

**City of Oakland’s Last, Best, and Final Offer to
Service Employee International Union, Local 1021
(12-7-17)**

The City’s Last, Best, and Final Offer includes the following (new terms are highlighted in yellow, all other terms remain the same as previously offered; tentative agreements are noted by *):

- Wages – 4% effective July 1, 2017, **1% effective January 2019** and up to 1% additional percent in the second year of the contract, depending on City revenues, **effective January 2019, for a total of up to 6%.**
- **Temporary Part Time employee conversion in the Library – the City will allocate \$500,000 to convert part-time positions to Civil Service positions in the Oakland Public Library.**
- **The City has offered the Union three (3) seats on the Safe Streets & Clean Neighborhoods Committee to assist in addressing illegal dumping.**
- Equity adjustments for certain classifications, which are **in addition to** the above wage proposal.

SEIU Classifications	Year 1 Increase	Year 2 Increase
Animal Control Officer	2%	1%
Animal Care Attendant	2%	1%
Police Communications Dispatcher	2%	1%
Fire Communications Dispatcher	2%	1%
Police Communications Operator	2%	1%
Fire Prevention Inspector	2%	1%
Construction Inspector	2%	1%
Custodian	2%	1%
Park Attendant	3%	2%
Police Services Tech II	2%	1%
Sewer Maintenance Worker	2%	1%

- Homeless encampment clean-up premium – The City has proposed that Public Works Maintenance Workers or Street Maintenance Leaders in the Keep Oakland Clean and Beautiful (KOCB) division of Public Works be paid **an additional \$0.96 an hour** for cleaning up properly noticed homeless encampments.

- Increase in hours and pay for **Building Inspectors** – Building inspectors will increase their work week from 37.5 to 40 and be paid for the additional time worked. *
- **Uniform allowance** – Increases for Animal Control Officer, Fire Communications Dispatcher, Fire Prevention Bureau Inspector, Fire Suppression District Inspector, Hazardous Materials Inspector II, Police Communications Dispatcher, Police Services Technician II, and Fire Equipment Technician.
- Certification pay – Allows for SEIU employees to **earn up to 5%** if they have a professional certificate from which the City benefits. *
- Revised disciplinary process in OPD – Establishes a Labor Management Committee that will **align the disciplinary process between civilians in OPD with the rest of the City.** *
- Safety complaint procedures – Creates a new process that allows employees an avenue to raise safety concerns that can be addressed by departments and Risk Management. *
- Traumatic Incident Leave – When employees are subject to or witness a traumatic incident, they may be placed on administrative leave to obtain the support and resources they need, including Employee Assistance Services. *
- Alternative work schedules – Allows for SEIU employees to request alternative work schedules, such as 4-10 work week.
- Steward Council Release – Allows for Union Stewards to participate in union-sponsored training while on City time. *
- Part-time employee enhancements:
 - Health and Welfare increase (**38% increase – from \$2.10 to \$2.90 an hour**)
 - This is a per-hour premium to enhance the ability for part-time employees to obtain health care.
 - Meal Allowance – Allows part-time employees who work two additional hours or more to receive **an \$18.00 meal allowance.** *
 - Traumatic Incident Leave – Provides an organized process for part time employees to be placed on administrative leave if they witness or are part of a traumatic incident. *

- Safety Complaints Procedure – Provides an organized process for part-time employees if they identify a safety issue. *
- Assured increase when hired into full-time position – Currently, when a part-time employee takes a full-time position, he/she maintains the same wage. This tentative agreement provides part-time employees with a wage increase when they take a full-time position. *
- Sick Leave – Part-time employees will accrue 1 hour of sick leave for every 30 hours worked. *
- Safety Shoe Vouchers – Expands the number of part-time employees that are eligible for receiving a \$150 voucher for safety shoes. *
- Steward Time Off – Allows for city-paid release time for part-time employees to conduct Union business.*
- Joint Labor Management Training – Allows part-time employees to be paid while participating in labor management training. *
- Commuter Benefit Program – Part-time employees can use pre-tax dollars to pay for transit benefits. *
- Safety Training – Allows part-time employees to participate in safety training. *
- Accident Reduction Training – Includes part-time employees in accident reduction training. *
- Safety Meetings – Includes part-time employees in safety meetings. *
- Equipment Safety Training – Includes part-time employees in safety training. *
- Sexual Harassment Training – Includes part-time employees in sexual harassment training. *