

SECOND READING - CONTINUED FROM 11/16/2021

AGENDA NO. _____ November 16, 2021



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Human Resource Services

November 16, 2021

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

SUBJECT: ADOPT SALARY ORDINANCE AMENDMENTS TO: 1) UPDATE SUBSECTION 1-1.1 TO INCREASE THE SALARIES FOR UNREPRESENTED DISTRICT ATTORNEY INSPECTOR SERIES & ACMEA GG PUBLIC DEFENDER INSPECTOR SERIES; 2) ADD NEW SUBSECTION 3-17.55 FOR THE ALAMEDA COUNTY SHERIFF'S OFFICE ("ACSO"); AND 3) AMEND SUBSECTION 3-21.100

Dear Board Members:

RECOMMENDATION:

Adopt Salary Ordinance amendments to:

- i. Update Article 1, Section 1-1 (Pay Rate Schedules), Subsection 1-1.1 to increase the salaries for eight (8) classifications in the Unrepresented District Attorney Inspector Series, and five (5) classifications in the Alameda County Management Employees Association General Government ("ACMEA GG") Public Defender Inspector Series, by three and fifty-two tenths percent (3.52%) retroactive to October 3, 2021;
- ii. Add Article 3, Section 17 (Alameda County Sheriff's Office), subsection 3-17.55 to establish a new footnote for one (1) employee in the classification of Lieutenant (Job Code ("JC") #8620SM) in the Alameda County Sheriff's Office ("ACSO") when assigned special and additional functions as outlined in the Salary Ordinance, to receive an additional compensation of ten percent (10%) of the base pay retroactive to October 3, 2021; and
- iii. Amend Article 3, Section 21 (Miscellaneous), subsection 3-21.100 to provide authority for the following: 1) for employees subject to the vacation hard cap, any vacation leave hours above the employee's maximum vacation accrual cap as of December 31, 2021, up to the additional 80-hours, shall be paid in cash; and 2) for employees subject to vacation soft cap, up to the additional 80-hours, shall be handled in accordance with the respective provisions of the Memoranda of Understanding ("MOUs") or County Administrative Code in the pay period containing January 1 of year 2023.

DISCUSSION/SUMMARY:

On September 28, 2021, your Board approved increasing the salaries for the four (4) classifications represented by the Deputy Sheriffs' Association ("DSA") by three and fifty-two tenths percent (3.52%). Historically, when the DSA-represented classifications receive a salary increase, this triggers the same salary increase for the eight (8) classifications in the Unrepresented District Attorney Inspector classification series (Inspector I [JC #8533CA]; Inspector II [JC #8535CA]; Inspector III [JC #8536CA]; Lieutenant of Inspectors [JC #8540SM]; Chief of Inspectors [JC #8545SM]; Captain of Inspectors [JC #8543SM]; Assistant Chief of Inspectors [JC #8544SM]; and Director, Victim Witness Program [JC #8575SM]) in the Office of the District Attorney. Moreover, when the Unrepresented District Attorney Inspector classification series receives a salary increase, that too triggers the same salary increase for the five (5) classifications in the Public Defender Investigator classification series (Public Defender Investigator I [JC #8576CA]; Public Defender Investigator II [JC #8577CA]; Public Defender Investigator III [JC #8579CA]; Senior Investigator, Public Defender's Office [JC #8581SM]; and Chief Investigator, Public Defender's Office [JC #8585SM]) as stipulated in the ACMEA GG MOU subsection 15.F. Therefore, staff recommends for said eight (8) and five

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(5) classifications in the Unrepresented District Attorney Inspector classification series and ACMEA GG Public Defender Investigator classification series, respectively, to receive the same three and fifty-two tenths percent (3.52%) salary increase retroactive to October 3, 2021.

In addition, staff recommends that your Board approve adding subsection 3-17-55 to Article 3, Section 17 (Alameda County Sheriff's Office) of the Salary Ordinance to establish a footnote to compensate one (1) employee in the classification of Lieutenant (JC #8620SM) an additional ten percent (10%) of the base pay when assigned overall responsibility as a Bomb Technician in the Explosive Ordinance Disposal ("EOD") Team and management and supervision of the Unmanned Aerial Vehicle call outs, EOD dive teams in the United States, canine unit located at the Oakland Airport, the EOD unit, and a fleet of over 100 vehicles within the Special Operation Group Management, retroactive to October 3, 2021. Staff extended an offer to the Alameda County Management Employees Association - Sheriff's Sworn Unit 026, 027 and 026 ("ACMEA Sheriff's Sworn") to meet and confer on the impacts of the decision to add this new footnote and ACMEA Sheriff's Sworn did not respond to the County's offer. This footnote shall expire when the current incumbent in said classification vacates the position and shall be deleted from the Salary Ordinance immediately thereafter.

Lastly, on June 30, 2020, your Board approved creating a new subsection 3-21.100 to Article 3, Section 21 (Miscellaneous) of the Salary Ordinance to allow for an additional 80-hours vacation accrual above the maximum vacation accrual hard cap, stipulated in each respective MOUs, for all eligible employees, retroactive from June 15, 2020 through December 31, 2021. Subsequently on December 15, 2020, your Board approved amending said subsection to provide clarification that the provision is inclusive of both the soft- and hard-cap vacation accrual, stipulated in each respective MOUs. Given that said provision expires on December 31, 2021, staff recommends that your Board approve amending said provision to clarify that reference to maximum vacation cap accrual is also in the County Administrative Code and to provide authority for the following: 1) for employees subject to the vacation hard cap, any vacation leave hours above the employee's maximum vacation accrual cap as of December 31, 2021, up to the additional 80-hours, shall be paid in cash; and 2) for employees subject to vacation soft cap, up to the additional 80-hours as allowed by this provision shall be handled in accordance to the respective provisions of the MOUs or County Administrative Code in the pay period containing January 1 of year 2023. Also, said subsection shall sunset upon the last day of the pay period containing January 1, 2023 and shall be deleted from the Salary Ordinance upon the sunset date.

FINANCING:

Funds are available in the 2021-2022 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,

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-2021-49
AN ORDINANCE AMENDING
CERTAIN PROVISIONS OF THE 2020 – 2021
COUNTY OF ALAMEDA SALARY ORDINANCE

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

SECTION I

Article 1, Section 1-1, Subsection 1-1.1 of the County of Alameda Salary Ordinance is hereby amended as follows effective on October 3, 2021:

Job Code		Title	Unit Code	Step 01	Step 02	Step 03	Step 04	Step 05	FLSA Status
8533	CA	Inspector I	046	4328.80				5432.00	N
8535	CA	Inspector II	046	4702.40				5868.00	N
8536	SM	Inspector III	046	5308.00	5576.80	5844.00	6137.60	6450.40	N
8540	SM	Lieutenant of Inspectors	046	5868.80	6164.00	6463.20	6787.20	7120.80	X
8543	SM	Captain of Inspectors	046	6743.20	7080.00	7428.00	7806.40	8188.00	X
8544	SM	Assist Chief of Inspectors	046	7080.00	7428.00	7806.40	8188.00	8596.80	X
8545	SM	Chief of Inspectors	046	7760.80	8140.80	8543.20	8980.00	9416.00	X
8575	SM	Dir, Victim Witness Program	046	5868.80	6164.00	6463.20	6787.20	7120.80	X
8576	CA	Public Defender Investigator I	R48	3112.80	3268.80	3432.00	3604.00	3882.40	N
8577	CA	Public Defender Investigator II	R48	3832.00	4023.20	4225.60	4436.00	4716.00	N
8579	CA	Public Defender Investigator III	R48	4885.60	5120.80	5325.60	5593.60	5868.00	N
8581	SM	Senior Investigator, Pub Def Off	R48	5868.80	6164.00	6463.20	6787.20	7120.80	X
8585	SM	Chief Investigator, Pub Def Off	R48	6743.20	7080.00	7428.00	7806.40	8188.00	X

SECTION II

Article 3, Section 3-17, Subsection 3-17.55 of the County of Alameda Salary Ordinance is hereby added to read as follows:

3-17.55 Effective October 3, 2021, not to exceed one (1) employee occupying a position in Job Code #8620, when assigned as a Bomb Technician in the Explosive Ordinance Disposal ("EOD") Team and the management and supervision of the Unmanned Aerial Vehicle call outs, EOD dive teams in the United States, canine unit located at the Oakland Airport, the EOD unit, and a fleet of over 100 vehicles within the Special Operation Group Management, shall receive an additional ten percent (10%) compensation of the base pay. Employees who are compensated under subsection 3.17-55 shall not be entitled to receive additional compensation under subsection 3-17.3, 3-17.16, 3-17.44, or 3-17.45. This footnote will expire when the current incumbent in the position is vacated and shall be deleted from the Salary Ordinance immediately thereafter.

SECTION III

3-21.100 - Effective June 15, 2020, the County shall allow an additional 80-hours vacation accrual above the maximum vacation accrual cap, stipulated in each respective Memoranda of Understanding ("MOUs") or County Administrative Code, for all eligible employees, through December 31, 2021.

For employees subject to the vacation hard cap, any vacation leave hours above the employee's maximum vacation accrual cap as of December 31, 2021, up to the additional 80-hours, shall be paid in cash. For employees subject to vacation soft cap, up to the additional 80-hours, shall be handled in accordance with the respective provisions of the MOUs or County Administrative Code in the pay period containing January 1 of year 2023. This subsection shall sunset ~~effective December 31, 2021~~ upon the last day of the pay period containing January 1, 2023 and shall be deleted from the Salary Ordinance upon the sunset 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 **23rd** day of **November, 2021**, to wit:

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

NOES: None

EXCUSED: None



PRESIDENT, BOARD OF SUPERVISORS

File No: 30685
Agenda No: 10
Document No: O-2021-49



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 Bauley
Deputy