

PORT ORDINANCE NO. 4479

ORDINANCE AMENDING SECTION 2.01 OF PORT ORDINANCE NO. 867 RATIFYING AND SETTING THE COMPENSATION OF EMPLOYEES OF THE PORT DEPARTMENT REPRESENTED BY SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1021, AMENDING SECTION 1.191 PROVIDING PROFESSIONAL DEVELOPMENT BENEFITS FOR CERTAIN EMPLOYEES, AND AMENDING SECTION 1.31 PROVIDING CERTAIN EMPLOYEES WITH A ONE TIME, NON-PERSABLE LUMP SUM PAYMENT.

**WHEREAS**, the Board of Port Commissioners ("Board") has reviewed and evaluated the Agenda Report for Item 6.10 dated May 24, 2018 ("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 2.01 of Port Ordinance No. 867 for employees of the Port Department belonging to Service Employees International Union, Local 1021 ("SEIU") (Employee Representation Units A and B) 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%) on, and retroactive to, the first day of the pay period containing January 1, 2018.

**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 (Employee Representation Units A and B) 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 the first day of the pay period containing January 1, 2019.

**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 (Employee Representation Units A and B) 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 three percent (3%) effective the first day of the pay period containing January 1, 2020.

**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 (Employee Representation Units A and B) 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 three percent (3%) effective the first day of the pay period containing January 1, 2021.

**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 of same by the Board, not to exceed \$600 for the fiscal years 2018-2019, 2019-2020, 2020-2021, and 2021-2022, subject to the exceptions and provisions set forth in Section 3 below."

**Section 6.** Section 1.31 of Port Ordinance No. 867 shall be amended to add the following new Section 2:

**"Section 2. January 1, 2018 - June 30, 2022 Port of Oakland/SEIU, Local 1021 Memorandum of Understanding: One-Time, NonPERSable Lump Sum Payment for Certain Eligible Employees.**

As a one-time incentive for Port employees in the Port Department belonging to SEIU (Employee Representation Units A and B), employees who are on graveyard shift at time of ratification will receive a one-time, non-PERSable lump sum payment of \$1500.00 (one thousand, five hundred dollars) and employees who are on swing shift at time of ratification will receive a one-time, non-PERSable lump sum payment of \$1,000 (one thousand dollars), payable within two pay periods following ratification of the agreement."

**Section 7.** Upon its enactment by the Board, this Ordinance shall be effective immediately and retroactive to January 1, 2018, in accordance with the provisions of the Memorandum of Understanding between the Port and SEIU effective January 1, 2018.

**Section 8.** 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, May 24, 2018.  
Passed to print for one day by the following vote: Ayes: Commissioners Butner, Cluver, Colbruno, Hamlin, Martinez, Yee and President Story - 7. Noes: 0.

Daria Edgerly  
Secretary of the Board