



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

Human Resource Services

May 9, 2013

Honorable Board of Supervisors
Administration Building
Oakland, CA 94612

Subject: Two Memoranda of Understanding, a Salary Ordinance Amendment, and Nine Sideletters of Agreement

Dear Board Members:

Recommendation:

That your Board (1) adopt an Ordinance approving the December 23, 2012 through April 8, 2017 Memorandum of Understanding between the Alameda County Management Employees Association (General Government Unit) and the County of Alameda, and (2) adopt an Ordinance approving the December 23, 2012 through April 8, 2017 Memorandum of Understanding between the Alameda County Management Employees Association (Confidential Unit) and the County of Alameda, and (3) adopt a Salary Ordinance amendment amending a footnote in the Social Services Agency and establishing a new footnote in the Sheriff's Office, and (4) adopt nine sideletters of agreement.

Discussion/Findings:

Your representatives and representatives of the Alameda County Management Employees Association have reached agreement on two memoranda of understanding from the dates of December 23, 2012 through April 8, 2017, one for the General Government Unit and one for the Confidential Unit.

Both memoranda contain the following wage increases: 2% July 2013; 1% January 2014; 2% January 2015; and 3% January 2016; and a one-time special adjustment for the Chief Assistant Public Guardian-Conservator classification July 2013. Other changes include:

A Salary Ordinance amendment to Section 3-18.26 extending the premium pay for two employees in Job Code 6770SM, in the Social Services Agency through the term of the MOU; and establishing a new footnote authorizing an annual uniform allowance for one employee in Job Code 1139SM, in the Animal Control Section of the Sheriff's Office.

The nine sideletters of agreement have the following provisions: (1) an increase in the monthly Share the Savings allowance; (2) an increase to the County Allowance, Cafeteria Benefit Plan from the current \$2900 to \$3000 in Plan Year 2014 and from \$3000 to \$3100 in Plan Year 2016, and expand to include dependent care assistance and adoption assistance in Plan Year 2014; (3) an increase in the Dental coverage limit from the current \$1450 to \$1550 in Plan Year 2014; (4) meet and confer within 60 days following the effective date of State legislation over creation of a new retirement tier of 2% @ 65

with 3 year averaging pension formula for new employees; (5) continuation of the annual salary review; (6) vacation sellback shall be (15) days for the term of the MOU; (7) provide for two days of Paid Training leave for Public Defender Investigators; (8) establish a joint Labor-Management Committee to discuss Social Service Agency Program Manager on-call responsibilities; and (9) conduct a classification study for a job class in the General Services Agency.

Financing:

Funds will be in the 2013-2014 budget appropriation to pay any costs resulting from these agreements.

Very truly yours,

A handwritten signature in blue ink that reads "Cynthia Barton".

Mary Welch, Interim Director
Human Resource Services

MW:vb

Z:\Board Letters\05.21.2013 ACEMA MOU 2012-2017 GEN and CONF

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

MEMORANDUM OF UNDERSTANDING NEGOTIATIONS
BETWEEN
ALAMEDA COUNTY MANAGEMENT EMPLOYEES ASSOCIATION
CONFIDENTIAL AND GENERAL GOVERNMENT
AND
THE COUNTY OF ALAMEDA

TENTATIVE AGREEMENT TO UNION PROPOSAL No. 2

SHARE THE SAVINGS

SIDELETTER OF AGREEMENT

The parties agree that the County shall increase the existing monthly Share the Savings stipend in Plan Year 2014, 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.

FOR THE COUNTY:

Diana Boughter
Cynthia Baron
Jody Pollack

DATE: 4/17/2013

FOR ACMEA:

Xena Boulton
Ramona Webb
Lisa Hall
D. Stiles
Wendy White
Michelle

**SIDELETTER OF AGREEMENT
BETWEEN
ALAMEDA COUNTY MANAGEMENT EMPLOYEES ASSOCIATION
CONFIDENTIAL AND GENERAL GOVERNMENT
AND
THE COUNTY OF ALAMEDA
VACATION SELLBACK**

The parties agree that the allowable vacation sellback for the Alameda County Management Employees Association General Government and Confidential Units (ACMEA) shall be fifteen (15) days for the term of the 2012-2017 Memorandum of Understanding.

FOR THE COUNTY:

Diana Baugh
Cynthia Baron
Jody Pollak

FOR ACMEA:

Alexa Pounte
DS 0.35051
Robert Weiss
Michael
Ramona Hill
Lisa Hopie

DATE: 4/17/2013

MEMORANDUM OF UNDERSTANDING NEGOTIATIONS
BETWEEN
ALAMEDA COUNTY MANAGEMENT EMPLOYEES ASSOCIATION
CONFIDENTIAL AND GENERAL GOVERNMENT
AND
THE COUNTY OF ALAMEDA

TENTATIVE AGREEMENT TO
UNION PROPOSAL #3

SIDELETTER OF AGREEMENT

The parties agree that effective plan year 2014, the maximum annual dental coverage limit shall be increased \$100, to a total of \$1,550.00 per plan year.

FOR THE COUNTY:

Synthia Baron
Diana Dargatzis
Jody Pollak

FOR ACMEA:

Sharon Routh
Marcelo Hernandez
Raymond
Paula

2. 2013
Rita
[Signature]

DATE:

2/28/13

**MEMORANDUM OF UNDERSTANDING NEGOTIATIONS
BETWEEN
ALAMEDA COUNTY MANAGEMENT EMPLOYEES ASSOCIATION
CONFIDENTIAL AND GENERAL GOVERNMENT
AND
THE COUNTY OF ALAMEDA**

TENTATIVE AGREEMENT TO UNION PROPOSAL No. 7

CAFETERIA PLAN

SIDELETTER OF AGREEMENT

Based upon final MOU adoption no later than July 31, 2013, the parties agree that (1) the County shall increase the existing annual County Allowance of \$2,900 as follows: \$100 in Plan Year 2014 for a total of \$3,000 in Plan Years 2014 and 2015, and \$100 in Plan Year 2016 for a total of \$3,100; and (2) the County Allowance shall be expanded to include dependent care assistance and adoption assistance, beginning in Plan Year 2014.

FOR THE COUNTY:

Diana Daughtie
Cynthia Baran
Judy Pollak

FOR ACMEA:

Xavier Ponthus
Don Hol
Ramona Webb
25 9. 55851
Molly
Nancy Wilson

DATE:

4/17/2013

**MEMORANDUM OF UNDERSTANDING NEGOTIATIONS
BETWEEN
ALAMEDA COUNTY MANAGEMENT EMPLOYEES ASSOCIATION
CONFIDENTIAL AND GENERAL GOVERNMENT
AND
THE COUNTY OF ALAMEDA**

TENTATIVE AGREEMENT TO COUNTY PROPOSAL No. 5

RETIREMENT FORMULA

SIDELETTER OF AGREEMENT

Intent: Creation of new tier retirement program for new employees.

Upon passage of SB 54, and signature by the Governor, ACMEA agrees to meet and confer over the 2% at 65 with 3 year averaging pension formula. The parties agree that the meet and confer will commence no later than 60 days following the date that the Governor signs SB 54.

FOR THE COUNTY:

Diana Baughte
Cynthia Baron
Jody Pollak

FOR ACMEA:

Sharon Bond
Ramona Webb
Donna

Donna
Donna
Donna

DATE:

4/17/2013

**SIDELETTER OF AGREEMENT
BETWEEN
ALAMEDA COUNTY MANAGEMENT EMPLOYEES ASSOCIATION
CONFIDENTIAL AND GENERAL GOVERNMENT
AND
THE COUNTY OF ALAMEDA
TENTATIVE AGREEMENT
SALARY REVIEW**

It is the intent of Alameda County to conduct a management initiated annual review of ACMEA represented employees' salaries in September of each year of the current Memorandum of Understanding, except in the last year of the Memorandum of Understanding, to address issues of compaction, recruitment, and retention that may have occurred in the interim one-year period. The purpose of the annual review of salaries will be limited to making specific determinations as to what, if any, special adjustments may be merited at the time of the review.

Implementation of any recommendations arising from the review is subject to the approval of, and is to be made at the sole discretion of the Board of Supervisors. The Board of Supervisors' decision will be final, non-grievable and not subject to meet and confer requirements.

This provision shall remain in effect during the term of the December 23, 2012 through April 8, 2017 Memorandum of Understanding.

FOR THE COUNTY:

Diana Baughn
Cynthia Baron
Judy Pollak

FOR ACMEA:

Xiaohu Beantone
Ramona Wilkins
Lisa Hap
9. 55051
Raymond
Murphy

DATE:

4/17/2013

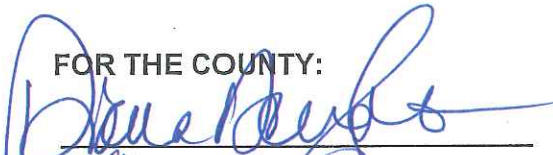
MEMORANDUM OF UNDERSTANDING NEGOTIATIONS
BETWEEN
ALAMEDA COUNTY MANAGEMENT EMPLOYEES ASSOCIATION
CONFIDENTIAL AND GENERAL GOVERNMENT
AND
THE COUNTY OF ALAMEDA

TENTATIVE AGREEMENT TO
UNION PROPOSAL #6

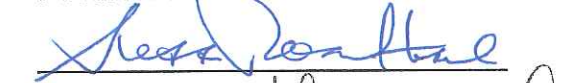
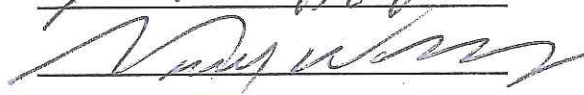
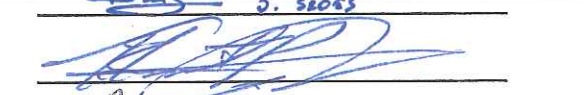
SIDELETTER OF AGREEMENT

The parties agree that within 90 days following adoption of the Memorandum of Understanding, ACMEA and the Social Services Agency will form a joint Labor-Management Committee to discuss how to handle the Social Services Agency Program Managers' on-call responsibilities. The Committee will develop recommendations that will be submitted to the SSA Director for her consideration within 120 days following the establishment of the Committee.

FOR THE COUNTY:


Cynthia Baron
Jody Pollak

FOR ACMEA:


Marcie Laguerre
Linda Holt

D. 51063

Ramona Webb

DATE:

3/19/13

MEMORANDUM OF UNDERSTANDING NEGOTIATIONS
BETWEEN
ALAMEDA COUNTY MANAGEMENT EMPLOYEES ASSOCIATION
CONFIDENTIAL AND GENERAL GOVERNMENT
AND
THE COUNTY OF ALAMEDA

TENTATIVE AGREEMENT TO
UNION PROPOSAL #11

December 10, 2012

SIDELETTER OF AGREEMENT

The parties agree that the Public Defender Investigators shall receive two days of paid leave annually to attend approved training. Investigators may receive up to four hours of paid travel time annually, when approved, in order to attend such training.

*It is understood that employees shall be responsible for all costs related to attending the approved training.

FOR THE COUNTY:

Diana Knight
Cynthia Baron
Jody Pollak

FOR ACMEA:

Jessie Gonzalez
Ramona Hall
[Signature]
[Signature]
[Signature]
[Signature]
[Signature]

DATE: *12-10-2012*

MEMORANDUM OF UNDERSTANDING NEGOTIATIONS
BETWEEN
ALAMEDA COUNTY MANAGEMENT EMPLOYEES ASSOCIATION
CONFIDENTIAL AND GENERAL GOVERNMENT
AND
THE COUNTY OF ALAMEDA

TENTATIVE AGREEMENT TO
UNION PROPOSAL #11

SIDELETTER OF AGREEMENT

The parties agree that following adoption of the Memorandum of Understanding, and within 90 days from the date that all required Position Description Questionnaires have been completed and received by the Human Resource Services Department, HRSD will complete a classification study of the positions of Manager, Purchasing Division, and Senior Procurement & Contracts Specialist. Recommendations as a result of this study will be submitted to the GSA Director for his consideration.

FOR THE COUNTY:

Synthia Baron
Diana Brugh
Jody Pollak

FOR ACMEA:

Sharon Rood
Ramona Halpin
L. de A.
[Signature]
[Signature]
[Signature]
[Signature]
[Signature]

DATE:

4/2/13

By 

Ordinance No.

AN ORDINANCE APPROVING THE
DECEMBER 23, 2012 – APRIL 8, 2017 MEMORANDUM OF UNDERSTANDING WITH THE ALAMEDA
COUNTY MANAGEMENT EMPLOYEES ASSOCIATION (GENERAL GOVERNMENT UNIT)

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

SECTION I

The provisions of sections 1 through 25, and 27 and Appendices A – D of the December 23, 2012 through April 8, 2017, Memorandum of Understanding, dated as of May 9, 2013, between the County negotiators and the Alameda County Management Employees Association (General Government Unit), applicable to employees in Representation Units R15, R44, R45, R48, R49, and R53 is hereby approved and incorporated herein by reference.

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 ZEIGLER, County Counsel

By 

Ordinance No.

AN ORDINANCE APPROVING THE
DECEMBER 23, 2012 – APRIL 8, 2017 MEMORANDUM OF UNDERSTANDING WITH THE ALAMEDA
COUNTY MANAGEMENT EMPLOYEES ASSOCIATION (CONFIDENTIAL UNIT)

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

SECTION I

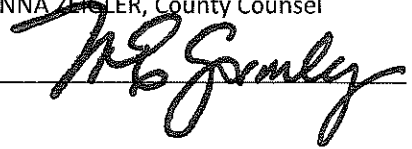
The provisions of sections 1 through 25, and 27 and Appendices A – D of the December 23, 2012 through April 8, 2017, Memorandum of Understanding, dated as of May 9, 2013, between the County negotiators and the Alameda County Management Employees Association (Confidential Unit), applicable to employees in Representation Unit R50 and R61 is hereby approved and incorporated herein by reference.

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 ZEGLER, County Counsel

By



AN ORDINANCE AMENDING
CERTAIN PROVISIONS OF THE 2012 - 2013
ALAMEDA COUNTY SALARY ORDINANCE

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

SECTION I

Article 3 of Ordinance Number 0-2012-51 of the County of Alameda is hereby amended to read as follows.

3-18.26 Effective April 14, 2002, not to exceed two persons in the Social Services Agency, Department of Adult and Aging, under Job Code 6770SM when assigned to provide coverage to respond to emergency calls from 5:30 p.m. to 7:30 a.m., Monday through Friday, and from 5:30 p.m. Friday to 7:30 a.m. Monday, shall receive an additional \$175 per week. This note shall be in full force and effect for the term of the 2012-2017 Alameda County Management Employees Association, General Government Unit Memorandum of Understanding.

SECTION II

Article 3 of Ordinance Number 0-2012-51 of the County of Alameda is hereby amended by the addition thereto of the following note to be effective on the date shown.

3-17.48 Effective January 1, 2013, not more than one person in the Sheriff's Office, under Job Code 1139SM, shall receive an annual uniform allowance in the amount of \$455 per year, when responsible for first-line supervision responsibilities within the Animal Control Section, and required by the Sheriff's Office to wear a uniform.

SECTION III

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.

MW:vb

Z:\Board Letters\05.21.2013 ACEMA MOU 2012-2017 GEN and CONF