

Human Resource Services

Agenda _____ September 14, 2010

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

August 30, 2010

SECOND READING

Honorable Board of Supervisors
Administration Building
Oakland, CA 94612

Subject: Salary Ordinance Amendment

Dear Board Members:

Recommendation:

CONTINUED FROM TUES. 9/14/10 (Item #25)

That your Board amend Articles 7 and 3 of Ordinance Number 0-2009-51 to (1) update the Vacation Sellback provisions for employees in the Alameda County Management Association (ACMEA) Sheriff's Units, (2) delete and add footnotes in the Sheriff's Office to implement recently agreed upon changes in compensation for special assignments.

Discussion/Findings:

Recent negotiations with the Alameda County Management Association (ACMEA) Representation Units 026, 027, 028 and 029 (Sheriff's Units) changed Vacation Sellback provisions to equal those for other ACMEA represented units. In addition, an agreement was reached to provide additional compensation for those employees performing special duties in the Sheriff's Department, or working an alternate work schedule of more than 80 hours bi-weekly and not eligible for overtime pay.

Financing:

Funds are available in the 2010-2011 budget appropriation to pay the costs of these actions.

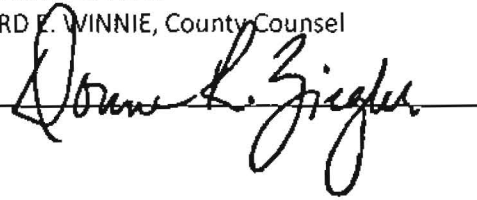
Very truly yours,


Mary Welch, Interim Director
Human Resource Services

MW:vb

\\Board Letters\09.14.10 ACMEA Sheriff's Unit SO Amend

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



AN ORDINANCE AMENDING
CERTAIN PROVISIONS OF THE 2010 - 2011
ALAMEDA COUNTY SALARY ORDINANCE

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

SECTION I

Section 7-4, Vacation Sellback, is hereby amended by the deletion from **Subsections B and K**, respectively, of the following paragraphs, effective October 3, 2010.

- Delete Subsection-B Effective July 1, 1995, an ACMEA represented employee (Sheriff's Unit) accruing vacation at the rate of 10 working days or more per year may receive equivalent cash payment for up to 7.5 vacation days per fiscal year. An employee accruing vacation at a rate of 20 or more working days per year may receive equivalent cash payment for up to 15 vacation days per fiscal year. This benefit shall be prorated for part-time employees based upon the proportion of the normal 40 hour workweek for which the employee is regularly scheduled to work. In lieu of, or in addition to the foregoing, an employee may have accrued vacation leave credited against his/her transition pay obligation to the County.
- Delete Subsection-K Effective July 1, 2010, in Fiscal Years 2010-2011, 2011-2012, 2012-2013, 2013-2014, and 2014-2015, an employee represented by ACMEA Sheriff's Unit 029 may sell back an additional five days of vacation.

SECTION II

Section 7-4, Vacation Sellback, is hereby amended by the addition thereto of the following paragraphs.

- O. An employee represented by ACMEA (Sheriff's Unit 029) may receive equivalent cash payment for up to 15 vacation days per fiscal year. This benefit shall be prorated for part-time employees based upon the proportion of the normal 40 hour workweek for which the employee is regularly scheduled to work. In lieu of, or in addition to the foregoing, an employee may have accrued vacation leave credited against his/her transition pay obligation to the County. In addition, employees may sell up to 10 additional days (prorated for part-time employees) to be used solely for the purchase of Long Term Disability Insurance.

Effective July 1, 2006, in Fiscal Years 2006-2007 and 2007-2008, an employee represented by ACMEA (Sheriff's Unit 029) may sell back an additional five days of vacation.

Effective July 1, 2010, in Fiscal Years 2010-2011, 2011-2012, 2012-2013, 2013-2014, and 2014-2015, an employee represented by ACMEA (Sheriff's Unit 029) may sell back an additional five days of vacation.

Effective July 1, 1995, an ACMEA represented employee (Sheriff's Units 026, 027 & 028) accruing vacation at the rate of 10 working days or more per year may receive equivalent cash payment for up to 7.5 vacation days per fiscal year. An employee accruing vacation at a rate of 20 or more

working days per year may receive equivalent cash payment for up to 15 vacation days per fiscal year. This benefit shall be prorated for part-time employees based upon the proportion of the normal 40 hour workweek for which the employee is regularly scheduled to work. In lieu of, or in addition to the foregoing, an employee may have accrued vacation leave credited against his/her transition pay obligation to the County.

Effective July 1, 2010, an employee represented by ACMEA (Sheriff's Units 026, 027 & 028) may receive equivalent cash payment for up to 15 vacation days per fiscal year. This benefit shall be prorated for part-time employees based upon the proportion of the normal 40 hour workweek for which the employee is regularly scheduled to work. In lieu of, or in addition to the foregoing, an employee may have accrued vacation leave credited against his/her transition pay obligation to the County. In addition, employees may sell up to 10 additional days (prorated for part-time employees) to be used solely for the purchase of Long Term Disability Insurance.

Effective July 1, 2010, in Fiscal Years 2010-2011, 2011-2012, 2012-2013, 2013-2014, and 2014-2015, an employee represented by ACMEA (Sheriff's Units 026, 027 & 028) may sell back an additional five days of vacation.

The yearly maximum allowable vacation sellback for ACMEA Sheriff's (Management Units 026, 027, 028 & 029) shall return to fifteen (15) days in fiscal year 2015-2016.

SECTION III

Article 3 of Ordinance Number 0-2009-51 is hereby amended by the addition thereto of the following note, effective June 27, 2010.

Subsection 3-17.45 Employees occupying positions under Job Codes 8620SM, 8625SM or 8635SM, when assigned to the Explosive Ordinance Disposal Team, shall be compensated an additional 5 percent.

SECTION IV

Article 3 of Ordinance Number 0-2009-51 is hereby amended by the amendment thereof of the following notes, to read as follows.

Subsection 3-17.44 Effective August 8, 2010, not to exceed three positions in Job Code 8620SM (Lieutenant) assigned to the Eden Township Substation shall be compensated an additional 5 percent compensation per bi-weekly period, as defined below:

- One position assigned to the Investigations Unit,
- One position assigned to the D.U.I., Tri-Valley Substation, SRO Unit, COPPS Unit, Parking Enforcement Unit, and
- One position assigned to function as the Administrative Lieutenant

Subsection 3-17.3 Effective August 8, 2010, employees occupying positions under Job Codes 8620SM, 8625SM or 8635SM, shall be compensated an additional 5 percent per bi-weekly pay period, when assigned to the Special Operations Group, as defined below:

- Not to exceed two (2) positions in charge in the Special Response Unit (SRU)
- Not to exceed two (2) positions in charge in the Crisis Intervention Unit (CIU)
- Not to exceed two (2) positions in charge in the Explosive Ordinance Disposal (EOD)

No one employee shall receive more than one additional five percent per bi-weekly pay period increase under this subsection, regardless of the number of assignments held in this subsection.

Subsection 3-17.16 Persons employed under Job Code 8620SM (Lieutenant) and 8625SM (Captain) assigned to work an alternate bi-weekly work schedule (84 hours) in the Sheriff's Office shall be compensated an additional 5 percent.

SECTION V

Article 3 of Ordinance Number 0-2009-51 is hereby amended by the deletion thereof of the following note, effective October 3, 2010.

Subsection 3-17.31 Not to exceed three person employed under Job Code 8625SM (Captain), when assigned an alternate biweekly work schedule of 84 hours as Department Watch Commander, shall be compensated an additional 5 percent.

SECTION VI

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 the same in the Inter-City Express, a newspaper published in the said County of Alameda.