

PORT ORDINANCE NO. 4499

ORDINANCE AMENDING PORT OF OAKLAND ("PORT")
ORDINANCE NO. 867 RATIFYING AND SETTING THE
COMPENSATION FOR CERTAIN NONREPRESENTED
EMPLOYEES OF THE PORT DEPARTMENT BELONGING TO
PORT EMPLOYEE REPRESENTATION UNIT H; AND,
RATIFYING AND APPROVING THE AUTHORITY OF THE
EXECUTIVE DIRECTOR AND THE PORT ATTORNEY TO
AWARD ADDITIONAL COMPENSATION OF UP TO FOUR
PERCENT ANNUALLY TO INDIVIDUAL UNIT H EMPLOYEES
CONSISTENT WITH THE MERIT PAY CRITERIA SET FORTH
IN ADMINISTRATIVE POLICY AND PROCEDURE 432
(ANNUAL COMPENSATION ADJUSTMENTS FOR EMPLOYEES
IN UNIT H).

WHEREAS, the Board of Port Commissioners ("Board") has reviewed and evaluated the Agenda Report for Item 6.2 dated October 11, 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. Section 1.2993 is hereby added to Port Ordinance No. 867 to read as follows:

Section 1.2993. 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 an additional four percent (4%) on, and retroactive to, the first day of the pay period containing January 1, 2018 and that the following amended salaries for the referenced unrepresented employee positions in Unit H are hereby ratified:

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Senior Management (Unit H)	Recommended Salary, with 4% COLA, Retroactive to the First Day of the Pay Period Containing January 1, 2018
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Director of Communications	\$203,161
Director of Governmental Affairs	\$203,161
Director of Environ Prog & Plan	\$203,161
Director of Human Resources	\$203,161
Director of Social Responsibility	\$223,456
Director of Commercial Real Estate	\$241,039
Director of Engineering	\$270,071
Chief Financial Officer	\$270,071
Director of Maritime	\$276,823
Director of Aviation	\$276,823
Assistant Port Attorney	\$290,326

Board Direct Reports (Unit H)	Recommended Salary, with 4% COLA, Retroactive to the First Day of the Pay Period Containing January 1, 2018
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Port Attorney	\$300,062
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Secretary of the Board	\$166,400
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Section 2. Section 1.2994 is hereby added to Port Ordinance No. 867 to read as follows:

Section 1.2994. The Board hereby approves and ratifies Administrative Policy and Procedure 432 ("Annual Compensation Adjustments for Employees in Unit H"; "AP 432") and authorizes and approves the actions of the Executive Director (as to certain Unit H employees on an individual by individual basis) and the Port Attorney (as to the Assistant Port Attorney) to award additional compensation or "merit pay" of up to 4% (four percent) annually consistent with the criteria and factors set forth in AP 432.

Section 3: 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, October 11, 2018. Passed to print for one day by the following vote: Ayes: Commissioners Colbruno, Cluver, Hamlin, Martinez, Story and President Butner - 6. Noes: 0.

Daria Edgerly

Secretary of the Board