



Alameda County

# Human Resource Services

Lakeside Plaza Building 1401 Lakeside Drive, Suite 200 Oakland, CA 94612-4305

May 23, 2008

Honorable Board of Supervisors  
Administration Building  
Oakland, CA 94612

**Subject: Adopt Two Memoranda of Understanding, Three Salary Ordinance Amendments, an Administrative Code Amendment, and Two Sideletters of Agreement**

Dear Board Members:

**Recommendation:**

That your Board (1) adopt an ordinance approving the two 2007 - 2011 Memoranda of Understanding between the Professional Association of County Employees (PACE), IFPTE, Local 21, for Representation Units S06 and S25 and the County of Alameda, (2) adopt three salary ordinance amendments; to modify the pay for Emergency Response Unit assignments, to allow additional vacation sellback provisions, and shift compensation for eligible employees, (3) adopt an ordinance amending the Administrative Code approving changes for absences of less than a day, and (4) adopt two Sideletters of Agreement.

**Discussion/Findings:**

The County and the Professional Association of County Employees (PACE), IFPTE, Local 21 have reached agreement on a new Memoranda of Understanding with a term from February 25, 2007 - September 17, 2011.

The Salary Ordinance amendment calls for the following three changes; an increase in the compensation rate for the Emergency Response Unit when providing coverage for emergency calls, to allow additional vacation sellback from fifteen (15) days to twenty (20) days for fiscal years 2007-2008 and 2008-2009, and shift compensation for eligible employees.

The Administrative Code amendment calls for a change in leave balances for absence of less than a day.

There are also two Sideletters of Agreement; one Sideletter increases Health Insurance Co-pay amounts to \$15.00; one increases vacation sellback from fifteen (15) days to twenty (20) days for fiscal years 2007-2008 and 2008-2009.

Fax: (510) 272-6987

TDD: (510) 272-3703



An Equal Opportunity/Affirmative Action Employer

Honorable Board of Supervisors  
May 23, 2008  
Page 2

**Funding:**

Funds are available in the 2007-2008 budget appropriation to pay the cost of these actions.

Very truly yours,

A handwritten signature in black ink, appearing to read "Stephen Amano". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Stephen Amano, Acting Director  
Human Resource Services

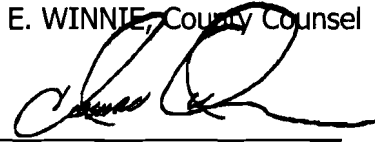
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\Board Letters\06.10.08 PACE MOU Ltr

c: County Administrator  
Auditor-Controller  
County Counsel  
Director of Health Care Services  
Director of Social Services Agency  
IFPTE, Local 21, PACE

Approved as to Form  
RICHARD E. WINNIE, County Counsel

By \_\_\_\_\_



AN ORDINANCE APPROVING THE  
FEBRUARY 25, 2007 - SEPTEMBER 17, 2011 MEMORANDUM OF UNDERSTANDING WITH THE  
PROFESSIONAL ASSOCIATION OF COUNTY EMPLOYEES (PACE), IFPTE, LOCAL 21

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

**SECTION I**

The provisions of sections 1 through 23, and Appendix A of the February 25, 2007 through September 17, 2011, Memorandum of Understanding, dated May 14, 2008, between the County negotiators and the Professional Association of County Employees, Local 21, applicable to employees in Representation Unit S06, is hereby approved and incorporated herein by reference.

**SECTION II**

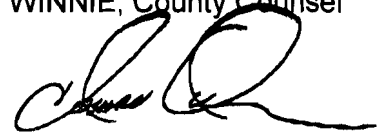
The provisions of sections 1 through 23, and Appendix A of the February 25, 2007 through September 17, 2011, Memorandum of Understanding, dated May 14, 2008, between the County negotiators and the Professional Association of County Employees, Local 21, applicable to employees in Representation Unit S25, is hereby approved and incorporated herein by reference.

**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.

Approved as to Form  
RICHARD E. WINNIE, County Counsel

By \_\_\_\_\_



AN ORDINANCE AMENDING  
CERTAIN PROVISIONS OF THE 2007 - 2008  
ALAMEDA COUNTY SALARY ORDINANCE

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

**SECTION I**

Article 3 of Ordinance Number 0-2007-52 of the Alameda County is hereby amended to read as follows:

Section 3-18.25 The employee in Job Code 6750SM assigned to the Emergency Response Unit to provide coverage for emergency calls in lieu of on-site coverage for a 24-hour shift, two-thirds or more of which falls on a Saturday, Sunday, or County observed holiday, in addition to his/her regular assignment, shall be compensated at the rate of \$250 per 24-hour shift. Effective November 18, 2007, on-site coverage for a 24-hour shift, two thirds or more of which falls on a Saturday, Sunday, shall be increased to \$300 per 24-hour shift. Effective November 16, 2008, on-site coverage for a 24-hour shift, two-thirds or more of which falls on a County observed holiday shall be increased to \$300 per 24-hour shift.

The employee in Job Code 6750SM assigned to the Emergency Response Unit to provide coverage for emergency calls in lieu of on-site coverage for an "after hours" shift during the work week, in addition to his/her regular assignment, shall be compensated at the rate of \$50 per shift. Effective November 16, 2008, this rate shall be increased to \$65 per shift. An "after hours" weekday shift shall be defined as a shift during which no less than two-thirds of the hours worked fall between 10 p.m. and 8 a.m., beginning Monday and ending Saturday morning.

**SECTION II**

Section 7.4 of Ordinance Number 0-2007-52 of the Alameda County is hereby amended by the addition of the following paragraph.

Effective July 1, 2007, in Fiscal Years 2007-2008 and 2008-2009 an employee represented by the Professional Association of County Employees (PACE) may sellback an additional five days of vacation.

### **SECTION III**

Section 6.2 of Ordinance Number 0-2007-52 of the Alameda County is hereby amended by the addition of the following paragraph to be effective July 27, 2008.

PACE represented employees in Job Code 6750 Child Welfare Supervisor, and 6284 Supervising Child Care Worker, of the Social Services Agency who are required to work at least five-eighths of their normal work schedule between 4:30 p.m. and 12 a.m., shall be paid at a rate of 7 percent over and above their normal biweekly or hourly rate of pay for the entire shift so worked.

### **SECTION IV**

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.



By \_\_\_\_\_

**AN ORDINANCE AMENDING  
CERTAIN PROVISIONS OF THE  
ALAMEDA COUNTY ADMINISTRATIVE CODE**

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

**SECTION I**

Section 3.28.130 Deductions of Pay or Leave Balances for absences of less than a day, of Chapter 3,28, Overtime, is hereby amended to read as follows:

D. Effective June 29, 2008, employees represented by the Alameda County Employees Association in Representation Units S06, S25, occupying positions in designated management classifications and who are exempt from the overtime provisions of the Fair Labor Standards Act, shall have appropriate leave balances reduced for absences of less than one work day, except that such employees shall be placed on leave without pay or absence without authorization (AWOL) for absences of less than one work day when paid leave is not used because:

1. Permission for it's use has not been sought or has been sought and denied;
2. Paid leave is exhausted; or
3. The employee chooses to use leave without pay.

**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.

**MOU NEGOTIATIONS  
BETWEEN  
PROFESSIONAL ASSOCIATION OF COUNTY EMPLOYEES (PACE), LOCAL 21  
Units 06 & 025  
AND THE  
COUNTY OF ALAMEDA**

**COUNTY COUNTER PROPOSAL TO  
UNION NO. 11**

**September 5, 2007**

Intent: To increase the yearly maximum allowable vacation sellback by five (5) days (from 15 days to 20 days) for fiscal years 2007-2008 and 2008-2009.

**SIDELETTER** Temporary increase to yearly maximum allowable vacation sellback to all PACE, Local 21 represented employees.

**VACATION SELLBACK**

The parties agree to increase the yearly maximum allowable vacation sellback from fifteen (15) days to twenty (20) days for fiscal years 2007-2008 and 2008-2009. The yearly maximum allowable vacation sellback for all PACE, Local 21 represented employees shall return to fifteen (15) days in fiscal year 2009-2010.

For the County:

Glenn Bulheimer  
Ally  
Emmie Hill  
[Signature]  
[Signature]

DATE: Sept 5, 2009

For PACE, Local 21:

Virchie Carson, IFPTE Local 21  
Debra Susan-Zentube  
Jaine V. Leon  
Wildred Dawson  
Dawn E. Johnson  
[Signature]

DATE: September 5, 2007

2007 MEMORANDUM OF UNDERSTANDING NEGOTIATIONS  
BETWEEN  
PACE, LOCAL 21  
AND  
THE COUNTY OF ALAMEDA

SIDELETTER OF AGREEMENT

Social Services Agency

September 5, 2007

The County agrees to modify the Alameda County Salary Ordinance Section 6-2 as follows, effective two payperiods subsequent to adoption of the PACE MOU:

PACE represented employees in Job Code 6750 Child Welfare Supervisor, and 6284 Supervising Child Care Worker, of the Social Services Agency and who are required to work at least five-eighths of their normal work schedule between 4:30 p.m. and 12 a.m., shall be paid at a rate of 7 percent over and above their normal biweekly or hourly rate of pay for the entire shift so worked.

FOR THE COUNTY

Glenn Burkheimer  
[Signature]  
Emmie J. Hill  
[Signature]  
[Signature]

FOR PACE Local 21

Vivie Carson IFPTE Local 21  
[Signature]  
Vivied Daws  
[Signature]  
[Signature]  
Jaimie V. Lee  
[Signature]

DATE: September 5, 2007



**SECTION 23. TERM OF MEMORANDUM**

This Memorandum of Understanding shall become effective upon the approval of the Board of Supervisors and shall remain in full effect to and including September 17, 2011.

Signed and entered into this 14<sup>th</sup> day of May, 2008.

**FOR COUNTY OF ALAMEDA**

**FOR PROFESSIONAL ASSOCIATION  
OF COUNTY EMPLOYEES/LOCAL 21**

Glenn Burkheim

Victoria Carson, Local 21

[Signature]

Sam S. Johnson

Eunnie J. Hill

James V. Leon

[Signature]

David Dawson

Debra Devar-Cutler

Brian L. Buckley

[Signature]

STEPHEN AMANO, ACTING DIRECTOR  
HUMAN RESOURCE SERVICES

Approved As to Form:  
RICHARD E. WINNIE, County Counsel

By: [Signature]