

CITY OF OAKLAND



150 FRANK OGAWA PLAZA • 3RD FLOOR • OAKLAND, CALIFORNIA 94612

Human Resources Management Department
Ian Appleyard, Director

DIRECT (510) 238-6450
FAX (510) 238-4482

June 4, 2019

Jamie Smith
Jamie Pritchett
CMEA
1 Frank Ogawa Plaza – 6th Floor
Oakland, CA 94612

Via Regular Mail and Email

Re: Notification of Potential Reduction in Force

Dear Jamie and Jaime:

The City of Oakland is in the midst of adopting a budget for Fiscal Year 2019-2020. As part of that process and as required by law, Council President Rebecca Kaplan submitted a budget proposal which contains impacts to filled positions, including the administrative structure of the Department of Transportation and the City Wide Records Manager. The Council President's budget proposal and amendments were released on May 31, 2019 and can be found using the following link:

<https://oakland.legistar.com/LegislationDetail.aspx?ID=3957477&GUID=1B53BD39-2B97-4457-90AA-8F31B33F42D9&Options=&Search=>

Pursuant to the City of Oakland/Confidential Management Employee Association (CMEA) Memorandum of Understanding (MOU), Section 14.8 Reduction in Force/Layoff, this correspondence shall serve as formal notification that the City contemplates the potential for reductions in force as a result of the budget proposal amendments. Attached please find a list of classifications that may potentially be reduced and/or eliminated. Should City Administration be put on notice that the list of impacted classifications expands, the City will immediately notify CMEA as required by the MOU. In the event that a reduction in force is required, it shall be carried out in accordance with the layoff procedure outlined in the Personnel Manual Sections 9.01 through 9.04.

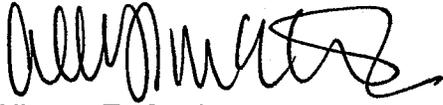
As this process evolves, the City will provide further information regarding both the financial planning and the potential classifications that are posed to be eliminated.

If you have any questions, please feel free to contact the undersigned.

Sincerely,



Ian Appleyard
Director, Human Resources Management



Allyson E. Cook
Assistant Director, Human Resources Management

cc: Sabrina Landreth, City Administrator
Maraskeshia Smith, Assistant City Administrator

Encls.

CMEA
DOT and OPW Classifications

Potential for Layoff Impact

DEPT	JOB CLASSIFICATION TITLE	REP
OPW	Assist Director, Pub Works	U31
DOT	Assist Director, Pub Works	U31

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June 4, 2019

Charley Souders
Michael Patterson
IBEW, Local 1245
30 Orange Tree Circle
Vacaville, CA 95687

Via Regular Mail and Email

Re: Notification of Potential Reduction in Force

Dear Charley and Michael:

The City of Oakland is in the midst of adopting a budget for Fiscal Year 2019-2020. As part of that process and as required by law, Council President Rebecca Kaplan submitted a budget proposal which contains impacts to filled positions, including the administrative structure of the Department of Transportation and the City Wide Records Manager. The Council President's budget proposal and amendments were released on May 31, 2019 and can be found using the following link:

<https://oakland.legistar.com/LegislationDetail.aspx?ID=3957477&GUID=1B53BD39-2B97-4457-90AA-8F31B33F42D9&Options=&Search=>

Pursuant to the City of Oakland/International Brotherhood of Electrical Workers (IBEW), Local 1245 Memorandum of Understanding (MOU), Section 11.10 Reduction in Force, this correspondence shall serve as formal notification that the City contemplates the potential for reductions in force as a result of the budget proposal amendments. Attached please find a list of classifications that may potentially be reduced and/or eliminated. Should City Administration be put on notice that the list of impacted classifications expands, the City will immediately notify IBEW, Local 1245 as required by the MOU. In the event that a reduction in force is required, it shall be carried out in accordance with the layoff procedure outlined in the Personnel Manual Sections 9.01 through 9.04.

As this process evolves, the City will provide further information regarding both the financial planning and the potential classifications that are posed to be eliminated.

If you have any questions, please feel free to contact the undersigned.

Sincerely,



Ian Appleyard
Director, Human Resources Management



Allyson E. Cook
Assistant Director, Human Resources Management

cc: Sabrina Landreth, City Administrator
Maraskeshia Smith, Assistant City Administrator

Encls.

IBEW, Local 1245
DOT and OPW Classifications

Potential for Layoff Impacts

DEPT	JOB CLASSIFICATION TITLE	REP
OPW	Electrician	IE1
OPW	Electrician Leader	IE1
DOT	Electrician	IE1
DOT	Electrician Helper	IE1
DOT	Electrician Leader	IE1

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June 4, 2019

Sharon Jenkins
Jesse Kadjo
IFPTE, Local 21
1440 Broadway, Suite 610
Oakland, CA 94612

Via Regular Mail and Email

Re: Notification of Potential Reduction in Force

Dear Sharon and Jesse:

The City of Oakland is in the midst of adopting a budget for Fiscal Year 2019-2020. As part of that process and as required by law, Council President Rebecca Kaplan submitted a budget proposal which contains impacts to filled positions, including the administrative structure of the Department of Transportation and the City Wide Records Manager. The Council President's budget proposal and amendments were released on May 31, 2019 and can be found using the following link:

<https://oakland.legistar.com/LegislationDetail.aspx?ID=3957477&GUID=1B53BD39-2B97-4457-90AA-8F31B33F42D9&Options=&Search=>

Pursuant to the City of Oakland/International Federation of Professional Technical Employees (IFPTE), Local 21 Memorandum of Understanding (MOU), Section 14.9 Reduction in Force, this correspondence shall serve as formal notification that the City contemplates the potential for reductions in force as a result of the budget proposal amendments. Attached please find a list of classifications that may potentially be reduced and/or eliminated. Should City Administration be put on notice that the list of impacted classifications expands, the City will immediately notify IFPTE, Local 21 as required by the MOU. In the event that a reduction in force is required, it shall be carried out in accordance with the layoff procedure outlined in the Personnel Manual Sections 9.01 through 9.04.

As this process evolves, the City will provide further information regarding both the financial planning and the potential classifications that are posed to be eliminated.

If you have any questions, please feel free to contact the undersigned.

Sincerely,



Ian Appleyard
Director, Human Resources Management



Allyson E. Cook
Assistant Director, Human Resources Management

cc: Sabrina Landreth, City Administrator
Maraskeshia Smith, Assistant City Administrator

Encls.

IFPTE, Local 21
DOT, OPW and one City Clerk Classifications

Potential for Layoff Impacts

DEPT	JOB CLASSIFICATION TITLE	REP
OPW	Management Intern	TA1
OPW	Architectural Assistant (Office)	TF1
OPW	Electrical Engineer II	TF1
OPW	Engineer, Assistant II (Office)	TF1
OPW	Engineer, Civil (Field)	TF1
OPW	Engineer, Civil (Office)	TF1
OPW	Engineer, Transportation Assistant	TF1
OPW	Environmental Program Specialist	TF1
OPW	Engineer, Civil Supervising (Field)	TM2
OPW	Engineer, Civil Supv (Office)	TM2
OPW	Administrative Analyst II	TW1
OPW	Administrative Assistant II	TW1
OPW	Budget & Grants Administrator	TW1
OPW	Business Analyst II	TW1
OPW	Business Analyst III	TW1
OPW	Environment Svcs Analyst, Asst	TW1
OPW	Fleet Specialist	TW1
OPW	Program Analyst I	TW1
OPW	Program Analyst II	TW1
OPW	Public Information Officer II	TW1
OPW	Public Service Rep, Sr	TW1
OPW	Recycling Specialist	TW1
OPW	Sewer Maintenance Planner	TW1
OPW	Account Clerk III	UH1
OPW	Accountant III	UH1
OPW	Arboricultural Inspector	UH1
OPW	Construction & Maintenance Supv I	UH1
OPW	Construction Inspector Sup (Field)	UH1
OPW	Construction Inspector, Sup II	UH1
OPW	Custodial Services Supervisor I	UH1
OPW	Custodian Supervisor	UH1
OPW	Equipment Services Superintendent	UH1
OPW	Equipment Supervisor	UH1
OPW	Facilities Complex Mgr, Asst	UH1
OPW	Heavy Equipment Supervisor	UH1
OPW	Park Supervisor I	UH1
OPW	Park Supervisor II	UH1
OPW	Payroll Personnel Clerk III	UH1
OPW	Public Works Supervisor I	UH1
OPW	Public Works Supervisor II	UH1
OPW	Recycling Specialist, Senior	UH1
OPW	Stationary Engineer, Chief	UH1
OPW	Tree Supervisor I	UH1
OPW	Tree Supervisor II	UH1

IFPTE, Local 21
DOT, OPW and one City Clerk Classifications

Potential for Layoff Impacts

DEPT	JOB CLASSIFICATION TITLE	REP
OPW	Assistant to the Director	UM1
OPW	Engineer, Civil Principal	UM1
OPW	Exec Asst to the Director	UM1
OPW	Manager, Agency Administrative	UM1
OPW	Manager, Building Services	UM1
OPW	Manager, Capital Improvement Pgrm	UM1
OPW	Manager, Environmental Services	UM1
OPW	Manager, Equipment Services	UM1
OPW	Manager, Park Services	UM1
OPW	Manager, Support Services	UM1
OPW	Public Works Operations Manager	UM1
OPW	Administrative Services Manager I	UM2
OPW	Administrative Services Manager II	UM2
OPW	Budget & Operations Analyst III	UM2
OPW	Capital Improvement Project Coor	UM2
OPW	Environmental Program Supervisor	UM2
OPW	Facilities Complex Manager	UM2
OPW	Fleet Compliance Coordinator	UM2
OPW	Management Assistant	UM2
OPW	Manager, Sustainability Pgm	UM2
OPW	Manager, Technology Pgm	UM2
OPW	Program Analyst III	UM2
OPW	Project Manager	UM2
OPW	Project Manager II	UM2
OPW	Solid Waste/Recycling Prog Sup	UM2
OPW	Support Services Supervisor	UM2
OPW	Watershed Program Supervisor	UM2
DOT	Architectural Associate (Field)	TF1
DOT	Electrical Const & Maint Planner	TF1
DOT	Electrical Engineer III	TF1
DOT	Engineer, Assistant II (Field)	TF1
DOT	Engineer, Assistant II (Office)	TF1
DOT	Engineer, Civil (Office)	TF1
DOT	Engineer, Transportation	TF1
DOT	Engineer, Civil Supv (Office)	TM2
DOT	Engineer, Transportation Supv	TM2
DOT	Administrative Analyst I	TW1
DOT	Administrative Assistant II	TW1
DOT	Business Analyst II	TW1
DOT	Program Analyst I	TW1
DOT	Program Analyst II	TW1
DOT	Spatial Data Analyst III	TW1
DOT	Spatial Database Analyst III	TW1
DOT	Transportation Planner II	TW1

IFPTE, Local 21
DOT, OPW and one City Clerk Classifications

Potential for Layoff Impacts

DEPT	JOB CLASSIFICATION TITLE	REP
DOT	Account Clerk III	UH1
DOT	Accountant III	UH1
DOT	Arboricultural Inspector	UH1
DOT	Chief of Party	UH1
DOT	Construction Inspector Sup (Field)	UH1
DOT	Electrical Supervisor	UH1
DOT	Parking Enforcement Supervisor I	UH1
DOT	Payroll Personnel Clerk III	UH1
DOT	Public Works Supervisor I	UH1
DOT	Public Works Supervisor II	UH1
DOT	Assistant to the Director	UM1
DOT	Engineer, Civil Principal	UM1
DOT	Exec Asst to the Director	UM1
DOT	Manager, Agency Administrative	UM1
DOT	Manager, Electrical Services	UM1
DOT	Public Works Operations Manager	UM1
DOT	Administrative Services Manager I	UM2
DOT	City Land Surveyor	UM2
DOT	Disability Access Coordinator	UM2
DOT	Program Analyst III	UM2
DOT	Project Manager	UM2
DOT	Project Manager II	UM2
DOT	Support Services Supervisor	UM2
DOT	Transportation Planner, Senior	UM2
City Clerk	City Wide Records Manager	UM1

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Human Resources Management Department
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June 4, 2019

Julio Corales
Felipe Cuevas
SEIU, Local 1021
100 Oak Street
Oakland CA 94607

Attn: Oakland Chapter

Via Regular Mail and Email

Re: Notification of Potential Reduction in Force

Dear Julio and Felipe:

The City of Oakland is in the midst of adopting a budget for Fiscal Year 2019-2020. As part of that process and as required by law, Council President Rebecca Kaplan submitted a budget proposal which contains impacts to filled positions, including the administrative structure of the Department of Transportation and the City Wide Records Manager. The Council President's budget proposal and amendments were released on May 31, 2019 and can be found using the following link:

<https://oakland.legistar.com/LegislationDetail.aspx?ID=3957477&GUID=1B53BD39-2B97-4457-90AA-8F31B33F42D9&Options=&Search=>

Pursuant to the City of Oakland/Service Employee International Union (SEIU), Local 1021 Memorandum of Understanding (MOU), Section 14.2 Reduction in Force, this correspondence shall serve as formal notification that the City contemplates the potential for reductions in force as a result of the budget proposal amendments. Attached please find a list of classifications that may potentially be reduced and/or eliminated. Should City Administration be put on notice that the list of impacted classifications expands, the City will immediately notify SEIU, Local 1021 as required by the MOU. In the event that a

reduction in force is required, it shall be carried out in accordance with the layoff procedure outlined in the Personnel Manual Sections 9.01 through 9.04.

As this process evolves, the City will provide further information regarding both the financial planning and the potential classifications that are posed to be eliminated.

If you have any questions, please feel free to contact the undersigned.

Sincerely,



Ian Appleyard
Director, Human Resources Management



Allyson E. Cook
Assistant Director, Human Resources Management

cc: Sabrina Landreth, City Administrator
Maraskeshia Smith, Assistant City Administrator

Encls.

**SEIU. Local 1021
DOT and OPW Classifications**

Potential for Layoff Impact

DEPT	JOB CLASSIFICATION TITLE	REP
OPW	Auto Equipment Mechanic	SB1
OPW	Carpenter	SB1
OPW	Construction & Maintenance Mechanic	SB1
OPW	Electro-Mechanical Machinist	SB1
OPW	Equipment Body Repair Worker	SB1
OPW	Heavy Equipment Mechanic	SB1
OPW	Heavy Equipment Operator	SB1
OPW	Maintenance Mechanic	SB1
OPW	Painter	SB1
OPW	Plumber	SB1
OPW	Stationary Engineer	SB1
OPW	Auto Equipment Service Worker	SC1
OPW	Construction Inspector (Field)	SC1
OPW	Construction Inspector, Sr (Field)	SC1
OPW	Custodian	SC1
OPW	Electrical Painter	SC1
OPW	Environment Enforcement Officer	SC1
OPW	Equipment Parts Technician	SC1
OPW	Gardener Crew Leader	SC1
OPW	Gardener II	SC1
OPW	Heavy Equipment Service Worker	SC1
OPW	Irrigation Repair Specialist	SC1
OPW	Park Attendant, PPT	SC1
OPW	Park Equipment Operator	SC1
OPW	Pool Technician	SC1
OPW	Public Works Maintenance Worker	SC1
OPW	Sewer Maintenance Leader	SC1
OPW	Sewer Maintenance Worker	SC1
OPW	Street Maintenance Leader	SC1
OPW	Street Sweeper Operator	SC1
OPW	Tree High Climber	SC1
OPW	Tree Trimmer	SC1
OPW	Account Clerk II	SD1
OPW	Accountant I	SD1
OPW	Accountant II	SD1
OPW	Administrative Assistant I	SD1
OPW	Drafting Technician, Int (Office)	SD1
OPW	Office Assistant II	SD1
OPW	Public Service Representative	SD1
DOT	Concrete Finisher	SB1
DOT	Heavy Equipment Operator	SB1
DOT	Parking Meter Repair Worker	SB1
DOT	Traffic Painter	SB1
DOT	Construction Inspector (Field)	SC1

SEIU. Local 1021
DOT and OPW Classifications

Potential for Layoff Impact

DEPT	JOB CLASSIFICATION TITLE	REP
DOT	Construction Inspector, Sr (Field)	SC1
DOT	Parking Control Technician	SC1
DOT	Public Works Maintenance Worker	SC1
DOT	Sign Maintenance Worker	SC1
DOT	Street Maintenance Leader	SC1
DOT	Surveying Technician (Field)	SC1
DOT	Surveying Technician, Sr (Field)	SC1
DOT	Traffic Sign Maker	SC1
DOT	Accountant I	SD1
DOT	Accountant II	SD1
DOT	Administrative Assistant I	SD1
DOT	Drafting/Design Technician, Sr	SD1
DOT	Engineering Technician II (Office)	SD1
DOT	Engineering Technician, Sr (Office)	SD1
DOT	Office Assistant II	SD1
DOT	Public Service Representative	SD1
DOT	Traffic Engineering Tech, Senior (O)	SD1