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Human Resource Services

April 14, 2020

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

SUBJECT: ADOPT A SALARY ORDINANCE AMENDMENT TO ADD SUBSECTION 3-12.89 TO ARTICLE 3, SECTION 13; AND ADOPT A TEMPORARY SIDELETTER OF AGREEMENT WITH THE PROBATION PEACE OFFICERS' ASSOCIATION TO ADDRESS STAFFING NEEDS DURING THE COVID-19 EMERGENCY

Dear Board Members:

RECOMMENDATIONS:

- A. Adopt a Salary Ordinance amendment to add subsection 3-12.89 to Article 3, Section 3-12, to establish a footnote provision for up to three (3) positions in the classification of Registered Nurse (RN) II (Job Code #5305NM) in the Health Care Services Agency's (HCSA) Public Health Department's (PHD) Division of Communicable Disease Control and Prevention (DCDCP) Unit when assigned to serve as the "primary trainer" to other professional-level health care nursing staff to be compensated an additional five percent (5%) of base pay retroactive to February 24, 2020.
- B. Adopt one (1) Temporary Sideletter of Agreement between the County of Alameda (County) and the Probation Peace Officers' Association (PPOA) to address the COVID-19 emergency and potential staffing shortages in the County's Juvenile Hall and Camp Wilmont Sweeney.

DISCUSSION/SUMMARY:

On January 9, 2020, staff concluded the meet and confer with the Service Employees International Union (SEIU) Local 1021 regarding the restructure of the HCSA PHD's Nursing Division. The restructure dissolved the field nursing staff in the PHD's Nursing Division and placed all nurses into the various PHD programs, including the DCDCP Immunization (IZ) Unit.

The DCDCP IZ Unit focuses on improving immunization rates for patients of all ages and consists of staff conducting direct immunization services during a weekly immunization clinic. The RN IIs assigned to this Unit will provide technical assistance to community partners and other health care professionals, as well as serve as the primary immunization trainers for nurses involved with school-based immunization activities and trainings and community-based immunization improvement efforts and activities.

Given the level of training that will be provided, management determined that the role of the RN IIs as a "primary trainer" for other health care professionals in the IZ Unit is outside the scope of the RN II job classification. The function of the "primary trainer" typically resides with a RN III (Lead Nurse) or a RN IV (Supervising Nurse). However, given the small size of the IZ Unit, compared to most of the other units in PHD, the IZ Unit does not consist of an RN III or RN IV level at this time nor does it warrant such higher-level classifications. Therefore, staff recommend establishing additional compensation of five-percent (5%) of base pay for up to three (3) RN IIs in the DCDCP IZ Unit, only when assigned to serve as the "primary trainer" to other

professional-level health care nursing staff. The additional compensation shall only apply for the hours designated and assigned to conduct training at the discretion of the Public Health Director, and/or their designee.

In addition, we request that your Board adopt a Temporary Sideletter of Agreement (Agreement) [as attached] between the County and PPOA that will ensure adequate staffing at the County's Juvenile Hall and Camp Wilmont Sweeney during the COVID-19 State of Emergency, needed in order to continue to provide the required essential services during such time. The County and PPOA agreed that the Agreement shall expire at the start of May 1, 2020, however, may be extended by mutual agreement to amend the termination date (May 1, 2020) due to Shelter In Place Order from the County Interim Health Officer or State of California.

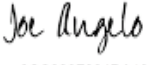
FINANCING:

Funds are available in the 2019-2020 Approved Budget and will be included in future years' requested budgets to cover the costs resulting from the applicable 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
- Director, Health Care Services Agency
- Probation Chief

Approved as to Form
DONNA ZIEGLER, County Counsel

By 
Kristy van Herick, Asst. County Counsel

O-2020-24

AN ORDINANCE AMENDING
CERTAIN PROVISIONS OF THE 2019 – 2020
COUNTY OF ALAMEDA SALARY ORDINANCE

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

SECTION I

Article 3, Section 3-12, of the County of Alameda Salary Ordinance is hereby amended by the addition of subsection 3-12.89 as follows, to be effective February 24, 2020.

3-12.89 – Effective February 24, 2020, not to exceed three (3) employees in Job Code #5305NM (Registered Nurse II) in the Division of Communicable Disease Control and Prevention – Immunization Unit, when formally assigned as the primary trainer to other professional-level health care nursing staff, shall be compensated an additional five percent (5%) of the base pay. Such additional compensation shall only apply to the hours the employee(s) are assigned to conduct training at the discretion of the Public Health Director, and/or their designee.

SECTION II

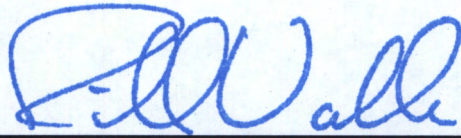
This ordinance shall take effect immediately, and before the expiration of fifteen days after its passage, shall be published once with the names of the members voting for and against it in the Inter-City Express, a newspaper published in the County of Alameda.

THE FOREGOING was **PASSED** and **ADOPTED** by a majority vote of the Alameda County Board of Supervisors this **21st** day of **April, 2020**, to wit:

AYES: Supervisors Carson, Chan, Haggerty, Miley & President Valle – 5

NOES: None

EXCUSED: None



PRESIDENT, BOARD OF SUPERVISORS

File No: 30447
Agenda No: 10
Document No: O-2020-24



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: RBC Bailey
Deputy