

City of Oakland Last, Best and Final Offer December 1, 2017

2017 SEIU SUCCESSOR NEGOTIATIONS

After approximately seven months of bargaining, the parties have reached no less than 75 tentative agreements. On November 8, 2017, the City passed a comprehensive package proposal in an effort to address outstanding proposals. The package contained mostly proposals that originated with the Union and the City Counter proposed. On November 16, 2017, the City received a package proposal from the Union. This proposal listed many items the City has previously rejected or packaged with other proposals in hopes for resolution. Upon carefully consideration, it is clear that the parties are far apart on a successor agreement that address wage, hours and other terms and conditions of employment.

Therefore, the City is advancing its Last, Best and Final Offer to the Union for its consideration. If any portion is rejected, the entire offer will be deemed rejected and the City's proposal will revert to its immediately pre-existing positions on the issues. However, the City is willing to consider possible tentative sign off on individual elements of the offer. The City retains the right to withdraw or modify these proposals at any time with or without notice in a manner consistent with applicable law.

1. Term of Agreement - July 1, 2017 to June 30, 2019
2. Salary Increase

Wage Increase

Effective July 1, 2017: 4.0%

Wage Increase Tied to Revenue Growth

If FY 2018-19 General Purpose Fund unrestricted local tax revenues, as forecast in the Third Quarter Revenue & Expenditure Report, exceed the General Purpose Fund unrestricted local tax revenues for FY 2018-19 as approved in the FY 2017-19 Adopted Policy Budget by 3.5% or more, bargaining unit members shall receive an additional 1.0% wage increase effective with the second full pay period in June 2019. If FY 2018-19 General Purpose Fund unrestricted local tax revenues, as forecast in the Third Quarter Revenue & Expenditure Report, exceed the General Purpose Fund unrestricted local tax revenues for FY 2018-19 as approved in the FY 2017-19 Adopted Policy Budget by 4.5% or more, bargaining unit members shall receive an additional 1.0% wage increase, for a not-to-exceed total wage increase of 2.0%, effective with the second full pay period in June 2019.

For purposes of these calculations, unrestricted General Purpose Fund local tax revenues will be limited to ongoing revenues including: property taxes, sales taxes, business license taxes, utility user taxes, real estate transfer taxes, transient occupancy taxes, and parking taxes.

3. The Union accepts all terms and conditions of the City's Emergency Dispatch Equity Counter-Proposal passed on September 12, 2017
4. The Union accepts the City's Counter-Proposal to Union Proposal #E29, Article 5.1.4 Special Equity Adjustments passed on November 30, 2017 attached as Attachment A
5. The Union accepts all terms and conditions of City Counter-Proposal to Union Proposal #E5, Article 5.5.3 Health and Welfare Premium passed on November 30, 2017 attached as Attachment B
6. The Union accepts City Counter-Proposal to Union Proposal #E8, Article 5.5.9.10 Homeless Encampment Cleanup Premium passed on October 31, 2017
7. The Union accepts City Proposal #11 (Revised), Article 14.7 Promotional, Restricted, and Open Examinations passed on November 27, 2017
8. The Union accepts City Counter-Proposal to Union Proposal #E13, Article 5.6.2 Uniform Allowance passed on November 30, 2017 attached as Attachment C
9. The Union accepts City Proposal #36 Revised (2), Article 5.6.2.1 City Provided Uniforms passed on October 24, 2017
10. The Union accepts City Counter-Proposal to Union Proposal #E18, Article 11.3.1 Holiday Pay Alternative Schedule passed on November 30, 2017 attached as Attachment D
11. The City and the Union both agree to withdraw all other proposals and counter-proposals not previously tentatively agreed to or specifically addressed in this settlement offer.