

**PORT ORDINANCE NO. 4826**  
**ORDINANCE AMENDING SECTION 2.01 OF PORT ORDINANCE NO.**  
**867 RATIFYING AND SETTING THE COMPENSATION OF**  
**EMPLOYEES OF THE PORT DEPARTMENT REPRESENTED BY THE**  
**SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1021 AND**  
**AMENDING SECTION 1.191 PROVIDING PROFESSIONAL**  
**DEVELOPMENT BENEFITS FOR CERTAIN EMPLOYEES.**

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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 6.3 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 Service Employees International Union, Local 1021 ("SEIU") 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 SEIU-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 2.01 of Port Ordinance No. 867 for employees of the Port Department belonging to SEIU (Port Employee Representation Units A and B) 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 October 2024-October 2025 Consumer Price Index for All Urban Consumers for San Francisco-Oakland-Hayward which shall not be less than two percent (2.0%) and no more than three percent (3.0%).

**Section 3.** The salary schedules set forth in Section 2.01 of Port Ordinance No. 867 for employees of the Port Department belonging to SEIU (Port Employee Representation Units A and B) 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 April 2025-April 2026 Consumer Price Index for All Urban Consumers for San Francisco-Oakland-Hayward which shall not be less than two percent (2.0%) and no more than three percent (3.0%).

**Section 4.** The salary schedules set forth in Section 2.01 of Port Ordinance No. 867 for employees of the Port Department belonging to SEIU (Port Employee Representation Units A and B) 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-April 2027 Consumer Price Index for All Urban Consumers for San Francisco-Oakland-Hayward which shall not be less than two percent (2.0%) and no more than three and one-half percent (3.5%).

**Section 5.** Section 1.191 of Port Ordinance No. 867 shall be amended to delete the existing Subsection 1 and to replace it with the following:

**"Section 1.191. Professional Development.**

1. Permanent employees in the Port Department belonging to SEIU (Employee Representation Units A and B) shall be eligible for reimbursement for expenses incurred for professional development, subject to budget approval by the Board, not to exceed \$750, 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