



AGENDA NO. _____ May 7, 2019

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

Human Resource Services

May 7, 2019

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

SUBJECT: SEIU LOCAL 1021 MEMORANDUM OF UNDERSTANDING (MOU) AMENDMENT, INCLUDING TWO (2) SIDELETTERS OF AGREEMENT, AND SALARY ORDINANCE AMENDMENT OF SECTION 7-10 (COUNTY ALLOWANCE) FOR UNREP, NON-MANAGEMENT RELATED TO SEIU LOCAL 1021

Dear Board Members:

RECOMMENDATION:

- A. Adopt an Ordinance amending and extending the December 21, 2015 through December 14, 2019 Memorandum of Understanding (MOU) between the Northern California Public Sector Region Local 1021 of the Service Employees International Union, CTW (SEIU Local 1021) and the County of Alameda (County);
- B. Adopt a total of two (2) Sideletters of Agreement contained in the SEIU Local 1021 MOU; and
- C. Adopt an Ordinance amending Section 7-10. Cafeteria Benefit Plan: Amount of Allocable Money of the Salary Ordinance.

DISCUSSION/SUMMARY:

We recommend that your Board adopt an Ordinance amending and extending the December 21, 2015 through December 14, 2019 MOU SEIU Local 1021 and the County and adopt a total of two (2) Sideletters of Agreement contained in the SEIU Local 1021 MOU. SEIU Local 1021 and your representatives have reached an agreement to amend the December 21, 2015 through December 14, 2019 MOU between the parties. The amendments include the following: 1) extension of the term of agreement to December 10, 2022; 2) salary increases of 3.5% effective June 28, 2020, 3.25% effective June 27, 2021, and 3.25% effective June 26, 2022; 3) effective Plan Year 2022 through the remaining term of the MOU, SEIU Local 1021 has agreed to pay 12% of the medical premiums for all HMO plans, the County will pay 88% of the lowest cost HMO premium towards the PPO plan, and the employee will pay the remainder of the PPO premium; 4) dental maximum increase to \$1675 in Plan Year 2020, \$1775 in Plan Year 2021, and \$1900 in Plan Year 2022; 5) increase County Allowance to \$1200 in Plan Year 2022; and 6) increase County Share the Savings by \$100 in each level in Plan Year 2020.

The two (2) Sideletters of Agreement have the following provisions:

- (1) Increase County Allowance to \$1200 in Plan Year 2022; and
- (2) Increase the monthly Share the Savings by \$100 in each level in Plan Year 2020.

We further recommend that your Board adopt an Ordinance amending Section 7-10. Cafeteria Benefit Plan: Amount of Allocable Money of the Salary Ordinance. This amendment includes addition to Section 7-10 that will provide unrepresented non-management related to SEIU Local 1021 the same County Allowance increase to \$1200 in Plan Year 2022.

FINANCING:

Funds are available in the 2019-2020 Approved Budget and will be included in future years' requested budgets to cover the costs associated with 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,

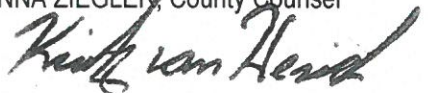


Joe Angelo, Director
Human Resource Services

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

Z:\Board Letters\050719_SEIU_MOU_Sideletters_of_Agmt_SO_Amendment

Approved as to Form
DONNA ZIEGLER, County Counsel

By 
Kristy van Herick, Asst. County Counsel

AN ORDINANCE AMENDING
CERTAIN PROVISIONS OF THE 2018 – 2019
ALAMEDA COUNTY SALARY ORDINANCE

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

SECTION I

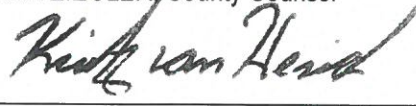
Article 7, Section 7-10. CAFETERIA BENEFIT PLAN: AMOUNT OF ALLOCABLE MONEY of the County of Alameda Salary Ordinance is hereby amended by the addition thereto of the following paragraph:

Effective January 1, 2020, each unrepresented non-management related to SEIU full time employee is eligible for a cafeteria benefit plan in the amount of one thousand two hundred (\$1200) for the calendar year. This amount shall be prorated in advance of the calendar year for employees regularly scheduled to work less than full-time based upon the hours which the employee has been regularly scheduled to work. Employees hired after January 1st shall be entitled to a prorated amount based upon the number of pay periods to be worked full-time. An employee appointed mid-year shall be entitled to a prorated amount based upon the number of pay periods to be worked during the remainder of the calendar year, except that employees appointed during the two last full pay periods, and any following partial pay period, prior to December 31 shall not be eligible for plan benefits until the following calendar year. The maximum sum available to employees who reinstate shall not exceed \$1100 minus the sum of cafeteria plan benefits received by the employee during any previous portion of the calendar year.

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

Approved as to Form
DONNA ZIEGLER, County Counsel

By 
Kristy van Herick, Asst. County Counsel

AN ORDINANCE AMENDING
THE DECEMBER 21, 2015 – DECEMBER 14, 2019
MEMORANDUM OF UNDERSTANDING
BETWEEN THE
NORTHERN CALIFORNIA PUBLIC SECTOR REGION, LOCAL 1021
OF THE SERVICE EMPLOYEES INTERNATIONAL UNION, CTW
AND THE
COUNTY OF ALAMEDA

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

SECTION I

The first paragraph of the introduction on Page 1, is hereby amended as follows:

THIS MEMORANDUM OF UNDERSTANDING (~~MOU~~) is entered into by the Director of Human Resource Services of the County of Alameda, said political subdivision hereafter designated as "County," and Northern California Public Sector Region, Local 1021 of the Service Employees International Union, CTW, hereafter designated as "Union," as a recommendation to the Board of Supervisors of the County of Alameda of those conditions of employment which are to be in effect from December 21, 2015 to and including ~~December 14, 2019~~December 10, 2022, for those employees working in representation units referred to in Section 1 hereof.

SECTION II

Section 36. Term of Memorandum, is hereby amended as follows:

This ~~Memorandum of Understanding~~MOU shall become effective upon the approval of the Board of Supervisors and shall remain in full effect to and including ~~December 14, 2019~~December 10, 2022.

SECTION III

Section 14. Medical and Dental Plans, Subsections A.1, A.2, and B.1, are hereby amended as follows:

A. MEDICAL PLANS

1. MEDICAL PLAN COVERAGE FOR FULL-TIME EMPLOYEES

- a. **Payment for Premiums – Full-time Employees.** For coverage from December 21, 2015, through the remaining term of the MOU, the County and covered employees will share in the cost of health care premiums.

For the plan year beginning February 1, 2015 through ~~January 31, 2022, the remaining term of the MOU~~ the County shall contribute ninety percent (90%) of the total monthly premium of an HMO plan or ninety percent (90%) of the total premium of the lowest cost HMO plan toward the total monthly premium of the PPO/indemnity plan at the corresponding level of coverage (i.e., Self, Self + 1 dependent, Family) in a Plan Year.

Effective February 1, 2022: For the plan year beginning February 1, 2022 through the remaining term of the MOU, the County shall contribute eighty-eight percent (88%) of the total monthly premium of an HMO plan or eighty-eight percent (88%) of the total premium of the lowest cost HMO plan toward the total monthly premium

of the PPO/indemnity plan at the corresponding level of coverage (i.e., Self, Self + 1 dependent, Family) in a Plan Year.

- b. **County Offered Medical Plan.** The County will offer a Health Maintenance Organization ("HMO") medical plan and a Preferred Provider Organization ("PPO") or Indemnity Medical Plan.

2. **MEDICAL PLAN COVERAGE FOR EMPLOYEES REGULARLY SCHEDULED TO WORK LESS THAN THE NORMAL WORKWEEK:** Any employee who is regularly scheduled to work less than the normal workweek for the job classification shall be entitled to elect coverage under a County offered either the comprehensive group medical plan by a Health Maintenance Organization or the PPO/indemnity plan options for full-time employees; provided, however, that the employee is on paid status at least fifty percent (50%) of the normal full-time workweek for the job classification.

For coverage from December 21, 2015 through ~~the remaining term of the MOU~~ January 31, 2022, the County's contribution toward the provider's premium shall be ninety percent (90%) of the total monthly premium for an HMO plan prorated each pay period based upon a proportion of hours the employee is on paid status within that pay period to the normal full-time pay period for the job classification, provided the employee is on paid status at least fifty percent (50%) of the normal full-time biweekly pay period for the job classification. For coverage from December 21, 2015 through ~~the remaining term of the MOU~~ January 31, 2022, for part-time employees who choose the PPO/Indemnity plan, the County will contribute ninety percent (90%) of the total semi-monthly premium of the lowest cost HMO plan toward the total monthly premium, prorated each pay period based upon a proportion of the hours the employee is on paid status within that pay period to the normal full-time pay period for the job classification, provided the employee is on paid status at least fifty percent (50%) of the normal full-time biweekly pay period for the job classification. If an employee is not on paid status at least fifty percent (50%) of the normal full-time biweekly pay period for the classification, the employee will be responsible for paying the entire biweekly premium for the benefit.

Effective February 1, 2022: For coverage effective February 1, 2022 through the remaining term of the MOU, the County's contribution toward the provider's premium shall be eighty-eight percent (88%) of the total monthly premium for an HMO plan prorated each pay period based upon a proportion of hours the employee is on paid status within that pay period to the normal full-time pay period for the job classification, provided the employee is on paid status at least fifty percent (50%) of the normal full-time biweekly pay period for the job classification. For coverage from February 1, 2022 through the remaining term of the MOU, for part-time employees who choose the PPO/Indemnity plan, the County will contribute eighty-eight percent (88%) of the total semi-monthly premium of the lowest cost HMO plan toward the total monthly premium, prorated each pay period based upon a proportion of the hours the employee is on paid status within that pay period to the normal full-time pay period for the job classification, provided the employee is on paid status at least fifty percent (50%) of the normal full-time biweekly pay period for the job classification. If the employee is not on paid status at least fifty percent (50%) of the normal full-time biweekly pay period for the classification, the employee will be responsible for paying the entire biweekly premium for the benefit.

B. DENTAL PLANS

1. **DENTAL PLAN COVERAGE FOR FULL-TIME EMPLOYEES:**

For coverage through the remaining term of this MOU, the County shall contribute the total monthly premium for a County offered Dental Plan for eligible full-time employees as well as their eligible dependents provided that the employee is on paid status at least fifty percent (50%) of the normal full time pay-period for the job classification. Eligible full-time employees may elect any one (1) of the following County-offered dental plan options listed below:

- i. A PPO/Indemnity dental plan
- ii. A supplemental spousal dental plan
- iii. A pre-paid, closed panel dental plan.

The maximum annual dental benefit paid for by the County for each covered individual is ~~\$1,450.00 one thousand five hundred fifty (\$1,550)~~ for PPO/Indemnity dental plan. Effective ~~p~~Plan year ~~2017-2020~~, the maximum annual dental benefit shall be increased to one thousand six hundred seventy-five (\$1,675)~~\$1,550~~. Effective plan year 2021, the maximum annual dental benefit shall be increased to one thousand seven hundred seventy-five (\$1,775).

Effective plan year 2022, the maximum annual dental benefit shall be increased to one thousand nine hundred (\$1,900).

SECTION IV

Section 16. Wages, is hereby amended by the addition thereto of the following:

Effective June 28, 2020, salaries for all represented classifications including Representation Unit III shall be increased by three and one-half percent (3.5%).

Effective June 27, 2021, salaries for all represented classifications including Representation Unit III shall be increased by three and one-quarter percent (3.25%).

Effective June 26, 2022, salaries for all represented classifications including Representation Unit III shall be increased by three and one-quarter percent (3.25%).

SECTION V

Appendix A – Alphabetical Listing by Class and Listings of Classifications by Representation Units 003, 004, 005, 006, 007, 008, 010, 011, and 012, are hereby amended as follows:

[Appendix A-1 – Classifications Listing in Alphabetical Order](#)

[Appendix A-2 – Classifications and Salary Listing by Representation Unit \(December 21, 2015 to June 27, 2020\)](#)

[Appendix A-3 – Classifications and Salary Listing by Representation Unit \(June 28, 2020 to December 10, 2022\)](#)

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.

County Allowance

**EXTENSION AGREEMENT AND AMENDMENT OF MOU BETWEEN
THE NORTHERN CALIFORNIA PUBLIC SECTOR REGION, LOCAL 1021
OF THE SERVICE EMPLOYEES INTERNATIONAL UNION, CTW**

And

THE COUNTY OF ALAMEDA

SIDELETTER OF AGREEMENT

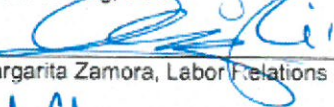
March 13, 2019

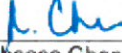
Effective January 1, 2013 through December 31, 2016, the County shall contribute \$900 annually (County Allowance) toward a cafeteria benefit plan for full-time employees. Effective January 1, 2017 through December 31, 2021, the County shall contribute one thousand one hundred (\$1,100) annually toward a cafeteria benefit plan for full-time employees. Effective January 1, 2022 through the remaining term of the MOU, the County shall contribute one thousand two hundred (\$1,200) annually (County Allowance) toward a cafeteria benefit plan for full-time employees.

The County Allowance amount shall be prorated in advance of the calendar year for employees regularly scheduled to work less than full-time based upon the hours which the employee has been regularly scheduled to work. Employees hired after January 1st shall be entitled to a prorated amount based upon the number of pay periods to be worked full-time during the remainder of the calendar year, except that employees appointed during the last two (2) full pay periods, and any following partial pay period, prior to December 31st shall not be eligible for plan benefits until the following calendar year. The maximum sum available to an employee who reinstates shall not exceed one thousand two hundred (\$1,200), minus the sum of the cafeteria plan benefits received by the employee during the portion of the calendar year preceding termination.

FOR THE COUNTY:


Keith Fleming, IEDA


Margarita Zamora, Labor Relations Manager


Rebecca Chen, Labor Relations Analyst


Mary Woo, Labor Relations Analyst

FOR SEIU:


Peter Masiak, Field Director


Blake Huntsman, Field Representative


Yeon Park


Tina Tapia


Cara Williams

DATE: 3/13/19

DATE: 3/13/19


Share the Savings

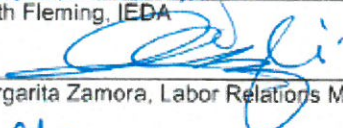
**EXTENSION AGREEMENT AND AMENDMENT OF MOU BETWEEN
THE NORTHERN CALIFORNIA PUBLIC SECTOR REGION, LOCAL 1021
OF THE SERVICE EMPLOYEES INTERNATIONAL UNION, CTW
And
THE COUNTY OF ALAMEDA**

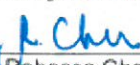
**SIDELETTER OF AGREEMENT
March 13, 2019**

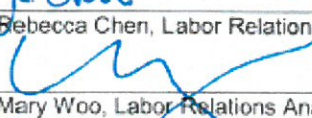
- 1. Plan Year 2017:** The parties agree that the County shall increase the existing monthly Share the Savings stipend in Plan Year 2017, so that the new monthly totals shall be as follows:
- \$200 for those employees who decline all medical coverage;
 - \$150 for those employees who decline Family coverage and elect Single coverage;
 - \$100 for those employees who decline Family coverage and elect 2-party coverage;
 - \$100 for those employees who decline 2-party coverage and elect Single coverage.
- 2. Plan Year 2020:** The parties agree that in Plan Year 2020, the County shall increase the monthly Share the Savings noted in 1. above so that the new monthly totals shall be as follows:
- \$300 for those employees who decline all medical coverage;
 - \$250 for those employees who decline Family coverage and elect Single coverage;
 - \$200 for those employees who decline Family coverage and elect 2-party coverage;
 - \$200 for those employees who decline 2-party coverage and elect Single coverage.

FOR THE COUNTY:

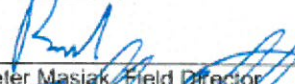

Keith Fleming, IEDA

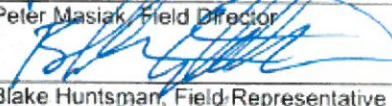

Margarita Zamora, Labor Relations Manager

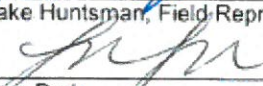

Rebecca Chen, Labor Relations Analyst

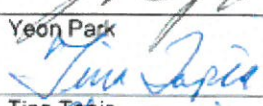

Mary Woo, Labor Relations Analyst

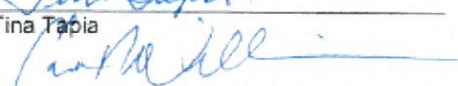
FOR SEIU:


Peter Masiak, Field Director


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Yeon Park


Tina Tapia


Cara Williams

DATE: 3/13/19

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