



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

Human Resource Services

March 8, 2017

Honorable Board of Supervisors
Administration Building
Oakland, CA 94612

Subject: Salary Ordinance Amendment

Dear Board Members:

Recommendation:

- A. Delete the provisions of Salary Ordinance Sections 3-17.21, 3-17.35, 3-17.39 and 3-17.43 in the Sheriff's Office; and
- B. Adopt five sideletters of agreement with various Union groups memorializing the agreement to delete Salary Ordinance Sections 3-17.7, 3-17.9, 3-17.10 and 3-17.24 in the Sheriff's Office

Discussion/Findings:

The Sheriff's Office has requested the deletion of certain footnote provisions within the Alameda County Salary Ordinance that include obsolete job classifications and reference job classes or assignments that are no longer in place.

Some of these provisions included represented classifications. As such, the five sideletters of agreement between the County and the Service Employees International Union Association, the Alameda County Management Employees Association, and the Deputy Sheriff's Association memorializes the agreement to delete their respective sections.

Therefore, Salary Ordinance Sections 3-17.7, 3-17.9, 3-17.10, 3-17.21 3-17.24, 3-17.35, 3-17.39 and 3-17.43, are to be deleted, as the provisions contained in each section, are no longer being used by the department and will not affect day-to-day business for the ACSO.

Financing:

There is no increase in net County cost resulting from these actions.

Very truly yours,

A handwritten signature in blue ink, appearing to read "Kathy Mount".

Kathy Mount, Interim Director
Human Resource Services

KM:vb

Z:\Board Letters\03.21.17 Salary Ordinance Amendment_ACSO

Cc: CAO
Auditor-Controller
County Counsel
Sheriff

SIDELETTER OF AGREEMENT

BETWEEN

**ALAMEDA COUNTY MANAGEMENT EMPLOYEES ASSOCIATION
AND**

THE COUNTY OF ALAMEDA

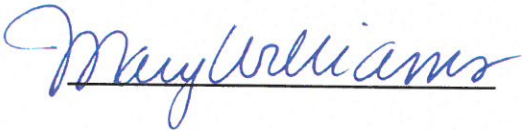
January 3, 2017

The parties agree that the language and provisions of Salary Ordinance section 3-17.7, below, is obsolete and no longer applicable. Job Code 1138SM is the classification of Supervising Clerk I.

Not to exceed one person occupying a position under Job Code 1138SM when assigned responsibility for the day-to-day clerical operations of the South County Marshall's Office shall receive an additional 5 percent compensation.

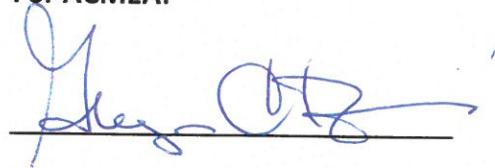
The parties further agree that, effective as soon as administratively processed, section 3-17.7 shall be deleted from the Salary Ordinance.

For the County:

A handwritten signature in blue ink, appearing to read "May Williams", written over a horizontal line.

Date: 1-3-17

For ACMEA:

A handwritten signature in blue ink, written over a horizontal line.

Date: 1/13/2017

SIDELETTER OF AGREEMENT
BETWEEN
DEPUTY SHERIFFS' ASSOCIATION
AND
THE COUNTY OF ALAMEDA

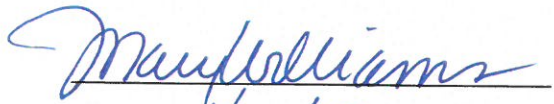
December 20, 2016

The parties agree that the language and provisions of Salary Ordinance section 3-17.9, below, is obsolete and not applicable to badge personnel.


Notwithstanding the provisions of Section 4-9 and 4-10 hereof, the Sheriff is not required to notify the Board or the Clerk of the Board of his/her decisions either to withhold or to restore salary increments to badge personnel based upon the department's typewriting speed requirement of 25 words per minute.

The parties further agree that, effective as soon as administratively processed, section 3-17.9 shall be deleted from the Salary Ordinance.

For the County:


Date: 1/24/17

For DSA:


Date: 12 20 2016

SIDELETTER OF AGREEMENT

BETWEEN

ALAMEDA COUNTY MANAGEMENT EMPLOYEES ASSOCIATION

(Sheriff's Sworn Units 026, 027 & 028)

AND

THE COUNTY OF ALAMEDA

December 20, 2016

The parties agree that the language and provisions of Salary Ordinance section 3-17.9, below, is obsolete and not applicable to badge personnel.

Notwithstanding the provisions of Section 4-9 and 4-10 hereof, the Sheriff is not required to notify the Board or the Clerk of the Board of his/her decisions either to withhold or to restore salary increments to badge personnel based upon the department's typewriting speed requirement of 25 words per minute.

The parties further agree that, effective as soon as administratively processed, section 3-17.9 shall be deleted from the Salary Ordinance.

For the County:

Mary Williams

Date: 12/20/16

For ACMEA Sheriff's Sworn Units:

Tom Merheya, ACMEA President

Date: 12-20-16

SIDELETTER OF AGREEMENT

BETWEEN

SEIU LOCAL 1021

AND

THE COUNTY OF ALAMEDA

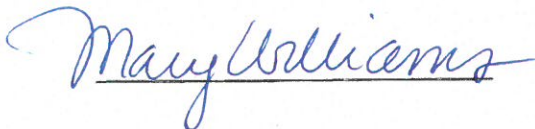
January 24, 2017

The parties agree that the language and provisions of Salary Ordinance section 3-17.10, below, is obsolete and no longer applicable as Job Code 8502, Coroner's Aide I/II, is an obsolete job class.

Not to exceed one person occupying a position under Job Code 8502, shall be compensated an additional 5 percent when assigned full-time lead responsibility over Coroner's Aide I/II.

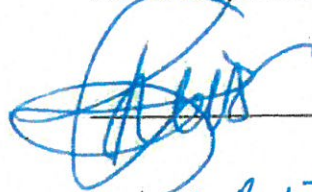
The parties further agree that, effective as soon as administratively processed, section 3-17.10 shall be deleted from the Salary Ordinance.

For the County:



Date: 2/14/17

For SEIU Local 1021:



Date: 2-8-17

SIDELETTER OF AGREEMENT

BETWEEN

**ALAMEDA COUNTY MANAGEMENT EMPLOYEES ASSOCIATION
AND**

THE COUNTY OF ALAMEDA

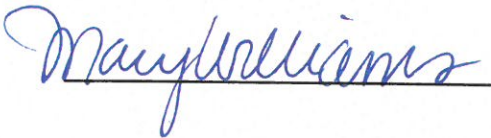
January 3, 2017

The parties agree that the language and provisions of Salary Ordinance section 3-17.24, below, is obsolete and no longer applicable. Job Code 8512MA is the classification of Estate Manager/Investigator.

Not to exceed one person under Job Code 8512MA when assigned and performing Supervising Coroner Investigator duties shall receive an additional 5 percent compensation.

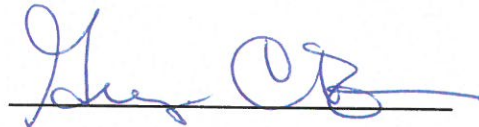
The parties further agree that, effective as soon as administratively processed, section 3-17.24 shall be deleted from the Salary Ordinance.

For the County:

A handwritten signature in blue ink, appearing to read "Mary Williams", written over a horizontal line.

Date: 1-3-17

For ACMEA:

A handwritten signature in blue ink, consisting of stylized initials, written over a horizontal line.

Date: 1/13/2017



By _____

O-2017-14

AN ORDINANCE AMENDING
CERTAIN PROVISIONS OF THE 2016 - 2017
ALAMEDA COUNTY SALARY ORDINANCE

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

SECTION I

Article 3, Section 3-17, of the County of Alameda Salary Ordinance is hereby amended by the deletion therefrom, of the following notes, to be effective April 9, 2017

- Section 3-17.7 Not to exceed one person occupying a position under Job Code 1138SM, when assigned responsibility for the day-to-day clerical operations of the South County Marshall's Office shall receive an additional 5 percent compensation.
- Section 3-17.9 Notwithstanding the provisions of Section 4-9 and 4-10 hereof, the Sheriff is not required to notify the Board or the Clerk of the Board of his/her decisions either to withhold or to restore salary increments to badge personnel based upon the department's typewriting speed requirement of 25 words per minute.
- Section 3-17.10 Not to exceed one person occupying a position under Job Code 8502, shall be compensated an additional 5 percent when assigned full-time lead responsibility over Coroner's Aide I/II.
- Section 3-17.21 Not to exceed one person occupying a position under Job Code 0228SM, assigned supervision over badge personnel operating the regional training facility, shall receive an additional 5 percent compensation.
- Section 3-17.24 Not to exceed one person under Job Code 8512MA when assigned and performing Supervising Coroner Investigator duties shall receive an additional 5 percent compensation.
- Section 3-17.35 Not to exceed four persons occupying positions under Job Code 0611N (Professional/Technical Specialist II SAN TAP), when assigned and performing Lead Instructor SAN duties and responsibilities in the Alameda County Sheriff's Office Emergency Vehicle Operation Course, shall be compensated an additional \$3 per hour for each hour worked as a Lead Instructor. The compensation authorized by this note will terminate on May 31, 2006, or when a job class encompassing those duties has been established, whichever occurs first.
- Section 3-17.39 - Effective December 12, 2010, SEIU represented employees in the Sheriff's Office who waive eligibility for Holidays under Section 9.A of the December 2006 – December 2012 MOU and who otherwise meet the provisions of the November 2010 Sideletter of Agreement on holiday buyout shall receive a one-time lump sum payment of \$600.00.

Employees who previously received a one-time lump sum buyout under the following language, "Effective July 15, 2007, SEIU represented employees in the Sheriff's Office who waive eligibility for Holidays under Section 9.A. of the December 2006 – December 2010 MOU and who have otherwise met the provisions of Section 9.A. shall receive a one-time lump sum payment of \$600.00", are not eligible for the buyout authorized by the Board of Supervisors on December 7, 2010.

Section 3-17.43 The person occupying the position under Job Code 0057EM shall receive biweekly compensation as follows: \$8,450.40 effective January 1, 2011, January 1, 2012, and January 1, 2013. Effective January 1, 2014 the salary for the position shall be increased by the average increase for Senior Executive Managers.

Effective January 1, 2011, contribution towards health premiums, deductible amounts and/or co-pays shall be consistent with those of the unrepresented executive management for each year of the plan years 2011 through 2014.

Effective January 1, 2011, the flexible spending plan shall be increased by \$600 from \$2300 to \$2900.

SECTION II

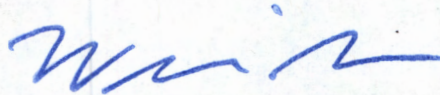
This ordinance shall take effect immediately, and before the expiration of fifteen days after its passage, shall be published with the names of the members voting for and against the same in the Inter-City Express, a newspaper published in the said County of Alameda.

THE FOREGOING was **PASSED** and **ADOPTED** by a majority vote of the Alameda County Board of Supervisors this 28th day of, March, 2017, to wit:

AYES: Supervisors Carson, Miley, & President Chan - 3

NOES: None

EXCUSED: Supervisors Haggerty & Valle - 2



PRESIDENT, BOARD OF SUPERVISORS

File: 29922
Agenda No: 19
Document No: O-2017-14



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