

PORT ORDINANCE NO. 4554

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 ("Board") has reviewed and evaluated the Agenda Report for Item 6.4 dated February 13, 2020 ("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 1.2995 is hereby added to Port Ordinance No. 867 to read as follows:

**Section 1.2995.** 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 three percent (3%) on, and retroactive to, the first day of the pay period containing January 1, 2020 and that the following amended salaries for the referenced unrepresented employee positions in Unit H are hereby ratified:

Senior Management (Unit H)	Recommended Salary, with 3% COLA, Retroactive to the First Day of the Pay Period Containing January 1, 2020
Director of Communications	\$217,626
Director of Governmental Affairs	\$217,626
Director of Environmental Programs & Planning	\$217,626
Director of Human Resources	\$217,626
Director of Social Responsibility	\$239,366
Director of Commercial Real Estate	\$258,201
Chief Financial Officer	\$289,300
Chief Operating Officer	\$289,300
Director of Maritime	\$296,533
Director of Aviation	\$296,533

Board Direct Reports (Unit H)

Recommended Salary, with  
4% COLA, Retroactive to  
the First Day of the Pay  
Period Containing January  
1, 2020

Secretary of the Board

\$178,248

Chief Audit Officer

\$200,058

**Section 2.** 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, February 13, 2020. Passed to print for one day by the following vote: Ayes: Commissioners Cluver, Lee, Leslie, Martinez, Story and President Butner - 6. Excused: Commissioner Colbruno - 1. Noes: 0.

Daria Edgerly

Secretary of the Board