



Lakeside Plaza Building
1401 Lakeside Drive, Suite 200
Oakland, CA 94612-4305
TDD: (510) 272-3703

Human Resource Services

July 12, 2022

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

SUBJECT: ADOPT A SALARY ORDINANCE AMENDMENT TO ADD NEW SUBSECTION 3-21.107 TO PROVIDE A ONE-TIME PAYMENT TO ELIGIBLE EMPLOYEES

Dear Board Members:

RECOMMENDATION:

Adopt a Salary Ordinance amendment to add new subsection 3-21.107 to Article 3, Section 3-21 (Miscellaneous) to provide a one-time premium payment (Heroes Pay) of \$1,500 for employees in full-time, part-time, service-as-needed, and temporary assignment pool ("TAP") status (excluding elected officials; elected department heads; retired annuitants; volunteers; and employees working at the Zone 7 Water Agency) who were continuously employed in the pay period beginning May 30, 2021 through the pay period ending May 28, 2022 ("covered period") and remain in active status during the pay period ending June 25, 2022. In addition, employees in TAP status must work a minimum of 975- or 1040- hours, for 75- or 80-hour classifications, respectively, within said covered period. This new subsection shall sunset effective December 31, 2022 and be deleted from the Salary Ordinance upon the sunset date.

DISCUSSION/SUMMARY:

At the onset of the COVID-19 pandemic, your Board took immediate actions to ensure County employees were able to balance their personal needs while continuing to fulfill our public service obligations. Specifically on March 24, 2020, your Board approved the following: 1) provided paid administrative leave for employees who were unable to work and impacted by the Shelter In Place Health Order; and 2) awarded administrative leave (COVAL) for each hour worked, up to a maximum of 128 hours (prorated maximum for employees who work less than a 40-hour regular work week), for the time period of March 17, 2020 through April 7, 2020. Throughout the pandemic, your Board continues to put the health and safety of employees at the forefront and expresses appreciation and gratitude to County employees for their ongoing dedicated public service. This said, the County is granting a one-time premium payment of \$1,500 to all employees as outlined in the Recommendation above.

FINANCING:

Funds are available from the Coronavirus State and Local Fiscal Recovery Funds under the American Rescue Plan Act of 2021 and in the 2022-2023 Approved Budget to cover the costs resulting from the recommendation.


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**.

An Equal Opportunity Employer

Very truly yours,

DocuSigned by:


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Joe Angelo, Director
Human Resource Services

- c: CAO
- Auditor-Controller
- County Counsel
- Agency/Department Heads

By 
Kristy van Herick, Asst. County Counsel

O-2022-30

AN ORDINANCE AMENDING
CERTAIN PROVISIONS OF THE 2021 – 2022
COUNTY OF ALAMEDA SALARY ORDINANCE

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

SECTION I

Article 3, Section 3-21 of the County of Alameda Salary Ordinance is hereby amended by the addition of subsection 3-21.107 as follows:

3-21.107 – All County employees in full-time; part-time; services-as-needed; and temporary assignment pool (“TAP”) status (excluding elected officials; elected department heads; retired annuitants; volunteers; and employees working at the Zone 7 Water Agency), who were continuously employed in the pay period beginning May 30, 2021 through the pay period ending May 28, 2022 (“covered period”) and remain in active status during the pay period ending June 25, 2022, shall receive a one-time premium payment of \$1,500. In addition, employees in TAP status must work a minimum of 975- or 1040- hours, for 75- or 80-hour classifications, respectively, within said covered period. This subsection shall sunset effective December 31, 2022 and be deleted from the Salary Ordinance upon the sunset date.

SECTION II

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 the County of Alameda.

THE FOREGOING was **PASSED** and **ADOPTED** by a majority vote of the Alameda County Board of Supervisors this **19th** day of **July, 2022**, to with:

AYES: Supervisors Brown, Haubert, Miley, Valle & President Carson – **5**

NOES: None

EXCUSED: None



PRESIDENT, BOARD OF SUPERVISORS

File No: 30836
Agenda No: 48
Document No: O-2022-30



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 Bailey
Deputy