

SECOND READING - CONTINUED FROM 12/21/2021



AGENDA NO. _____ December 21, 2021

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

Human Resource Services

December 21, 2021

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

SUBJECT: ADOPT 1) A MEMORANDUM OF UNDERSTANDING ORDINANCE AMENDMENT FOR THE ACCRETION OF THE CLASSIFICATION OF REAL ESTATE PROJECTS MANAGER (JOB CODE #9695MA); AND 2) A SALARY ORDINANCE AMENDMENT TO UPDATE SUBSECTION 3-21.105

Dear Board Members:

RECOMMENDATIONS:

- A. Adopt an Ordinance amending the April 9, 2017 through June 25, 2022 Memorandum of Understanding ("MOU") between the Alameda County Management Employees Association ("ACMEA") General Government Unit and the County of Alameda ("County"), by adding the classification of Real Estate Projects Manager (Job Code ("JC") #9695MA) effective December 26, 2021.
- B. Adopt a Salary Ordinance amendment to update Article 3, Section 3-21 (Miscellaneous), subsection 3-21.105 to provide up to two (2) hours of COVID-19 Paid Administrative Leave ("PAL") for employees who are subject to the July 26, 2021, August 5, 2021, August 19, 2021, or September 28, 2021 State of California Public Health Orders ("SPHOs"), and any other current or future SPHOs, County of Alameda Public Health Orders, and/or federal requirements mandating that employees: 1) obtain and provide verification of COVID-19 vaccination(s); or 2) undergo mandatory regular COVID-19 testing (as applicable), retroactive to October 1, 2021. And, provide up to two (2) hours of COVID-19 PAL for all other employees who obtain and provide verification of COVID-19 vaccination(s), retroactive to October 19, 2021.

DISCUSSION/SUMMARY:

In October 2021, the County Human Resource Services Department received a total of six (6) accretion authorization petitions (petition for union representation) by the majority of the incumbents (6 out of a total of 7) in the classification of Real Estate Projects Manager (JC #9695MA) to be represented by ACMEA. Staff evaluated said petitions, and on November 4, 2021, determined and notified all incumbents that the classification of Real Estate Projects Manager (JC #9695MA) is appropriate to be represented by ACMEA General Government Unit (Representation Unit R15). Thereafter, on November 17, 2021, staff extended an offer to meet and confer to ACMEA on the recommendation to accrete said classification to the General Government Unit. On November 30, 2021, the ACMEA representative responded by stating that they have no objections with this recommendation. Thus, the County and ACMEA General Government Unit agreed to amend the April 9, 2017 to June 25, 2022 MOU to include the classification of Real Estate Projects Manager (JC #9695MA) as petitioned to be represented ACMEA General Government Unit.

In addition, on October 26, 2021, your Board approved (for employees who are subject to the various current and future SPHOs), that impacted employees required to: 1) obtain and provide verification of COVID-19 vaccination; or 2) undergo

mandatory regular COVID-19 testing (as applicable), receive County-paid time off ("PAL") for those purposes. Staff recommends updating subsection 3-21.105 of the Salary Ordinance to include reference to County Public Health Orders and any federal requirements and to provide clarity that said impacted employees shall be granted up to two (2) hours of PAL for all COVID-10 vaccination(s), inclusive of booster shots. In addition, to ensure the health and safety of all other County employees, this recommended action would extend the same benefit (up to two (2) hours of PAL) for employees who obtain and provide verification of COVID-19 vaccination(s), inclusive of booster shots, outside of any mandate, retroactive to October 19, 2021.

FINANCING:

Funds are available in the 2021-2022 Approved Budget and will be included in future years' requested budgets to cover the costs, as applicable.

VISION 2026 GOAL:

The annual Ordinance adoption 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

Approved as to Form
DONNA ZIEGLER, County Counsel

By 
Kristy van Herick, Asst. County Counsel

O-2022-2

AN ORDINANCE AMENDING
THE APRIL 9, 2017 TO JUNE 25, 2022
MEMORANDUM OF UNDERSTANDING
BETWEEN THE
ALAMEDA COUNTY MANAGEMENT EMPLOYEES ASSOCIATION (GENERAL GOVERNMENT UNIT)
AND
THE COUNTY OF ALAMEDA

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

SECTION I

The Appendix A in the April 9, 2017 to June 25, 2022 Memorandum of Understanding between the Alameda County Management Employees Association (General Government Unit) and the County of Alameda, applicable to employees in Representation Unit R15, is hereby amended by the addition thereto of the following job code, title and salary, to be effective December 26, 2021:

ITEM	MC	Title	STEP 01				STEP 05	FLSA
9695	MA	Real Estate Projects Manager	3630.40				5172.80	X

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 in the County of Alameda.

THE FOREGOING was **PASSED** and **ADOPTED** by a majority vote of the Alameda County Board of Supervisors this 11th day of **January, 2022**, to wit:

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

NOES: None

EXCUSED: None



PRESIDENT, BOARD OF SUPERVISORS

File No: 30685

Agenda No: 35

Document No: O-2022-2



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

Approved as to Form
DONNA ZIEGLER, County Counsel

By 
Kristy van Herick, Asst. County Counsel

O-2022-3

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:

3-21.105 - Effective October 1, 2021, employees who are subject to the July 26, 2021, August 5, 2021, August 19, 2021, or September 28, 2021 State of California Public Health Orders ("SPHOs"), and any other current or future State of California Public Health Officer ("SPHOs") Order(s), and any County of Alameda Public Health Orders, and/or federal requirements policy mandating that employees: 1) obtain and provide verification of COVID-19 vaccination(s); or 2) undergo mandatory regular COVID-19 testing (as applicable), shall be granted up to two (2) hours of County-paid time off on paid administrative leave ("PAL") to attend COVID-19 vaccination(s) and mandatory testing appointments. Moreover, effective October 19, 2021, employees not subject to the above-referenced COVID-19 vaccination mandates who obtain and provide verification of COVID-19 vaccination(s), shall be granted up to two (2) hours of County-paid time off on PAL to attend COVID-19 vaccination(s).

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 in the County of Alameda.

THE FOREGOING was **PASSED** and **ADOPTED** by a majority vote of the Alameda County Board of Supervisors this **11th** day of **January, 2022**, to wit:

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

NOES: None

EXCUSED: None



PRESIDENT, BOARD OF SUPERVISORS

File No: 30685

Agenda No: 35

Document No: O-2022-3



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. Baugh
Deputy