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Human Resource Services

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July 26, 2022

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

SUBJECT: ADOPT A SALARY ORDINANCE AMENDMENT TO UPDATE SUBSECTION 3-21.107 (ONE-TIME PREMIUM PAYMENT TO ELIGIBLE EMPLOYEES)

Dear Board Members:

**RECOMMENDATION:**

Adopt a Salary Ordinance amendment to update subsection 3-21.107 to Article 3, Section 3-21 (Miscellaneous) to: 1) include Retired Annuitant ("RA") employees who worked a minimum of 975- hours in the pay period beginning May 30, 2021 through the pay period ending May 28, 2022 ("covered period") and who remained in active status during the pay period ending June 25, 2022 as eligible for the one-time premium payment of \$1,500; and 2) exclude from eligibility employees in service-as-needed ("SAN") status who were on leave without pay during said covered period.

**DISCUSSION/SUMMARY:**

On July 12, 2022, your Board approved granting a one-time premium payment (Heroes Pay) of \$1,500 to all employees in full-time, part-time, SAN, and temporary assignment pool ("TAP") status (excluding elected officials, elected department heads, RAs, 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 who remained in active status during the pay period ending June 25, 2022. Employees in TAP status must have worked a minimum of 975- or 1040- hours, for 75- or 80-hour classifications, respectively, within said covered period.

Recently, staff received clarifying information from the Alameda County Employees' Retirement Association that upon further review of the Government Code 7522.56, RAs are not prohibited from receiving the one-time premium payment. In addition, in the process of identifying County employees eligible to receive the one-time premium payment, Auditor-Controller's staff identified employees in SAN positions who have been on an extended leave without pay and did not work any time during the covered period. Therefore, staff recommends: 1) including RA employees who worked a minimum of 975-hours within the covered period and who remained in active status during the pay period ending June 25, 2022 as eligible to receive the one-time premium payment of \$1,500; and 2) excluding employees in SAN status who were on leave without pay and did not work through the entire covered period.

**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**.

Yours very truly,

DocuSigned by:



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Joe Angelo, Director  
Human Resource Services

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

# SECOND READING - CONTINUED FROM 07/26/2022

Approved as to Form  
DONNA ZIEGLER, County Counsel

By   
Kristy van Herick, Asst. County Counsel

## 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 to read as follows:

3-21.107 – All County employees in full-time, part-time, services-as-needed (“SAN”), Retired Annuitant, and temporary assignment pool (“TAP”) status (excluding elected officials, elected department heads, ~~retired annuitants~~, volunteers, ~~employees working at the Zone 7 Water Agency, and employees in SAN status who were on leave without pay from the pay period beginning May 30, 2021 through the pay period ending May 28, 2022 (“covered period”)~~, ~~and employees working at the Zone 7 Water Agency~~), who were continuously employed induring the ~~pay period beginning May 30, 2021 through the pay period ending May 28, 2022 (“covered period”)~~ and remained 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 have worked a minimum of 975- or 1040- hours, for 75- or 80-hour classifications, respectively, within said covered period. Furthermore, employees in Retired Annuitant status must have worked a minimum of 975-hours 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.