Carpenter job description at its December 19, 2024, meeting.

The approval of the 3% increase retroactive to the first pay period containing July 1, 2022, will provide the Port with an operational modification for Carpenters in both the Aviation and Maritime Divisions.

Ordinance Adoption

In order for the Board to implement the 3% base salary increase for the Carpenters retroactive to the first pay period containing July 1, 2022, as set forth in the attached Salary Table, the Board, by Ordinance, must specifically amend Port Ordinance No. 867 to ratify and set the Carpenter base salary increases. The second reading for the Ordinance amendment will be scheduled for the Board’s regular meeting on February 13, 2024. The Ordinance shall become effective immediately after the second reading.

OTHER FINDINGS AND PROVISIONS

ENVIRONMENTAL REVIEW

The proposed action was analyzed under the California Environmental Quality Act (CEQA) and was found to be:

- Categorically exempt under the following CEQA Guidelines Section:

Choose an item.

- Not a "Project" under CEQA, as defined in Public Resources Code § 21065.
 "Common Sense" exemption under CEQA Guidelines Section 15061(b)(3).
 Other/Notes:

BUDGET

- Administrative (No Impact to Operating, Non-Operating, or Capital Budgets); OR

- Operating Non-Operating Capital

Analysis: The anticipated impact to the FY 2024-2025 budget is \$34,420.

STAFFING

- No Anticipated Staffing Impact.
 Anticipated Change to Budgeted Headcount.
Reason:
 Other Anticipated Staffing Impact (e.g., Temp Help).

Reason:

MARITIME AND AVIATION PROJECT LABOR AGREEMENT (MAPLA):

Applies? No (Not Aviation or Maritime CIP Project) – proposed action is not covered work on Port's Capital Improvement Program in Aviation or Maritime areas above the threshold cost.

- Additional Notes:

LIVING WAGE (City Charter § 728):

Applies?

No (No Covered Agreement) – proposed action is not an agreement, contract, lease, or request to provide financial assistance within the meaning of the Living Wage requirements.

- Additional Notes:

SUSTAINABLE OPPORTUNITIES:

Applies? **No.**

Reason:

GENERAL PLAN (City Charter § 727):

Conformity Determination:

No Project – conformity determination not required because proposed action does not change use of or make alterations to an existing facility, or create a new facility.

STRATEGIC PLAN. The proposed action would help the Port achieve the following goal(s) and objective(s) in the Port's Strategic Business Plan:

- | | |
|---|--|
| <input type="checkbox"/> Grow Net Revenues | <input type="checkbox"/> Modernize and Maintain Infrastructure |
| <input type="checkbox"/> Improve Customer Service | <input checked="" type="checkbox"/> Pursue Employee Excellence |
| <input type="checkbox"/> Strengthen Safety and Security | <input type="checkbox"/> Serve Our Community |
| <input type="checkbox"/> Care for Our Environment | |