City of Oakland and IFPTE, Local 21 Contract Negotiations 2026

City of Oakland to IFPTE, Local 21
Comprehensive List of Tentative Agreements
DATE: November 5, 2026

Tentative Agreements

1. **City Proposal #1** Discrimination Prohibited (signed on 6/29/2026)
2. City Counter Proposal 2 to Union Counter Proposal 2 to **City Proposal #4** Articles 14.4 Entry Level Examinations; 14.5 Transfer List; 14.6 Results of Employee Initiated Class Studies; and 14.7 Promotional and Restricted Examinations (passed on 10/27/26; signed on 10/30/26)
3. Union Counter Proposal to City Counter Proposal to **City Proposal #10** Adjustments for Overpayments (passed on 10/30/26; signed on 11/4/26)
4. City Counter Proposal to Union Counter to **City Proposals #11 and #23** Additional Duty and Temporary Upgrade Assignments (passed on 10/30/26; signed on 11/5/26)
5. Union Counter Proposal to City Counter Proposal to **City Proposal #22** Appendix E (passed on 10/30/26; signed on 11/4/26)
6. City Counter Proposal to **Union Proposal #1 Telecommuting** Letter of Understanding (signed on 8/31/26)
7. Union Counter Proposal to City Counter Proposal 2 to Amended Union Counter Proposal 2 to **Union Proposal #2** Professional Development Allowance (passed and signed on 10/30/26)
8. Union Counter Proposal to City Counter Proposal to Amended **Union Proposal #3** Meal Allowance (passed on 10/7/2026; signed on 11/4/2026)
9. **Union Proposal #4** Shoe Allowance (passed and signed on 10/30/26)
10. City Counter Proposal to **Union Proposal #5** Article 5.5.3 Uniform Allowance (passed on 10/7/2026; signed on 11/4/2026)
11. **Union Proposal #7** Shift Differential (passed and signed on 10/30/26)
12. City Counter Proposal to **Union Proposal #8** Designated Holidays (signed on 6/22/2026)
13. City Counter Proposal to **Union Proposal #10** Family Death Leave (signed on 6/29/2026)
14. **Union Proposal #12** AC Transit Pass/ Clipper BayPass (passed and signed on 10/30/26)
15. Amended **City Proposal #13** Donation of Sick Leave (passed and signed on 10/30/26)
16. Amended Union Counter Proposal to **Union Proposal #15 and City Proposal #2** Article 14.9 Reduction in Force (passed and signed on 10/30/26)
17. Amended Union Counter Proposal 2 to City Counter Proposal to **Union Proposal #16** Artificial Intelligence (passed and signed on 10/30/26)
18. Union Counter Proposal to City Counter Proposal to **Union Proposal #18** Alternative Work Scheduling passed on 10/23/26; signed on 11/4/2026)

City of Oakland to IFPTE, Local 21
Comprehensive List of Tentative Agreements
DATE: November 5, 2026

19. City Counter Proposal 8 to Union Counter Proposal to **Union Proposal #20** Salary Schedules (passed and signed 10/30/26)
20. Amended City Counter Proposal 5 to Union Counter Proposal to **Union Proposal #21** City-wide Total Compensation Salary Study Letter of Understanding (passed and signed on 10/30/26)
21. Amended **Union Proposal #22** Special Market Equities (passed and signed on 10/30/26)
22. City Counter Proposal 4 to Union Counter Proposal to **Union Proposal #23 and City Proposal #7** Contracting Out (passed on 10/30/26; signed on 11/4/26)
23. City Counter Proposal 3 to **Union Proposal #27** Results of Employee Initiated Class Studies (Desk Audit) (passed and signed on 10/30/26)
24. Union Counter Proposal to City Counter Proposal to **Union Proposal #31** Special Leave (passed on 10/23/26; signed on 11/4/2026)
25. City Counter Proposal 3 to Union Counter Proposal 2 to **Union Proposal #33** Constructive Receipts Hardship Language (passed on 10/26/26; signed on 11/4/2026)

For the City:

Allyson Cook (Nov 9, 2026 10:27:35 PST)

Allyson Cook
Chief Spokesperson
Date: Nov 9, 2026

For IFPTE:

Amlan Jesse Kadjo

Jesse Kadjo
Chief Spokesperson
Date: Nov 9, 2026

City of Oakland to the IFPTE, Local 21
Tentative Agreement: CP #1 Article 2.1 Discriminated Prohibited
DATE:

CITY OF OAKLAND AND IFPTE, LOCAL 21
SUCCESSOR LABOR NEGOTIATIONS 2026

TENTATIVE AGREEMENT

2.1 Discrimination Prohibited

The City and Union agree that they shall not discriminate against any represented employee in any way on account of race, color, creed, religion, sex, sexual orientation, gender expression, gender identity, pregnancy (including childbirth, breastfeeding, and related medical conditions), national origin (including language and accent), ancestry, immigration status, citizenship status, political affiliation, disability (mental and physical), medical condition (including cancer, HIV, and AIDS), genetic information, age (40 and above), military or veteran status, marital status as provided by applicable federal, state or local law, **and/or any other protected class under federal, state or local law**. The City agrees that no employee shall be discriminated against because of Union membership, or protected union activity.

For the City:

Vitus Leung
Chief Negotiator

Date: 6/29/26

For the Union:

Jesse Kadjo
Chief Negotiator

Date:

City of Oakland to IFPTE, Local 21
City Counter Proposal (CCP2) to Union Counter Proposal (UCP2) to CP #4
Articles 14.4 Entry Level Examinations; 14.5 Transfer List; 14.6 Results of Employee Initiated Class Studies; and 14.7 Promotional and Restricted Examinations
DATE:10/27/2026 @ 6:36 pm

14.4 Entry Level Examinations

14.4 shall not apply to classifications in Units TM1, U41, or UM1.

14.4.1 Announcements Of Examination

The ~~City~~ **Human Resources Management Department** agrees to routinely make information regarding ~~open examinations~~ available **job announcements** each week, in advance of the deadline for applications, to employees represented by the Union.

The City may require additional and special qualifications and experience for a civil service position as provided for in the Personnel Manual of the Civil Service Rules Section 5.03 - Selective Certification.

14.4.2 Certification Of Eligibles To Fill Vacancies

Whenever a position in the classified Civil Service is to be filled, for which no reinstatement list exists, the appointing authority shall receive a list of four (4) ranks. In the case of multiple vacancies, the appointing authority shall receive a list of four (4) ranks, plus two (2) ranks for each additional vacancy to be filled; provided, however, that a lesser number may be certified when there is not the required number on the eligible list.

The parties agree that timely appointments are important to attract and retain highly qualified represented employees. The City may request that up to ten (10) ranks for the first vacancy and four (4) ranks for each additional vacancy be certified to a department with Union approval for difficult-to-recruit classifications or for other operational needs.

14.5 Transfer List

Section 14.5 shall not apply to Units TM1 or U41.

Any permanent classified employee **interested in being considered for** ~~may request a~~ transfer from one department to another in ~~her/his~~ **their** current or previous**ly held** classification, **may submit a Transfer application through the City's applicant tracking system.**

Type text here

City of Oakland to IFPTE, Local 21
City Counter Proposal (CCP2) to Union Counter Proposal (UCP2) to CP #4
Articles 14.4 Entry Level Examinations; 14.5 Transfer List; 14.6 Results of Employee Initiated Class Studies; and 14.7 Promotional and Restricted Examinations
DATE:10/27/2026

Do you intend to re-access based on seconday assessment.

The Human Resources Management Department shall evaluate Transfer applications received and place qualified employees on the appropriate Transfer List for the applicable classification. ~~provided the employee meets the qualifications for the position. When requested by a represented employee, the City will place the represented employee's name on a transfer list for the represented employee's current or previous classification.~~ The ~~City~~ **Human Resources Management Department shall certify candidates for consideration from** ~~will consider represented employees on~~ the ~~t~~Transfer ~~l~~List prior to **certifying candidates from the applicable Restricted or Open eligible list(s)** ~~filling vacant positions~~.

14.6 Results Of Employee Initiated Class Studies

Section 14.6 shall not apply to Units TM1 or U41.

Represented employees may request class studies in accordance with the provisions of the Personnel Manual.

In cases in which an employee-initiated class study leads to placement in a higher paid classification that is on the salary step plan, the represented employee shall be placed at the salary step in the higher classification that is at least five percent (5%) higher than the represented employee's current rate of pay. If the higher classification is on the salary range plan, the represented employee shall be placed in the range at a rate of pay five percent (5%) higher than the represented employee's current rate of pay.

In cases in which an employee-initiated class study leads to placement in a higher paid classification and takes longer than one (1) year from the date the completed Position Description Questionnaire (PDQ) is received by ~~Personnel~~ **the Human Resources Management Department**, the employee shall be entitled to acting pay as defined in Article 5 of this agreement starting four months after the date the PDQ is received as indicated by the time/date stamp on the completed PDQ. If the incumbent is not granted such status, the position will be filled in accordance with the provisions of the Personnel Manual.

14.7 Promotional And Restricted Examinations

Section 14.7 shall not apply to classifications in Units TM1, U41, or UM1.

14.7.1 Announcements Of Promotional Or Restricted Examinations

In the manner required by the Civil Service Personnel Rules, the City agrees to announce Promotional ~~or~~/ Restricted Examinations. The ~~City~~ **Human Resources**

Management Department shall ~~offer~~ **announce** ~~p~~Promotional ~~and/or~~ ~~r~~Restricted examinations for all vacant positions in non-entry level classifications represented by the Union. These examinations may be given in combination with ~~o~~Open examinations in accordance with Civil Service Rules.

14.7.2 Certification Of Eligible To Fill Vacancies

Whenever a promotional or restricted position in the competitive Classified Civil Service is to be filled, for which no reinstatement list exists, the appointing authority shall receive a list of the top four (4) ranks. In the case of multiple vacancies, the appointing authority shall receive a list of the top four (4) ranks, plus two (2) ranks for each additional vacancy to be filled; provided, however, that a lesser number may be certified when there is not the required number on the eligible list.

Individuals on the **P**~~p~~promotional ~~or~~/ **R**~~r~~estricted eligible list shall be certified and considered for appointment before individuals on the original entrance eligible list(s).

The parties agree that timely appointments are important to attract and retain highly qualified represented employees. The City may request that up to ten (10) ranks for the first vacancy and four (4) ranks for each additional vacancy be certified to a department with Union approval for difficult-to-recruit classifications or for other operational needs.

14.7.3 Flexible Staffing

Represented employees may promote from an entry level to journey level classification in a series without benefit of competitive examination in accordance with Administrative Instruction 592 - Flexible Staffing, provided they were hired into classifications designated for flexible staffing in the classification specification.

The designation of classifications eligible for Flexible Staffing is established through the development or revision of classification specifications following appropriate notification to the Union, discussion as may be required, and final approval by the Civil Service Board.

14.7.4 Management Employees (UM1)

Before filling a vacant position in the UM1 bargaining unit, the ~~City~~ **Human Resources Management Department** shall post the vacant position**s** for seven (7)

City of Oakland to IFPTE, Local 21
City Counter Proposal (CCP2) to Union Counter Proposal (UCP2) to CP #4
Articles 14.4 Entry Level Examinations; 14.5 Transfer List; 14.6 Results of Employee Initiated Class Studies; and 14.7 Promotional and Restricted Examinations
DATE:10/27/2026

business days to provide an opportunity for qualified ~~represented~~ **candidates** ~~employees~~ to apply.

For the City:

Allyson Cook
Chief Spokesperson
Date: 10/30/26

For IFPTE:

Debra Grabelle
Chief Spokesperson
Date: 10/30/ 2026

City of Oakland to the IFPTE, Local 21
Tentative Agreement: UCP to CCP to CP 10 Adjustments For Overpayments
DATE:10/30/2026

CITY OF OAKLAND AND IFPTE, LOCAL 21
SUCCESSOR LABOR NEGOTIATIONS 2026

TENTATIVE AGREEMENT

5.2.2 Adjustments For Overpayments

In the event the City erroneously overpays a represented employee, regardless of fault, the City shall recover overpayment.

The City will provide written notice to each employee when they receive a wage overpayment. The notice will advise the employee of the amount of the overpayment and request that the employee ~~either reimburse the City for the full amount of the overpayment or~~ consent to the deduction of the overpayment from the employee's paycheck**~~s~~ (s) of the full amount or at an amount of ten (10) percent of the represented employee's gross salary per pay period for as many consecutive pay periods as necessary until the overpayment is recuperated. Citywide Payroll will deduct the elected payment amount after receipt of the employee's signed overpayment notice. Citywide Payroll shall notify the employee of the pay period date the deduction will commence as long as the employee is in active status with enough funds to cover the payment.**

The notice shall also advise employees of the right not to consent, provided however, the City may pursue appropriate legal action.

No repayment will be allowed for active employees outside of payroll processing.

For the City:

Allyson E. Cook (Nov 4, 2026 17:55:08 PST)
Allyson Cook
Chief Spokesperson
Date: Nov 4, 2026

For IFPTE:

Jesse Kadjo
Chief Spokesperson
Date: 11/4/26

City of Oakland to the IFPTE, Local 21
Tentative Agreement: CCP to UCP to CP 11 Additional Duty Assignment & Temporary Upgrade Assignments
DATE:10/30/2026

CITY OF OAKLAND AND IFPTE, LOCAL 21
SUCCESSOR LABOR NEGOTIATIONS 2026

TENTATIVE AGREEMENT

5.4.4 **Additional Duty Assignment - Formerly "Acting Pay"**

This section shall not apply to employees in Units TM1 and U41. ~~Acting Pay~~ **Additional Duty Assignment** provisions for these units are in Article 18.

An Additional Duty Assignment is when a represented employee retains the duties of their current classification and takes on some or all of the duties of an upgraded position on a temporary basis. The provisions of this passage are to align with California Government Code 20480.

Department heads or designees ~~may~~ **shall** authorize ~~acting pay~~ **Additional Duty** ~~a~~**A**ssignments ~~not to exceed thirty (30) calendar days~~. In cases where there is a permanent vacancy or a temporary vacancy (more than 120 days), department heads or designees shall **email and** post the ~~acting~~ **Additional Duty Assignment** opportunities for a minimum of ten (10) working days. ~~The City Administrator shall approve acting pay assignments that exceed thirty (30) calendar days.~~

Any represented employee who has been assigned **an Additional Duty Assignment**, in writing **by their department head or designee,** ~~to assume and perform all of the ordinary day-to-day duties and responsibilities of a higher classification~~ for one (1) or more working days shall be paid a premium at the rate of seven and one half percent (7.5%) of the regular pay of the represented employee's own classification for such time worked in a higher classification.

As required by California Government Code section 20480, employees working in an Additional Duty Assignment in an approved, budgeted vacant position (also known as an out-of-class assignment) where there is an active recruitment shall be limited to 960 hours per fiscal year (July 1 through June 30). The City shall report the hours worked in an Additional Duty out-of-class assignment to CalPERS.

If the ~~acting pay~~ **Additional Duty** Assignment extends beyond a consecutive sixty (60) calendar day period, the represented employee shall be paid a premium at the rate of twelve and one half percent (12.5%) of the regular pay of the employee's own classification, beginning the sixty-first (61st) day of the ~~acting~~ **Additional Duty aAssignment**.

A represented employee who ~~acts~~ **performs additional duties** in a position of higher classification under this provision, for a consecutive period of thirty (30) calendar days or less, shall not receive ~~acting~~ **Additional Duty** pay during any period(s) of paid leave occurring during

the ~~acting~~ **Additional Duty** ~~a~~**A**ssignment. However, a represented employee who ~~acts~~ **performs additional duties** in a position of higher classification, under this provision, for a consecutive period in excess of thirty (30) calendar days shall receive ~~acting~~ **Additional Duty** pay during period(s) of paid leave occurring during the ~~acting~~ **Additional Duty** ~~a~~**A**ssignment, commencing with the thirty-first (31st) day of ~~acting~~ **the Additional Duty** ~~a~~**A**ssignment and continuing until said ~~acting~~ **Additional Duty** ~~a~~**A**ssignment is terminated.

No represented employee shall be in an ~~acting~~ **Additional Duty Aa**ssignment for more than six (6) months in a fifteen (15) month period unless no other qualified represented employee is available or willing to take the assignment. For the purposes of this provision, the six (6) months need not be consecutive.

Absent extenuating circumstances, the City shall endeavor to avoid repeatedly appointing the same represented employee.

An employee who has served in an ~~acting~~ Additional Duty Assignment in a higher classification shall receive credit towards experience in the higher classification. This determination shall apply to any future recruitment or examination for the classification in which the employee served in an Additional Duty Assignment. Employees must independently list any applicable Additional Duty Assignment in the Work Experience section of their job application.

5.4.5 Temporary Upgrade Assignments

A Temporary Upgrade Assignment is work in a higher classification of limited duration where the employee assumes the full range of responsibilities for the higher classification. Temporary Upgrade assignments shall be memorialized, in writing, by the Department head or designee and Director of Human Resources Management or designee. Employees who are assigned Temporary Upgrade Assignments shall be paid at the step in the higher classification that is at least five percent (5%) higher than the employee's current base ~~hourly~~ rate of pay in their current position without exceeding the top step of the salary range of the higher classification. If an employee is eligible for, and receives premium pay in their current classification, those premiums will be considered in assessing their base rate, if the higher classification is ineligible for the same premiums. Employees in Temporary Upgrade Assignments may receive premiums that are available to the higher classification if eligible. Such compensation shall commence from and include the first day of such work in the higher classification until the end of the assignment. The City shall report special compensation for Temporary Upgrade Assignments in accordance with CalPERS regulations.

City of Oakland and IFPTE, Local 21 Contract Negotiations 2026

City of Oakland to the IFPTE, Local 21
Tentative Agreement: CCP to UCP to CP 11 Additional Duty Assignment & Temporary Upgrade Assignments
DATE:10/30/2026

As required by California Government Code section 20480, employees working in a Temporary Upgrade Assignment in an approved, budgeted vacant position for which there is an active recruitment (also known as an out-of-class assignment) shall be limited to 960 hours per fiscal year (July 1 through June 30). The City shall report the hours worked in a Temporary Upgrade, out-of-class assignment to CalPERS.

For the City:

Allyson Cook (Nov 5, 2026 09:52:20 PST)

Allyson Cook
Chief Spokesperson
Date: Nov 5, 2026

For the Union:

Amlan Jesse Kadjo (Nov 5, 2026 10:34 1[illegible] PST)

Jesse Kadjo
Chief Spokesperson
Date: Nov 5, 2026

City of Oakland to the IFPTE, Local 21
Tentative Agreement: UCP to CCP to CP 22 Appendix E
DATE:10/30/2026

CITY OF OAKLAND AND IFPTE, LOCAL 21
SUCCESSOR LABOR NEGOTIATIONS 2026

TENTATIVE AGREEMENT

APPENDIX E
PAY REPORTED TO CALPERS*

1. The following items constitute special compensation for which PERS contributions are made:
   - Special Assignment/Department Counsel Premium Pay
   - Acting Pay
   - Notary Public Pay
   - Bilingual Pay

2. The following items constitute regular compensation for which PERS contributions are made:
   - Holiday Pay
   - Sick Leave Pay
   - Vacation Pay
   - Professional Leave Pay
   - Salary

This list includes, but is not limited to, the pay categories (regular and special pay) that are reported to PERS.

The City shall report special compensation to CalPERS in accordance with CalPERS regulations and makes no representation that the items identified above are pensionable.

For the City:

Allyson E Cook (Nov 4, 2026 17:55:08 PST)

Allyson Cook
Chief Spokesperson
Date: Nov 4, 2026

For IFPTE:

Jesse Kadjo
Chief Spokesperson
Date: 11/4/26

City of Oakland to the IFPTE, Local 21
Tentative Agreement: City Counter Proposal (CCP) to Union Proposal (UP) #1
Telework Letter of Understanding
DATE:8/10/2026

CITY OF OAKLAND AND IFPTE, LOCAL 21
SUCCESSOR LABOR NEGOTIATIONS 2026

Letter of Understanding between
International Federation of Professional & Technical Engineers,
Local 21 ("Local 21") and the City of Oakland ("Oakland")

This represents an agreement between Local 21 and the City of Oakland related to telecommuting. The City has an Administrative Instruction 594 Employee Telecommute Program Policy ("AI 594"). The parties intend to modify AI 594 in the following ways, understanding it applies Citywide and the City will need to address the matter with other labor groups in the City. Pending formal amendment of AI 594, the provisions of this LOU will apply to Local 21 represented classifications. This LOU is intended to supplement AI 594.

1. A supervisor or Department will have up to thirty (30) calendar days from receipt of a complete telecommute application to respond to said request. Supervisors may request an extension of this timeframe.

2. An employee may apply to participate in the Telecommuting Program. Departments shall approve or deny the telecommuting request within thirty (30) calendar days of the employee's application. Denial of telecommuting requires a written justification of how the employee's request does not meet with the policy guidelines. If the telecommuting request is not responded to by the department within thirty (30) calendar days, the request shall be forwarded to the Human Resources Management Director or designee for consideration. In the event of a dispute regarding requests for telecommuting, the Department Director (or designee), impacted employee, and Union shall meet with the Human Resources Management Director or designee within thirty (30) calendar days from the day the telecommuting request was forwarded to the Human Resources Management Director to attempt to reach an agreement. Telecommuting arrangements will not be denied or ended for an arbitrary or capricious reason. The decision of the Human Resources Management Director or designee is final.

3. Employees may not remotely perform their City job from outside of the State of California. Working remotely from out-of-state creates tax and other potential liabilities and operational impacts, including limiting the ability of an employee to timely respond to a requirement to report for on-site work. There may be limited circumstances where an employee may receive approval to work remotely from out-of- state for a brief, defined period of time; however, such remote out-of-state telecommuting requires approval by both the employee's Department Head or

designee and the City's Human Resources Management Director or designee, and the request must be supported by compelling business reasons, an explanation of limited family health circumstances, or other critical need. Any employee currently working remotely from out-of-state must return to performing all remote work from within the State of California within ninety (90) days of ratification and adoption of this agreement.

4. Employees may choose a telecommute schedule that allows telecommuting two work days per week. This applies to all classifications where telecommuting is feasible, consistent with the provisions of Administrative Instruction 594.

5. Employees who are pregnant or returning to work following family leave for baby bonding may telecommute up to five work days a work week subject to the terms contained in this Letter of Understanding.

This LOU becomes effective following Council adoption of the successor Memorandum of Understanding. The provisions of this LOU are not subject to the grievance procedure of the MOU. This LOU shall expire on June 30, 2029.

For the City:

Vitus Leung
Chief Negotiator

Date: 8/31/26

For the Union:

Jesse Kadjo
Chief Negotiator

Date: 8/31/26

2026 Successor Negotiations
Tentative Agreement: UP 2 DCA Professional Development Allowance
Date: 10/30/2026

CITY OF OAKLAND AND IFPTE, LOCAL 21
SUCCESSOR LABOR NEGOTIATIONS

TENTATIVE AGREEMENT

Article 18: Special Provisions for Deputy City Attorneys I Through IV (Unit TM1) and Deputy City Attorneys V and Special Counsel (Unit U41)

18.12 ~~Conferences, Seminars And Meetings~~ Professional Development Allowance (TM1 and U41)

It may be desirable for a represented employee to attend conferences, seminars, or meetings that have as their primary purpose professional development, or acquiring concepts and knowledge that are directly beneficial to the represented employee in the performance of his/her job; and/or where such attendance is in the City's best interests. In addition to using the CEB Passport described in Section 18.11 above, each represented employee shall be entitled to use up to a maximum of ~~twelve~~ **nineteen**-hundred dollars ($1,2**9**00) ~~for employees in Unit TM1 and up to a maximum of fifteen hundred dollars ($1,500) for employees in Unit U41~~ ~~fifteen hundred dollars ($1,500)~~ per year (the "Annual Cap") to pay for the costs of professional development materials and professional development conferences, seminars, or meetings, including associated travel expenses.

In addition, represented employees ~~may~~ **will** be reimbursed for other professional development expenses including, but not limited to:

- books~~,~~
- subscriptions to professional **journals**, **magazines, or** organizations that are related to current employment
- dues to professional organizations that are related to current employment

Represented employees shall submit requests for City-paid professional development~~,~~ funding to the City Attorney. The City Attorney or designee will approve**d** the funding request upon determining that: (1) the requested professional development will directly benefit the represented employee's job performance; (2) the professional development is in the City's interests; (3) the represented employee has not exceeded the annual cap; and (4) the represented employee's absence from his or her regular duties on the proposed dates will not be detrimental to the City. The City Attorney or designee shall either directly pay the provider/vendor or reimburse the represented employee.

In recognition of the fact that many eligible expenses exceed the amount available in a single year, a represented employee may defer professional development reimbursement

2026 Successor Negotiations
Tentative Agreement: UP 2 DCA Professional Development Allowance
Date: 10/30/2026

in one (1) fiscal year and receive two (2) years' of reimbursement in the following fiscal year.

For the City:

Allyson Cook
Chief Negotiator

10/30/2026
Date

For the Union:

Debra Grabelle
Chief Negotiator

October 30 2026
Date

City of Oakland to the IFPTE, Local 21
Tentative Agreement: UCP to CCP to AUP 3 – DCA Meal Allowance
DATE:10/7/2026

CITY OF OAKLAND AND IFPTE, LOCAL 21
SUCCESSOR LABOR NEGOTIATIONS 2026

TENTATIVE AGREEMENT

NEW SECTION

18.10 Meal Allowance

~~The City shall reimburse represented employees in Units TM1 and U41 up to eighteen dollars ($18) per meal when required to attend job-related meetings that extend beyond 7:00 p.m. Such meetings shall include City Council, City Boards and Commissions, and community meetings. Receipts for meals shall be required prior to reimbursement. A reimbursement shall not be allowed for meetings extending beyond 7:00 p.m. if meals are provided for staff.~~

Each represented employee in Units TM1 and U41 shall be paid a meal allowance when required to attend job-related meetings that extend beyond 7:00 p.m. Such meetings shall include City Council, City Boards and Commissions, community meetings, and hearings. If the meeting extends beyond 11:00 p.m., the represented employee shall be paid a second meal allowance. If the meeting extends beyond 3:00 a.m., the represented employee shall be paid a third meal allowance. The amount for each meal allowance shall be eighteen dollars ($18). As an allowance, represented employees will not be required to provide a receipt to receive the payment.

To qualify for a meal allowance, represented employees must attend job-related meetings in person (regardless of in-person location) or must participate remotely from their office in City Hall in case they need to be on standby to join in person.

A meal allowance shall not be paid to represented employees when the City furnishes meals that reasonably accommodate the represented employee's dietary restrictions.

For the City:

Allyson E. Cook (Nov 4, 2026 17:55:08 PST)

Allyson Cook
Chief Spokesperson
Date: Nov 4, 2026

For IFPTE:

Jesse Kadjo
Chief Spokesperson
Date: 11/3/26

CITY OF OAKLAND AND IFPTE, LOCAL 21
SUCCESSOR LABOR NEGOTIATIONS

TENTATIVE AGREEMENT

Article 5. COMPENSATION

5.5.4 Shoe Allowance

5.5.4 Shoe Allowance

5.5.4.1 City Vouchers

The City may require represented employees to wear safety shoes while performing duties for the City.

For each represented employee required to wear safety shoes, the City shall provide a voucher from the City designated department during January of each year for up to ~~one hundred fifty dollars ($150)~~ **two hundred and seventy-five dollars ($275)** annually toward the cost of acquiring one (1) pair of safety shoes and related supplies.

For the City:

Allyson Cook
Chief Negotiator

10/30/26
Date

For the Union:

Debra Grabelle
Chief Negotiator

October 30 2026
Date

City of Oakland to the IFPTE, Local 21
Tentative Agreement: CCP to UP 5 - Article 5.5.3 Uniform Allowance
DATE:10/7/2026

CITY OF OAKLAND AND IFPTE, LOCAL 21
SUCCESSOR LABOR NEGOTIATIONS 2026

TENTATIVE AGREEMENT

5.5.3 Uniform Allowance

The City agrees to provide the following initial and annual uniform allowances to represented employees in the following classifications, provided that wearing of a uniform is required incident to employment:

Classification	Initial Allowance	Annual Replacement
Animal Control Officer, Senior	$507.00	$346.00
Criminalist II and II	$375.00	$200.00
Emergency Medical Services	$524.00	$278.00
Fire Communications Dispatcher, Senior	$524.00	$278.00
Fire Communications Supervisor	$524.00	$278.00
Fire Marshall, Non-Sworn	$650.00	$450.00
Fire Marshall Assistant, Non-Sworn	$650.00	$450.00
Latent Print Examiners II and III	$375.00	$200.00
Neighborhood Services Coordinator	$375.00	$200.00
Neighborhood Services Coordinator, Supervisor (Program Analyst III)	$375.00	$200.00
Parking Enforcement Supervisor I	$497.00	$387.00
Parking Meter Collector Supervisor	$486.00	$359.00
Police Communications Dispatch	$524.00	$273.00
Police Communications Dispatch, Senior	$524.00	$273.00
Vegetation Management Supervisor	$650.00	$450.00

Effective the second full pay period following both Union ratification and final adoptions by City Council of the MOU the following classification shall receive uniform allowances as follows:

Classification	Initial Allowance	Annual Replacement
Animal Control Officer, Supervisor	**$507.00**	**$346.00**

City of Oakland to the IFPTE, Local 21
Tentative Agreement: CCP to UP 5 - Article 5.5.3 Uniform Allowance
DATE:10/7/2026

Effective July 1, 2027, the annual uniform allowances shall be paid as follows:

Classification	Initial Allowance	Annual Replacement
Animal Control Officer, Senior	~~$507.00~~ **$1050.00**	~~$346.00~~ **$315.00**
Animal Control Officer, Supervisor	**$1050.00**	**$315.00**
Criminalist II and II	$375.00	$200.00
Emergency Medical Services	$524.00	$278.00
Fire Communications Dispatcher, Senior	$524.00	$278.00
Fire Communications Supervisor	$524.00	$278.00
Fire Marshall, Non-Sworn	$650.00	$450.00
Fire Marshall Assistant, Non-Sworn	$650.00	$450.00
Latent Print Examiners II and III	$375.00	$200.00
Neighborhood Services Coordinator	$375.00	$200.00
Neighborhood Services Coordinator, Supervisor (Program Analyst III)	$375.00	$200.00
Parking Enforcement Supervisor I	~~$497.00~~ **$522.00**	$387.00
Parking Meter Collector Supervisor	~~$486.00~~ **$511.00**	~~$359.00~~ **$482.00**
Police Communications Dispatch	$524.00	$273.00
Police Communications Dispatch, Senior	$524.00	$273.00
Vegetation Management Supervisor	$650.00	$450.00

The initial allowance specified shall be paid to the represented employee in the first fiscal year of employment, after the department head has certified that the represented employee has purchased the minimum complement of required uniforms meeting City standards. After the first fiscal year of employment, represented employees shall be paid the specified uniform replacement allowance.

In the event that a required uniform item is damaged in the line of duty, where the represented employee has exercised reasonable prudence in the performance of duties, the City agrees to pay the cost of repair of such damage, or replacement, in accordance with established procedures.

By mutual agreement the parties may add classifications to the uniform allowance list during the term of the agreement.

City of Oakland to the IFPTE, Local 21
Tentative Agreement: CCP to UP 5 - Article 5.5.3 Uniform Allowance
DATE:10/7/2026

For the City:

Allyson E Cook (Nov 4, 2026 17:55:08 PST)

Allyson Cook
Chief Spokesperson
Date: Nov 4, 2026

For IFPTE:

Jesse Kadjo
Chief Spokesperson
Date: 11/3/26

2026 Successor Negotiations
Tentative Agreement: UP7 Shift Differential
Date: 10/30/2026

CITY OF OAKLAND AND IFPTE, LOCAL 21
SUCCESSOR LABOR NEGOTIATIONS

TENTATIVE AGREEMENT

Article 5. COMPENSATION

5.4 Shift Differential

5.4.15.2 Shift Differential

A represented employee in Unit UH1 shall be eligible for shift differential pay, in addition to the hourly rate of pay for the employee's classification, as follows:

5.4.15.2.1 Swing Shift

When five (5) or more hours of a represented employee's work shift, exclusive of the lunch period, are between the hours of 5:00 p.m. and 12:00 midnight, the represented employee shall be paid ~~one dollar eleven cents ($1.11)~~ **an additional five percent (5%) of the unit member's regular base rate of pay** per hour for each hour worked in that work shift.

5.4.15.2.2 Graveyard Shift

When five (5) or more hours of a represented employee's work shift, exclusive of the lunch period, are between the hours of 12:00 midnight and 7:00 a.m., the represented employee shall be paid ~~one dollar and thirty-one cents ($1.31)~~ **an additional seven and one-half percent (7.5%) of the unit member's regular base rate of pay** per hour for each hour worked in such work shift.

5.4.15.2.3 Rotating Shift

When a represented employee is assigned to a regular rotating shift schedule, the represented employee shall be paid ~~one dollar eleven cents ($1.11)~~ **an additional five percent (5%) of the unit member's regular base rate of pay** per hour for each hour worked in that work schedule. "Rotating Shift Schedule" is defined, for the purposes of this section, as a work schedule that rotates the assigned work days and work hours more frequently than once every six (6) weeks, with one of the regular schedules being a swing or graveyard shift, as part of an overall schedule covering related represented employees.

2026 Successor Negotiations
Tentative Agreement: UP7 Shift Differential
Date: 10/30/2026

For the City:

Allyson Cook
Chief Negotiator

10/30/2026
Date

For the Union:

Debra Grabelle
Chief Negotiator

October 30 2026
Date

City of Oakland to the IFPTE, Local 21
Tentative Agreement: CCP to UP#8 Article 11.1 Designated Holidays
DATE:6/22/2026

CITY OF OAKLAND AND IFPTE, LOCAL 21
SUCCESSOR LABOR NEGOTIATIONS 2026

TENTATIVE AGREEMENT

ARTICLE 11: HOLIDAYS

11.1 Designated Holidays

The following days of each year are designated holidays:

11.1.1 January 1st.

11.1.2 The third Monday in January, known as "Martin Luther King Day."

11.1.3 The third Monday in February, known as "Presidents' Day."

11.1.4 March 31st, known as "Cesar Chavez **Farmworkers'** Day."

11.1.5 The last Monday in May known as "Memorial Day."

11.1.6 June 19th, known as "Juneteenth National Independence Day."

11.1.7 July 4th.

11.1.8 The first Monday in September, known as "Labor Day."

11.1.9 September 9th, known as "Admission Day."

11.1.10 November 11th, known as "Veterans' Day."

11.1.11 The Thursday in November appointed as "Thanksgiving Day."

11.1.12 The Friday after "Thanksgiving Day."

11.1.13 December 25th.

11.1.14 Floating holiday, subject to prior approval of the department head.

Holiday must be taken during the fiscal year in which it is earned. The floating holiday shall be credited at the beginning of the pay period that includes July 1.

In order to qualify for receipt of compensation for a designated holiday, an employee must be in paid status the work day before and the workday after the designated holiday.

City of Oakland to the IFPTE, Local 21
Tentative Agreement: CCP to UP#8 Article 11.1 Designated Holidays
DATE:6/22/2026

For the City:

Vitus Leung
Chief Negotiator

Date: 6/22/26

For the Union:

Jesse Kadjo
Chief Negotiator

Date: 06/29/26

CITY OF OAKLAND AND IFPTE, LOCAL 21
SUCCESSOR LABOR NEGOTIATIONS 2026

TENTATIVE AGREEMENT

Article 9: LEAVES OF ABSENCE

9.3 Family Death Leave

9.3.1 Definition Of ~~Immediate~~ Family

For the purposes of this provision, ~~immediate~~ family shall be defined **consistent with relevant Federal, State, and local laws including** as parent, step parent, spouse, child, sibling, grandparent, grandchild, **parent-in-law, sibling-in-law, child-in-law,** ~~father – in-law, mother-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law,~~ aunt, uncle, niece or nephew, ~~and~~ domestic partners of represented employees who have filed a Declaration of Domestic Partnership in accordance with established City policy, and parents and children of the domestic partner, **or any person sharing the relationship of in loco parentis**. The terms "child," "parent," "grandchild" and "grandparent" shall apply equally to relationships by birth, adoption, marriage or guardianship (e.g., natural children, adopted children, step children and foster children). This provision shall also apply to persons who have Durable Power of Attorney for health care.

9.3.2 Special Circumstances

In special circumstances involving the death of a person who has raised the represented employee in lieu of a natural parent or has been a child who is being raised by the represented employee in lieu of a natural parent, the department head or designated representative may consider granting leave under this provision to the affected represented employee.

9.3.3 Entitlement

Upon approval of the department head or designated representative, a represented employee may be granted family death leave with pay not to exceed five (5) working days, but up to eight (8) working days if the employee must travel a distance one way of more than six hundred (600) miles. Such leave shall not be charged against vacation or sick leave to which a represented employee may be entitled, but shall be in addition to that leave. The City shall not unreasonably deny such requests.

City of Oakland to the IFPTE, Local 21
Tentative Agreement: CCP to UP #10 Article 9.3 Family Death Leave
DATE:

In order to be eligible for family death leave, a represented employee must have worked full-time for the City for a period of six (6) consecutive months. A represented employee may be asked to furnish satisfactory verification for use of family death leave.

9.16 NEW SECTION: Reproductive Loss Leave

A unit member who has worked for the city for more than thirty (30) days is eligible to take reproductive loss leave up to five (5) days per occurrence, but no more than twenty (20) days in a one-year period, consistent with Government Code 12945.6. A unit member can take unpaid leave or request to use their appropriate accrued leave. A reproductive loss includes any of the following: miscarriage, stillbirth, failed adoption, failed surrogacy, and unsuccessful assisted reproduction.

For the City:

Vitus Leung
Chief Negotiator

Date: 6/29/26

For the Union:

Jesse Kadlo
Chief Negotiator

Date: 06/29/26

CITY OF OAKLAND AND IFPTE, LOCAL 21
SUCCESSOR LABOR NEGOTIATIONS

TENTATIVE AGREEMENT

Article 5. COMPENSATION

5.6 Transit Pass

5.6 Transit Pass

5.6.1 AC Transit

The City agrees to enter an agreement with AC Transit to participate in its EasyPass employer program ~~**during the length of the agreement**~~. Each represented employee shall be eligible to receive one EasyPass and shall pay a twenty dollar ($20) annual fee, deducted from the employee's pay check every July. The employee contribution is mandatory for all represented employees. The City will pay the remaining costs.

5.6.2 Clipper ~~Bay Pass~~ **BayPass**

~~Upon ratification of this contract, the City and the Union agree to discuss the feasibility of participating in the Clipper BayPass Pilot Program offered by Metropolitan Transportation Commission. The outcome of these discussions shall not be subject to the impasse procedure described in Government Code sections 3500, et. seq.~~

In addition to the EasyPass employer program, the City agrees to enter into an agreement with the Metropolitan Transportation Commission to participate in the Clipper BayPass program and to be activated by July 1, 2027 ~~for the duration of this Agreement~~. Each represented employee shall be eligible to receive one Clipper BayPass. The City shall pay all costs associated with the Clipper BayPass, and no employee contribution shall be required.

2026 Contract Negotiations
Tentative Agreement: UP12 Clipper BayPass
Date: 10/30/2026

For the City:

Allyson Cook
Chief Negotiator

10/30/2026
Date

For the Union:

Debra Grabelle
Chief Negotiator

October 30 2026
Date

City of Oakland to IFPTE, Local 21
Amended City Proposal to UP #13 Donation of Sick Leave
DATE:10/30/2026

9.1.3.4 Donation Of Sick Leave

Represented employees with ten (10) cumulative years of employment and who meet all the requirements of Article 9.1.4 (Sick Leave Buy Back - Leaving the City) may donate sick time at the rate of thirty-three and one third percent (33 1/3%) **to the City of Oakland catastrophic leave bank for designated** ~~**to other**~~ City employees who meet the definitions of seriously ill and financially needy requirements of Administrative Instruction 537.

For City

Allyson Cook
Chief Spokesperson
Date: 10/30/26

For IFPTE

Debra Grabelle
Chief Spokesperson
Date: October 30 2026

City of Oakland to IFPTE, Local 21
Tentative Agreement
Amended City Counter Proposal (ACCP) to UP #15 and CP #2 Article 14.9
Reduction In Force
DATE:10/30/2026

14.9 Reduction In Force/Layoff (Only Applies To Units TA1, TF1, TM2, TW1, UH1 And UM2)

The City shall attempt, insofar as possible, to accomplish any reduction in force by attrition rather than layoff. The City will keep the Union advised of financial planning that contemplates reduction of personnel represented by the Union at least ninety (90) calendar days in advance, and will provide a listing of positions in classifications represented by the Union that may potentially be reduced as soon as such information may feasibly be provided.

In the event that a reduction in force is required, it shall be carried out in accordance with the layoff procedure outlined in Sections 9.01 and 9.02 of the Personnel Manual and the following:

- A reduction in force shall be effected on a City-wide basis for each classification to be reduced. Consistent with Civil Service Rule 9.02, no permanent unit members in the affected class shall be laid off while there are temporary or probationary employees in the same class. Represented employees in classifications affected by a layoff who are not subject to layoff may, with City approval, volunteer to be laid off.

- In the event of a Reduction in Force (RIF), in addition to the rights set forth in the Personnel Manual/Civil Service Rules, the City **shall** ~~will make reasonable efforts to~~ "redeploy" **or "reassign"** qualified individuals who **are subject to layoff.** ~~have been laid off from City employmemnt~~. ~~This section shall sunset December 31, 2026~~.
  - **Reassignment of represented employees will be done in alignment with the rights set forth in the Personnel Manual/Civil Service Rules if there are existing vacancies.**
  - **Redeployment is the process of placing an employee into a budgeted, vacant, position outside the employee's current classification, for which the employee meets the minimum qualifications.**

- A layoff (reinstatement) list shall remain in effect for a period of three (3) years.

The City will also provide the Union, on or about thirty (30) calendar days' prior to the anticipated implementation date of reductions, or when the City has knowledge of anticipated reductions, whichever is later, a unit listing by classification which will have the original service date and job class service date of each represented employee as that

data existed in the City's payroll/personnel system at the time. It is understood that the information provided does not constitute an official City seniority list.

The City will provide the Union with a copy of its official layoff lists affecting represented employees when they become available.

At least thirty (30) calendar days' notice of any reduction in force shall be provided by the City to affected unit members.

In the event of a reduction in force, the City shall attempt, insofar as possible, to sponsor information workshops on its own or in conjunction with outside organizations to assist employees that may be laid off take advantage of available resources. These resources should include information such as applying for unemployment, COBRA continuation medical benefits, resume writing, and job search resources.

This section, which incorporates by reference Sections 9.01 and 9.02 of the Personnel Manual, reflects the parties' agreement regarding procedures for layoffs.

Nothing herein shall interfere with management's general right, as described in the Personnel Manual, to determine layoffs and such general layoff right shall not be subject to the grievance procedure or civil service review.

For the City:

Allyson Cook
Chief Negotiator

Date: 10/30/26

For the Union:

Debra Grabelle
Chief Negotiator

Date: October 30 2026

2026 Successor Negotiations
IFPTE Local 21 Proposal to City of Oakland
Date: 10/30/26

Amended Union Counter Proposal 2 to City Counter to Union Proposal 16 - Artificial Intelligence

13.9. Artificial Intelligence Systems

The City agrees to comply with all California law regarding the use of Artificial Intelligence by employers in the workplace setting, including but not limited to SB 947 (2025-2026), SB 951 (2025-2026), AB 1331 (2025-2026), and AB 1883 (2025-2026).

13.9.1 Preservation of Bargaining Unit Work

The City shall not implement or utilize AI Systems that eliminate bargaining unit classifications. If AI Systems reduce the number of positions needed for work traditionally performed by represented employees, the City will retrain and/or reassign them.

For City

Allyson Cook
Chief Spokesperson
Date: 10/30/26

For IFPTE

Debra Grabelle
Chief Spokesperson
Date: October 31 2026

CITY OF OAKLAND AND IFPTE, LOCAL 21
SUCCESSOR LABOR NEGOTIATIONS 2026

TENTATIVE AGREEMENT

13.3 Alternative Work Scheduling

Alternative work scheduling for Units TM1 and U41 shall be governed by Article 18.

Department Heads may establish voluntary departmental alternative work scheduling programs, which shall be in compliance with the guidelines below that address public service needs and departmental needs, and that takes into account represented employee preferences.

Alternative work schedules may only be used in those circumstances where in the judgment of the department head all requirements for the provision of public service, public access, and economical staffing are met; no increase in overtime costs are incurred; and internal and external contact needs are fulfilled.

Staggered and alternative work schedules may be established by each department head. One or more of such schedules must include the normal schedule of the department or division so that the department or division is open for business as expected by others. Employees may participate in an alternative work schedule of four-days per work week (4/10 or 4/37.5 as applicable) with department head or designee approval as a mechanism to provide longer daily coverage, reduce the number of mobilizations and worksite set-up, minimize traffic and building disruptions, as well as recruit and retain employees.

Represented employees may initiate requests to work alternate work schedules, including staggered and alternative work schedules, subject to the approval of the department head. Such requests will be responded to in a timely manner, normally within thirty (30) calendar days. In the event of a dispute regarding requests for alternate work schedules, the Department Head and the Union shall meet with the City Administrator to attempt agreement. City Administrator's determination shall be final.

Alternative work scheduling, including staggered work schedules and alternative work schedules, may be canceled at any time for any or all affected departmental represented employees by the department head.

When a holiday falls on the employee's scheduled workday, hourly represented employees who are approved to work an alternative workweek schedule are only eligible

to be paid for seven and one half (7.5) or eight (8) hours of holiday pay depending on the employee's original, regular work schedule.

Fair Labor Standards Act (FLSA) exempt, salaried, represented employees who request to work and are approved to work an alternative workweek schedule shall be paid for the entire holiday, floating holidays excluded, if the holiday falls on an employee's scheduled workday. Floating holidays for FLSA exempt, salaried represented employees shall be paid at seven and one half (7.5) or eight (8) hours of holiday pay depending on the employee's original, regular work schedule.

With respect to Vacation Leave Article 10.1 Entitlement, Article 9.12 Management/Professional Leave, and Sick Leave Articles 9.1.1, 9.1.2, and 9.1.5, the term "days" shall mean seven and one half (7.5) or eight (8) hours depending on the employee's original, regular work schedule.

Employees in the classification of Oakland Police Department Dispatch Supervisor assigned a 4/10 workweek schedule as their regular work schedule shall be paid ten (10) hours of holiday pay for each City paid holiday listed in the MOU under Article 11 – Paid Holidays.

Employees in the classification of Administrative Analyst II, Crime Analyst, and Police Services Manager I assigned to an alternative work schedule as of December 1, 2017 only shall be paid for the entire holiday, floating holidays excluded, if the holiday falls on an employee's scheduled workday. Floating holidays for these classifications shall be paid at seven and one half (7.5) or eight (8) hours of holiday pay depending on the employee's original, regular work schedule.

Employees who wish to apply for or participate in an Alternative Work Schedule shall be required to maintain a minimum leave balance (excluding sick leave) of 8 hours.

The parties will follow the related Administrative Instruction regarding Alternative Work Schedules.

For the City:

Allyson E. Cook (Nov 4, 2026 17:55:08 PST)

Allyson Cook
Chief Spokesperson
Date: Nov 4, 2026

For IFPTE:

Jesse Kadjo
Chief Spokesperson
Date: 11/3/26

City of Oakland and IFPTE, Local 21 Contract Negotiations 2026

City of Oakland to IFPTE, Local 21
Tentative Agreement – Salary Schedule and Duration.
DATE: November 5, 2026

CONTRACT TERM: 3 Years (July 1, 2026 – June 30, 2029)

ARTICLE 5: COMPENSATION

5.1 Salary Schedule

a. **Effective the first full pay period in January 2027, a 2.5% across the board salary increase will be conferred.**
b. **Effective the first full pay period in January 2028, a 2.5% increase across the board salary increase will be conferred.**
c. **Effective the first full pay period in January 2029, a 4.0% increase across the board salary increase will be conferred.**

5.1 One-Time ~~Signing~~ Bonus

~~Effective the first full pay period following both Union ratification and final adoption by the City Council at a regularly scheduled council meeting in accordance with the Brown Act, a one-time signing bonus, not subject to CalPERS, of $3,000 will be paid to eligible employees as described below. To be eligible, the employee shall be in active status or non-pay status for the entire pay period for which the bonus is paid, and the employee must be either a permanent full-time, permanent part-time, or a temporary part-time employee.~~

~~The bonus will be paid to eligible employees as follows:~~

- ~~$3,000 for permanent full-time employees or~~
- ~~$2,500 for permanent part-time employees or~~
- ~~$1500 for temporary part-time employees who were paid for 480 hours or more from September 14, 2024 through September 12, or~~
- ~~$750 for temporary part-time employees who were paid for between 20 hours to 479 hours from September 14, 2024 through September 12, 2025.~~

~~Such a bonus is subject to required tax deductions. The bonus may be paid in an off-cycle payment.~~

5.1.1 Wage Increase Trigger

If the FY 2025-2026 General Purpose Fund unrestricted revenues (excluding Real Property Sales, Legal Settlements, and Insurance Proceeds), as forecast in the Third Quarter Revenue & Expenditure Report for FY 2025-2026, exceed the General Purpose Fund unrestricted revenues (excluding Real Property Sales,

City of Oakland to IFPTE, Local 21
Tentative Agreement – Salary Schedule and Duration.
DATE: November 5, 2026

Legal Settlements, and Insurance Proceeds) for FY 2025-26 as approved in the FY 2025-26 Adopted Policy Budget, then for every $150,000 in excess revenues the City shall provide an increase in wages of 0.05%, not to exceed 3%, effective the pay period beginning Saturday May 23, 2026.

If the FY 2025-2026 General Purpose Fund unrestricted revenues (excluding Real Property Sales, Legal Settlements, and Insurance Proceeds), in the audited actuals for FY 2025-2026, exceed the General Purpose Fund unrestricted revenues (excluding Real Property Sales, Legal Settlements, and Insurance Proceeds) for FY 2025-26 as approved in the FY 2025-26 Adopted Policy Budget, then for every $150,000 in excess revenues the City shall provide an increase in wages of 0.05%, less any increase that was already provided based upon the Third Quarter Revenue & Expenditure Report as provided for in the preceding paragraph, and not to exceed 3% in total including any percentage provided in the paragraph above, such additional increase shall be effective the first full pay period after December 31, 2026.

Me Too

But in any event, the wages of all classifications shall be increased by not less than the largest wage increase the City provides to any other group of employees represented by SEIU Local 1021, IBEW Local 1245 and/or CMEA.

For the City:
Allyson Cook (Nov 9, 2026 10:27:35 PST)
Allyson Cook
Chief Spokesperson
Date: Nov 9, 2026

For IFPTE:
Amlan Jesse Kadjo
Jesse Kadjo
Chief Spokesperson
Date: Nov 9, 2026

City of Oakland to CMEA, IBEW, Local 21, and Local 1021
Amended Citywide Total Compensation Survey Letter of Understanding
DATE: 10/30/2026

Letter of Understanding between International Federation of Professional & Technical Engineers, Local 21 ("Local 21"), Service Employees International Union, Local 1021 ("Local 1021"), International Brotherhood of Electrical Workers, Local 1245 ("IBEW"), Confidential Management Employees Association ("CMEA") and the City of Oakland ("City")

This Letter of Understanding is contingent upon agreement of the following terms between CMEA, IBEW, IFPTE Local 21, and SEIU Local 1021 related to a citywide total compensation survey. Provided there is agreement with CMEA, IBEW, Local 21 and SEIU Local 1021, the City would agree to the following:

1. The City and the unions agree to conduct a joint citywide total compensation survey that includes applicable hard-to-fill CMEA, IBEW, Local 21, and Local 1021 classifications during the 2027 calendar year which will be finalized no later than December 31, 2027.

2. For the purposes of this Letter of Understanding, a hard-to-recruit classification is one in which the City has experienced sustained difficulty attracting, hiring, and/or retaining qualified candidates despite standard recruitment efforts. A determination that a classification is hard to recruit shall be based on objective recruitment data collected during the preceding twenty-four (24) months. Indicators may include, but are not limited to, the following:

    - Limited Qualified Applicant Pool
        - A recruitment receives a large number of applications (e.g., greater than 100) but fewer than five percent (5%) of applicants, or fewer than six (6) applicants, whichever is greater, meet the established minimum qualifications for the classification.
    - Extended Recruitment Period(s)
        - A recruitment announcement remains open, or is extended, beyond forty-five (45) calendar days, or is established as a continuous recruitment in order to attract a sufficient pool of qualified applicants.
    - Repeated Recruitment Efforts
        - The City conducts two (2) or more recruitments for the same classification within a twenty-four (24)-month period

because previous recruitment efforts did not produce a sufficient eligible list to meet hiring needs.

- Persistent Recruitment-Related Vacancies
  - Following the referral of qualified candidates, authorized vacancies remain unfilled for six (6) consecutive months or longer, because the eligible list does not contain a sufficient number of reachable candidates to support certification and departmental hiring.
- Voluntary Turnover
  - Twenty percent (20%) or more of employees appointed to the classification voluntarily separate from City employment within the first twelve (12) months after appointment.

Note: A classification is not required to satisfy every indicator to be considered hard to recruit. HRM **and the Unions** shall evaluate the totality of the objective recruitment data when recommending a classification for inclusion in the citywide total compensation survey.

The parties may mutually agree to identify and discuss additional criteria that may be covered in this citywide total compensation survey. Absent agreement for additional criteria, the survey will be conducted based on the criteria described in No. 2 above.

3. The City will go out for a Request for Proposal ("RFP") and will convene a joint committee consisting of four labor representatives (one representative from each miscellaneous union), and four city representatives, to select a mutually agreed-upon third-party consultant to conduct the citywide total compensation survey. **Should the parties be unable to reach agreement on the definition of total compensation, the parties shall submit their proposed definition to the mutually agreed-upon third-party consultant who will make the final decision on such definition.** ~~Total compensation shall be defined as maximum salary, license/certification pay, and employer contribution to retirement, health, dental, and vision.~~

4. The cost of the survey shall be borne equally by both the unions and the City. The union will contribute equally towards the cost to survey the individual union's represented classifications. The City's contribution will not exceed the Council approved total budgeted expenditure of one hundred and fifty thousand dollars ($150,000) for all identified union

classifications included in the survey. ~~The maximum number of classifications for all unions to be surveyed will not exceed thirty-six (36).~~

5. The City and the unions agree that the citywide total compensation survey will include the following comparator jurisdictions:
   - Alameda County
   - Berkeley
   - Concord
   - Contra Costa County
   - Fremont
   - Hayward
   - Richmond
   - San Francisco
   - San Jose
   - San Leandro

   In cases where two or more of these agencies do not have comparable classifications, the parties will mutually agree upon up to three additional comparators. If the parties do not reach agreement on the additional comparators, each party shall submit their proposed comparable jurisdictions to the mutually agreed-upon third-party consultant who will make the final decision.

   For engineering and surveying classifications, the City and the Union will agree to the inclusion of the following special districts: East Bay Regional Park District and East Bay Municipal Utility District.

6. The findings of the citywide total compensation survey will be forwarded to the parties and may be considered during the next successor bargaining but shall not obligate the City to implement wage increases for the respective classifications based on the findings.

This Letter of Understanding becomes effective following Council adoption of the parties' successor Memorandum of Understanding. The provisions of this Letter of Understanding are neither subject to the grievance procedure of the respective MOU nor impasse proceedings under Government Code Sections 3500 et seq. This Letter of Understanding shall expire when the total compensation study findings are received by the parties.

The City further agrees that should it reach agreement on this Letter of Understanding with any other miscellaneous union, including IBEW Local

City of Oakland to CMEA, IBEW, Local 21, and Local 1021
Amended Citywide Total Compensation Survey Letter of Understanding
DATE: 10/30/2026

1245, or CMEA, the represented employees of this bargaining unit shall receive the same Letter of Understanding terms.

This section shall sunset on June 30, 2029.

For City

Allyson Cook
Chief Spokesperson
Date: 10/30/26

For IFPTE

Debra Grabelle
Chief Spokesperson
Date: October 30 2026

2026 Successor Negotiations
Tentative Agreement: UP22 Special Market Equity
Date: 10/30/2026

CITY OF OAKLAND AND IFPTE, LOCAL 21
SUCCESSOR LABOR NEGOTIATIONS

TENTATIVE AGREEMENT

Article 5. COMPENSATION

5.2.6. Special Market Equities

5.2.6 Special Market Equities

Classification	Wage Increase first full pay period after July 1, 2027
Account Clerk III	5.5%
Administrative Assistant II	5.5%
Payroll Personnel Clerk III	6.0%

For the City:

Allyson Cook
Chief Negotiator

10/30/26
Date

For the Union:

Debra Grabelle
Chief Negotiator

October 30 2026
Date

CITY OF OAKLAND AND IFPTE, LOCAL 21
SUCCESSOR LABOR NEGOTIATIONS 2026

TENTATIVE AGREEMENT

14.11 Contracting Out

Section 14.11 shall not apply to units TM1 or U41

In accordance with Section 902(e) of the City Charter, the City shall not contract out for service if contracting out results in the loss of employment or salary by any person having permanent status in the competitive service.

14.11.1 Review of Proposed Contracts

In the event the City issues a Request for Proposals (RFP), Request for Qualifications (RFQ) or otherwise initiates the solicitation or negotiation of bids for a construction or professional services contract that may reasonably be expected to exceed one hundred thousand dollars ($100,000) over a period of one year or less, the City shall simultaneously provide the Union with a copy of such RFP, RFQ or solicitation.

If the Union notifies the City within ten (10) working days of receipt of such materials, the City and Union shall meet and discuss the ability of represented employees, including those on a Reinstatement List, to perform such work.

Starting in the first **fiscal** quarter of ~~2026~~ **2027-2028 and every year thereafter**, the City will provide reports of contracts executed **in the prior fiscal year** ~~between January 1, 2025 to June 30, 2025~~. ~~Prior to the expiration of this contract, the City will provide reports of contracts executed between July 1, 2025 to December 31, 2025.~~ Such reports shall include vendor name, description of services, department, and amount.

For the City:

Allyson E. Cook (Nov 4, 2026 17:55:08 PST)

Allyson Cook
Chief Spokesperson
Date: Nov 4, 2026

For the Union:

Jesse Kadjo
Chief Spokesperson
Date: 11/4/26

City of Oakland to IFPTE, Local 21
City Counter Proposal (CP3) to UCP to UP #27 Article 14.6 Results of Employee Initiated Class Studies (Desk Audits)
DATE: 10/30/2026

14.6 Results Of Employee Initiated Class Studies (Desk Audits)

Section 14.6 shall not apply to Units **UM1,** TM1 or U41.

Represented employees may request class studies in accordance with the provisions of the Personnel Manual.

In cases in which an employee-initiated class study leads to placement in a higher paid classification that is on the salary step plan, the represented employee shall be placed at the salary step in the higher classification that is at least five percent (5%) higher than the represented employee's current rate of pay. If the higher classification is on the salary range plan, the represented employee shall be placed in the range at a rate of pay five percent (5%) higher than the represented employee's current rate of pay.

In cases in which an employee-initiated class study leads to placement in a **classification that is paid** higher**,** ~~paid classification~~ and takes longer than one (1) year from the date the completed Position Description Questionnaire (PDQ) is received by ~~Personnel~~ **Human Resources Management (HRM)**, the employee shall be entitled to **Additional Duty Pay** ~~acting pay~~ as defined in Article 5 of this agreement starting four months after the date the PDQ ~~is~~ **was** received **by HRM** as indicated by the time/date stamp on the completed PDQ. If the **study does not lead to placement in a classification that is paid equally or higher and a vacancy exists** ~~incumbent is not granted such status~~, the position will be filled in accordance with the provisions of the Personnel Manual.

Pending appointment to the higher classification, the employee shall ~~either~~ receive "Acting Pay/Additional Duty Assignment Pay" or in instances greater than 120-days be appointed with "Temporary Upgrade Pay" in the higher-ranking classification effective the date ~~of~~ indicated on HRM's Letter of Determination through the date of appointment to the higher classification in compliance with Government Code 20480.

For City

Allyson Cook
Chief Spokesperson
Date: 10/30/26

For IFPTE

Debra Grabelle
Chief Spokesperson
Date: October 30 2026

City of Oakland to the IFPTE, Local 21
Tentative Agreement: UCP to CCP to UP 31 Special Leave
DATE:10/23/2026

CITY OF OAKLAND AND IFPTE, LOCAL 21
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17.3 Special Leave (Units TA1 and TW1)

Professional employees employed in the Office of the Mayor or City Council will be eligible to be awarded, on an individual employee basis, from zero (0) to five (5) days of Special Leave. This leave is awarded in recognition of the irregular work hours performed during the prior year. The eligibility period for Special Leave is July 1 through June 30. The awarding of such leave will be at the discretion of the Mayor or Council member to whom the represented employee reports.

Additionally, represented employees who demonstrate superior performance during the eligibility period of July 1 through June 30 of each year may also be awarded zero (0) to five (5) days of leave. This leave is awarded in recognition of the prior year's service. The awarding of such leave will be at the discretion of the Mayor or Council member to whom the represented employee reports.

The award ~~must~~ **may** be taken as paid leave ~~and is not cumulative~~ from year to year; i.e. an eligible represented employee must use the awarded leave by the last pay period including June 30 of each year, or ~~forfeitit~~ **carry it forward to the next fiscal year**. With their supervisors' concurrence, individual represented employees are responsible for arranging to use the Special Leave ~~during the one (1) year period~~. Represented employees who terminate employment after having been awarded Special Leave shall be paid for this awarded but unused leave upon termination.

Special Leave not used or sold will be carried forward to the next fiscal year. The maximum amount of Special Leave that may be carried forward is ten (10) days.

For the City:

Allyson E. Cook | Nov 4, 2026 17:55:08 PST

Allyson Cook
Chief Spokesperson
Date: Nov 4, 2026

For IFPTE:

Jesse Kadjo
Chief Spokesperson
Date: 11/3/26

City of Oakland to the IFPTE, Local 21
Tentative Agreement: UCP to CCP to CP 10 Adjustments For Overpayments
DATE:10/30/2026

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5.2.2 Adjustments For Overpayments

In the event the City erroneously overpays a represented employee, regardless of fault, the City shall recover overpayment.

The City will provide written notice to each employee when they receive a wage overpayment. The notice will advise the employee of the amount of the overpayment and request that the employee ~~either reimburse the City for the full amount of the overpayment or~~ consent to the deduction of the overpayment from the employee's paychecks **(s) of the full amount or at an amount of ten (10) percent of the represented employee's gross salary per pay period for as many consecutive pay periods as necessary until the overpayment is recuperated. Citywide Payroll will deduct the elected payment amount after receipt of the employee's signed overpayment notice. Citywide Payroll shall notify the employee of the pay period date the deduction will commence as long as the employee is in active status with enough funds to cover the payment.**

The notice shall also advise employees of the right not to consent, provided however, the City may pursue appropriate legal action.

No repayment will be allowed for active employees outside of payroll processing.

For the City:

Allyson E Cook | Nov 4 2026 17:55:08 PST

Allyson Cook
Chief Spokesperson
Date: Nov 4, 2026

For IFPTE:

Jesse Kadjo
Chief Spokesperson
Date: 11/4/26

City of Oakland to the IFPTE, Local 21
Tentative Agreement: CCP3 to UCP2 to UP33 Constructive Receipts Hardship Language
DATE:10/26/2026

CITY OF OAKLAND AND IFPTE, LOCAL 21

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ARTICLE 9: LEAVES OF ABSENCE

9.16 Annual Leave Sell-Back/Rollover

Employees with accrued leave balances including Vacation, Management/Professional/Special Leave (for Units TA1, TM1, TM2, TW1, U41, UM1 And UM2), ~~Special Leave (for Units TA1 and TW1),~~ Extra Vacation Days, and Sick Leave may sell-back, on an annual basis, up to the following hours of accrued leave:

1. Vacation leave – Employees may sell-back up to one hundred and sixty (160) hours only, including extra vacation days. Vacation hours that were initially credited due to sick leave conversion are not eligible for sell-back under this provision.
2. Management/Professional/Special leave (for Units TA1, TW1, TM1, TM2, U41, UM1 And UM2) – Employees may sell-back up to ten (10) days only.
3. Sick leave – Employees must maintain a balance of 480 hours and may only sell-back up to fifty-six (56) hours of pay (112 hours of sick leave) that is in excess of 480 hours, at a rate of two days of sick leave to one day of pay.

A. Unit members who wish to sell-back leave must file an irrevocable election identifying the number of leave hours and leave type(s) they will sell-back by December of the tax year preceding the year in which the sell-back occurs. The election that employees make in December will apply only to leave hours accrued in the following tax year.

B. With the exception of hardship and separation of service, Unit members who do not pre-designate Sell-Back amounts by the annual deadline (e.g., December) will be deemed to have waived the right to sell-back any leave in that year.

C. Unit members will receive payment for the sell-back of pre-designated hours in May and November of the following calendar year, assuming the intended hours are available at the time the sale occurs. Vacation hours that were initially credited due to sick leave conversion are not eligible for sale under this provision.

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D. **Unit members participating in the City of Oakland's 457 Deferred Compensation program may elect to rollover the cash equivalent of the leave they wish to sell-back into their 457 account, provided the rollover amount does not exceed the participant's maximum annual contribution limit established by the Internal Revenue Service.**

9.16.1 Hardship Provisions for Leave Sell-Back

In the event of financial hardship, represented employees may sell-back all types of leave balances including Vacation, Management/Professional/Special Leave (for Units TA1, TM1, TM2, TW1, U41, UM1 And UM2), ~~Special Leave (for Units TA1 and TW1~~) Extra Vacation Days, and Sick at any point during the year, even if they have not filed a timely irrevocable election as described in Section 9.16 above.

a. **Financial hardship will be determined in accordance with nondiscriminatory and objective standards, and is defined as a situation where (1) the sell-back is needed to address an immediate and significant financial need, and (2) the sell-back is limited to the amount necessary to satisfy that financial need.**

b. **Financial hardship includes, but is not limited to:**
   a. **Medical care expenses for the employee, the employee's spouse, dependents, or beneficiary.**
   b. **Costs directly related to the purchase of an employee's principal residence (excluding mortgage payments).**
   c. **Tuition related educational fees, and room and board expenses for the next 12 months of postsecondary education for the employee or the employee's spouse, children, dependents or beneficiary.**
   d. **Payments necessary to prevent the eviction of the employee from the employee's principal residence or foreclosure on the mortgage on that residence.**
   e. **Funeral expenses for the employee, the employee's spouse, children, dependents, or beneficiary.**
   f. **Certain expenses to repair damage to the employee's principal residence.**

   The Sell-back shall be limited to the amount necessary to meet the financial hardship, including any amounts necessary to pay federal, state, or local income taxes reasonably anticipated to result from the sell-back and accept full liability for all tax or other financial consequences in the event that a taxing authority later finds any of the information provided in this affidavit to be inaccurate.

c. **The employee must provide a signed affidavit describing the type of hardship and the amount of the requested Sell-back and designate which type(s) of leave balance they want to sell-back. The employee shall not be required to produce financial or other private information to support the affidavit.**

d. **Hardships are not subject to IRS Constructive Receipts requirements. Employees may sell any existing leave necessary to meet the financial hardship and are not limited to the leave accrued in the current year. However, employees may not sell-back more than 160 hours of vacation per year (including pre-elected) or more than 10 days of management leave/special leave (including pre-elected). Employees may only sell-back sick leave at a ratio of 2 hours of sick leave for every 1 hour of pay, with a maximum of 56 hours of pay. Employees must maintain a balance of 480 hours of sick leave after sell-back (includes both pre-elected and hardship withdrawal).**

9.1.5 Annual Sick Leave ~~Sell-Back/~~Conversion

a. Represented employees may ~~sell back a portion of their unused sick leave or~~ convert ~~it~~ **a portion of their unused sick leave** to additional days of vacation, provided that the represented employee must have a minimum of four hundred and eighty (480) hours of accumulated sick leave at the end of the calendar year (December 15). The represented employee may exercise one of the following options each calendar year:

1. Accumulate sick leave credits to the one-thousand two hundred (1,200) hour maximum; or,

2. Convert sick leave earned in excess of the basic requirement of four hundred and eighty (480) hours to vacation, **at the** ratio of two (2) hours of sick leave to one (1) hour of vacation up to a maximum of fifty-six (56) hours of vacation (112 hours of sick leave). **Conversions may occur twice a year in May and November but are not subject to constructive receipt time restrictions described in Section 9.16 ~~above~~. Sick leave that has been converted to vacation leave is not eligible for sell-back or rollover pursuant to section 9.16 ~~above~~.**

3. ~~Sell back sick leave earned in excess of the basic requirement of four hundred and eighty (480) hours, at the ratio of two (2) hours of sick leave to one (1) hour of pay, up to a maximum of fifty-six (56) hours of pay).~~

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b) Unit members who wish to sell back Sick Leave must file an irrevocable election identifying the number of Sick Leave hours they will sell back in December of the tax year preceding the sell back. The election will apply only to Sick Leave hours accrued in the following tax year.

c) Employees who do not pre-designate a sell back amount by the annual deadline will be deemed to have waived the right to sell back any Sick Leave in the following tax year and will not be eligible to sell back Sick Leave in that year.

d) In the event of financial hardship, an employee may, at any time, sell back unused Sick Leave, even if they have not filed a timely irrevocable election. Financial hardship will be determined in accordance with nondiscriminatory and objective standards, and is defined as a situation where (1) the sellback is needed to address an immediate and heavy financial need, and (2) the sellback is limited to the amount necessary to satisfy that financial need. Financial hardship includes, but is not limited to: medical or other expenses related to the illness, injury or death of the employee or the employee's immediate family; loss of the employee's property due to casualty, or repair expenses for damage to the employee's principal residence; or payments necessary to prevent eviction of the employee from the employee's principal residence or foreclosure of the mortgage of that residence. The sell-back shall be limited to the amount necessary to meet the financial hardship, including any amounts necessary to pay federal, state, or local income taxes reasonably anticipated to result from the sell-back. However, the total amount of Sick Leave sold back (including both pre-election and hardship withdrawal) shall not exceed one hundred and twelve (112) hours of Sick Leave (56 hours of pay) per year.

To sell back unused Sick Leave in the event of financial hardship, the employee must provide a signed affidavit describing the type of hardship and the amount of the requested sell back. The employee shall not be required to produce financial or other private information to support the affidavit. The City shall develop a form which shall be used and which will contain the following statement: "I declare under penalty of perjury of the laws of the state of California that the foregoing is true and correct and that the amount of Sick Leave I am requesting to sell back is limited to the amount necessary to meet the financial hardship, including any amounts necessary to pay federal, state, or local income taxes reasonably anticipated to result from the sell back. By signing below, I accept full liability for all tax or other financial consequences in the event that a taxing authority later finds any of the information provided in this affidavit to be inaccurate

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9.14 Management/Professional/**Special** Leave ~~Sell Back and~~ Carryover (Units **TA1,** TM1, TM2, **TW1,** U41, UM1 And UM2)

a) ~~Up to ten (10) days of Management Leave/Professional Leave may be sold back each calendar year at the discretion of the represented employee.~~ Management Leave/Professional/**Special** Leave not used or sold will be carried forward to the next fiscal year. The maximum amount of Management Leave/Professional/**Special** Leave that may be carried forward is ten (10) days.

~~b) Unit members who wish to sell back Management leave must file an irrevocable election identifying the number of Management Leave days they will sell back in December of the tax year preceding the sell back. The election will apply only to Management Leave days accrued in the following tax year.~~

~~c) Employees who do not pre-designate a sell back amount by the annual deadline will be deemed to have waived the right to sell back any Management Leave in the following tax year and will not be eligible to sellback Management Leave in that year.~~

e) ~~In the event of financial hardship, an employee may, at any time, sell back unused Management Leave, even if they have not filed a timely irrevocable~~

9.15 Accrual Cash Out Upon Transfer

An employee who transfers to a classification and/or bargaining unit that does not have the same leave benefits category in the new classification and/or bargaining unit (e.g. compensatory time) will be required to cash out any leave balances prior to appointment in the new position. However, if the leave balance exceeds one hundred twenty five (125) hours, the employee will have the option to cash out the leave balance in no more than two increments within twenty four (24) months of starting the new position. **Employees participating in the City of Oakland's 457 Deferred Compensation program may elect to rollover the cash equivalent of the leave they wish to Sell-back, into their 457 account provided the rollover amount does not exceed the participant's maximum annual contribution limit established by the Internal Revenue Service.**

The City makes no representation as to the tax consequences of an employee cashing out accrued leave. It is the employee's sole responsibility to address the tax consequences.

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12.4 Leave Sell-Back/Conversion

For purposes of Annual Sick Leave ~~Sell-Back~~/Conversion (Section 9.1.5), Management/Professional/Special Leave ~~Sell-Back and~~ Carryover (Section 9.124) **Annual Leave** Sell-Back/**Rollover (Section 9.16), and Hardship Provisions for Leave Sell-Back (Section 9.16.1)**, including any pre-requisites for such sell-back, for a permanent part-time represented employee, a "day' shall be calculated as a pro-rata number of hours according to the time worked in relation to the normal workweek for the full-time class.

~~10.6 Vacation Sell-Back~~

~~a) Represented employees may sell back to the City up to one hundred and sixty hours (160) hours of accrued vacation each calendar year.~~
~~b) Unit members who wish to sell back vacation must file an irrevocable election identifying the number of Vacation Leave hours they will sell back in December of the tax year preceding the sell back. The election will apply only to Vacation Leave hours accrued in the following tax year.~~
~~c) Employees who do not pre-designate a sell back amount by the annual deadline will be deemed to have waived the right to sell back any Vacation Leave in the following tax year and will not be eligible to sell back Vacation Leave in that year.~~
~~d) In the event of financial hardship, an employee may, at any time, sell back unused Vacation Leave, even if they have not filed a timely irrevocable election. Financial hardship will be determined in accordance with nondiscriminatory and objective standards, and is defined as a situation where (1) the sellback is needed to address an immediate and heavy financial need, and (2) the sellback is limited to the amount necessary to satisfy that financial need. Financial hardship includes, but is not limited to: medical or other expenses related to the illness, injury or death of the employee or the employee's immediate family; loss of the employee's property due to casualty, or repair expenses for damage to the employee's principal residence; or payments necessary to prevent eviction of the employee from the employee's principal residence or foreclosure of the mortgage of that residence. The sell-back shall be limited to the amount necessary to meet the financial hardship, including any amounts necessary to pay federal, state, or local income taxes reasonably anticipated to result from the sell-back. However, the total amount of Vacation Leave sold back (including both pre-election and hardship withdrawal) shall not exceed one-hundred and sixty (160) hours per year.~~
~~To sell back unused Vacation Leave in the event of financial hardship, the employee must provide a signed affidavit describing the type of hardship and~~

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~~the amount of the requested sell-back. The employee shall not be required to produce financial or other private information to support the affidavit. The City shall develop a form which shall be used and which will contain the following statement: "I declare under penalty of perjury of the laws of the state of California that the foregoing is true and correct and that the amount of Vacation Leave I am requesting to sell-back is limited to the amount necessary to meet the financial hardship, including any amounts necessary to pay federal, state, or local income taxes reasonably anticipated to result from the sell-back. By signing below, I accept full liability for all tax or other financial consequences in the event that a taxing authority later finds any of the information provided in this affidavit to be inaccurate."~~

For the City:

Allyson E Cook (Nov 4, 2026 17:55:08 PST)

Allyson Cook
Chief Spokesperson
Date: Nov 4, 2026

For IFPTE:

Jesse Kadjo
Chief Spokesperson
Date: 11/3/26