



Human Resource Services

February 5, 2019

Honorable Board of Supervisors
County of Alameda
1221 Oak Street, Suite 536
Oakland, California 94612-4305

SUBJECT: SALARY ORDINANCE AMENDMENTS AND ONE (1) SIDELETTER OF AGREEMENT

Dear Board Members:

RECOMMENDATIONS:

- A) Adopt Salary Ordinance amendments to: 1) increase the salaries for Unrepresented Non-Management classifications related to the Northern California Public Sector Region Local 1021 of the Service Employees International Union (SEIU) classifications effective July 1, 2018; 2) establish a footnote for nine positions of Job Code 1128; six positions of Job Code 1129; and three positions of Job Code 1120 in the Probation Department; and 3) delete the following sub-sections of Section 3-11: 3-11.4, 3-11.8, 3-11.15, 3-11.16, and 3-11.22 for the General Services Agency (GSA).
- B) Adopt a Sideletter of Agreement between the County of Alameda and the Service Employees International Union Local 1021 (SEIU) to implement updates to the applicable provisions of the Memoranda of Understanding (MOU) related to the implementation of Assembly Bill 119.

DISCUSSION/SUMMARY:

We recommend increasing the salaries for the Unrepresented Non-Management job classifications, related to the Northern California Public Sector Region Local 1021 of the Service Employees International Union (SEIU), to receive the same 3.5% wage increase effective July 1, 2018, as was granted to the SEIU represented classifications.

We also recommend establishing a footnote of four percent (4%) additional compensation for nine positions of Job Code 1128; six positions of Job Code 1129; and three positions of Job Code 1120, assigned to the Probation Department Adult Information Services, Probation Center, Adult Investigations Probation Center, Hayward Office, and the ECHOJ, Dublin locations, who are required to provide process training. We also recommend that the footnote expire on August 31, 2019 and be deleted from the Salary Ordinance upon the expiration date.

We further recommend deleting the following sub-sections of Section 3-11 in the Salary Ordinance: 3-11.4, 3-11.8, 3-11.15, 3-11.16, and 3-11.22. Staff has verified with the GSA that these footnotes are obsolete. In addition, the affected labor organizations, SEIU and Alameda County Management Employees Association, have been notified of this action, and do not object to the deletion of these sub-sections. As was previously communicated to your Board, this is part of an ongoing project to remove obsolete and sunset provisions from the Salary Ordinance

Lastly, we request that your Board adopt a sideletter of agreement between the County of Alameda and the SEIU. On June 27, 2017, Assembly Bill 119 (AB 119) was signed into law and went into effect immediately. AB 119 included new Government Code provisions requiring public employers to provide recognized public employee unions the right of access to new employee orientations with the structure, time and manner of such orientation access to be subject to the collective bargaining process. The bill also required that the public employer provide the exclusive representative with specific employee contact information for newly hired employees and for all employees in the bargaining unit within specific timeframes. As such, the County met and conferred with SEIU, and reached agreement as reflected in the sideletter on the changes to the relevant provisions in the current MOU.

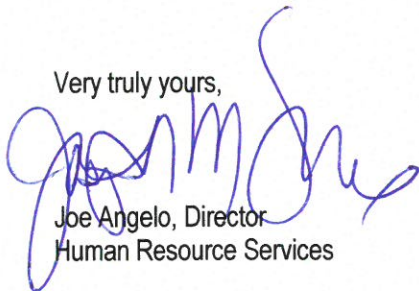
FINANCING:

Funds are available in the 2018-2019 Approved Budget and will be included in future years' requested budgets to cover the costs resulting from these actions.

VISION 2026 GOAL:

The Salary Ordinance amendments meet the 10x goal pathways of **Employment for All** in support of our shared vision of a **Prosperous and Vibrant Economy**.

Very truly yours,

A handwritten signature in blue ink, appearing to read "Joe Angelo", is written over the typed name and title.

Joe Angelo, Director
Human Resource Services

c: CAO
Auditor-Controller
County Counsel
Agency/Department Heads
Chief Probation Officer
Director, General Services Agency

By 
Mary Elyn Gormley, Asst. County Counsel

O-2019-4

AN ORDINANCE AMENDING
CERTAIN PROVISIONS OF THE 2018 – 2019
COUNTY OF ALAMEDA SALARY ORDINANCE

The Board of Supervisors of the County of Alameda ordains as follows:

SECTION I

Article 1, Section 1-2, Subsection 1-2.2 of the County of Alameda Salary Ordinance is hereby amended to specify the following salary rates, to be effective on July 1, 2018.

Job Code		Title	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05
5021		Ancillary Support Worker, HCSA	2092.00				2489.60
6510	N	Behavioral Clinician II					40.81
6186		Crt Apt Spc Adv (CASA) VolPrgAs	2360.80	2479.20	2602.40	2732.80	2868.80
1477	N	Eligibility Tech Intermittent					228.08
6696	N	Institutional Helper SAN					10.30
6497	N	Marriage and Fam Therapist II					40.17
6415	N	Medical Social Worker II					38.26
5384		Psych Mental Hth Nurse Pract	5764.80	6050.40	6353.60	6670.40	7004.00
8550	N	Regional Train Ctr Instr N					43.73
8551	N	Regional Train Ctr LeadInstr N					48.85
8549	N	Regional Training Ctr Instru N	17.51				43.73
8751	N	Sheriff's Service Cadet N	1041.75				1250.25
6704	N	Social Welfare Intern SAN					16.76
6181		Special Asst to Vol Prg Coord	1941.00	2030.25	2117.25	2215.50	2311.50
0480		Training Ctr Cus Service Rep	1901.60	1985.60	2066.40	2162.40	2249.60
6503		Youth and Fam Svcs As CSW	1304.25	1369.50	1437.75	1509.00	1583.25
6501		Youth and Fam Svcs Therapist1	1881.75	1977.00	2076.00	2178.75	2288.25

SECTION II

Article 3, Section 3-11 of the County of Alameda Salary Ordinance is hereby amended by the deletion of the following subsections:

3-11.4 - Persons occupying positions under Job Codes 9280 and 9286SM shall be compensated at the rate of one-fifth pay when assigned to standby duty between the hours of 5 p.m. Friday and 8 a.m. Monday.

3-11.8 - Not to exceed one person occupying a position under Job Code 1220M when regularly assigned the task of coordinating the work of the secretaries of several General Services Agency departments, shall be compensated an additional 5 percent.

3-11.15 - Persons employed under Job Code 0180SM may be compensated at any salary within the range of salaries shown for that class as determined by the Agency Head, provided however, that in order to receive a salary in the top five percent of the salary range an incumbent must be assigned, on a regular basis, the most difficult and/or sensitive projects, or have administrative/managerial responsibilities not ordinarily part of their on-going assignment, and/or performance evaluations deemed by the Agency Head to be extraordinary. It is further provided that the salaries are not subject to the Five Step Plan nor to general adjustments prescribed for other County employees.

3-11.16 - One position of Job Code 0158M shall be compensated at the salary schedule for Job Code 0229SM when assigned the responsibility for the County Capital Investment Plan.

3-11.22 - Effective April 5, 2009, not to exceed one position of Job Code 7220SM, Supervising Gardener, and effective May 17, 2009, not to exceed one position of Job Code 7423SM, Janitor, Supervisor II when assigned supervisory responsibilities for both the North and South County gardening operation, shall be compensated an additional five percent. (BOS approved 3/31/09) (BOS approved Job Code 7423SM 5/12/09)

SECTION III

Article 3, Section 3-11 of the County of Alameda Salary Ordinance is hereby amended by the addition thereto of the following note to be effective on the date shown:

3-14.26 Effective February 10, 2019, nine (9) persons occupying positions under Job Code 1128; six (6) persons occupying positions under Job Code 1129; and three (3) persons occupying Job Code 1120, assigned to the Probation Department Adult Information Services, Probation Center, Adult Investigations Probation Center, Hayward Office, and the ECHOJ, Dublin locations, who are required to provide process training, instruction, and desk cross-training due exclusively to the public safety risk and exposure associated with delaying the implementation of the CaseloadPro data systems requirements shall be compensated four percent (4%) above the base salary rate for a period of three (3) months commencing February 10, 2019 and not to exceed six (6) months, to August 31, 2019. This additional compensation shall have an expiration date of August 31, 2019 and shall be deleted from the Salary Ordinance upon the expiration date.

SECTION IV

This ordinance shall take effect immediately, and before the expiration of fifteen days after its passage, shall be published once with the names of the members voting for and against it in the Inter-City Express, a newspaper published in the County of Alameda.

THE FOREGOING was **PASSED** and **ADOPTED** by a majority vote of the Alameda County Board of Supervisors this **26th** day of **February, 2019**, to wit:

AYES: Supervisors Carson, Chan, Miley & President Valle – 4

NOES: None

EXCUSED: Supervisor Haggerty – 1



PRESIDENT, BOARD OF SUPERVISORS

File No: 30261
Agenda No: 22
Document No: O-2019-4



I certify that the foregoing is a correct copy of a Ordinance adopted by the Board of Supervisors, Alameda County, State of California

ATTEST:
Clerk, Board of Supervisors

By: R. B. Bailey
Deputy