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Human Resource Services

June 4, 2019

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

SUBJECT: SALARY ORDINANCE AMENDMENTS TO 1) ADJUST SALARIES FOR #6497N, #6510N, #6696N, 2) INCREASE SALARIES FOR UNREP NON-MGMT CLASSES RELATED TO SEIU, 3) CORRECT SECTION 7-10, AND 4) DELETE SUBSECTION 3-11.18; CLEAN UP OF THE SALARY ORDINANCE AND ADOPT ONE (1) SIDELETTER OF AGREEMENT WITH TEAMSTERS

Dear Board Members:

RECOMMENDATIONS:

- A) Adopt Salary Ordinance amendments to: 1) adjust the salary for the Unrepresented classifications of Behavioral Health Clinician II SAN (Job Code #6510N) and Marriage and Family Therapist N (Job Code #6497N) to align to its permanent counterpart classifications of Behavioral Health Clinician II (Job Code #6510) and Marriage and Family Therapist (Job Code #6497), respectively, effective June 30, 2019; 2) adjust the salary for the Unrepresented classification of Institutional Helper SAN (Job Code #6696N) to the minimum wage per the California Minimum Wage Order; 3) increase the salaries for Unrepresented Non-Management classifications related to the Northern California Public Sector Region Local 1021 of the Service Employees International Union (SEIU, Local 1021) classifications effective June 30, 2019; 4) correct the effective date of Section 7-10. Cafeteria Benefit Plan: Amount of Allocable Money of the Salary Ordinance; and 5) delete subsection 3-11.18 of Section 3-11 as it is no longer applicable.
- B) Approve clean-up and formatting updates to applicable sections and/or subsections of 3-2 through 3-21; 6-9; 6-12; 7-4 through 7-18 of the Salary Ordinance as previously approved by your Board.
- C) Adopt a Sideletter of Agreement between the County of Alameda (County) and the Teamsters Local Union 856 (Teamsters) to implement updates to the applicable provisions of the Memoranda of Understanding (MOU) related to the implementation of Assembly Bill 119.

DISCUSSION/SUMMARY:

We recommend salary adjustments to the hourly rate of the Unrepresented classifications of Behavioral Health Clinician II SAN (Job Code #6510N) and Marriage and Family Therapist N (Job Code #6497N), to be aligned with the permanent counterpart classifications of Behavioral Health Clinician II (Job Code #6510) and Marriage and Family Therapist (Job Code #6497), respectively, as represented by SEIU, Local 1021 effective June 30, 2019. We also recommend salary adjustment to the hourly rate of the Unrepresented classification of Institutional Helper SAN (Job Code #6696N) to the minimum wage per the California Minimum Wage Order, effective June 30, 2019.

We recommend increasing the salaries for the following Unrepresented Non-Management job classifications related to SEIU Local 1021: Ancillary Support Worker, HCSA (Job Code #5021), Behavioral Clinician II (Job Code #6510N), Crt Apt Spc Adv (CASA) VolPrgAs (Job Code #6816), Eligibility Tech Intermittent (Job Code #1477N), Institutional Helper SAN (Job Code #6696N), Marriage and Fam Therapist II (Job Code #6497N), Medical Social Worker II (Job Code #6415N), Psych Mental Hth Nurse Pract (Job Code #5384), Regional Train Ctr Instr N (Job Code #8550N), Regional Train Ctr

LeadInstr N (Job Code #8551N), Regional Training Ctr Instru N (Job Code #8549N), Sheriff's Service Cadet N (Job Code #8751N), Social Welfare Intern SAN (Job Code #6704N), Special Asst to Vol Prg Coord (Job Code #6181), Training Ctr Cus Service Rep (Job Code #0480), Youth and Fam Srvs As CSW (Job Code #6503), and Youth and Fam Srvs Therapist1 (Job Code #6501) to receive the same 3.25% wage increase effective June 30, 2019, as was granted to the SEIU Local 1021 represented classifications.

In addition, we recommend correcting the effective date of Section 7-10. Cafeteria Benefit Plan: Amount of Allocable Money of the Salary Ordinance to be January 1, 2022, which will align the Unrepresented Non-Management job classifications related to SEIU Local 1021 to receive the same County Allowance increase to \$1200 in Plan Year 2022, as approved by your Board on May 21, 2019.

We also recommend deleting subsection 3-11.18 of Section 3-11 of the Salary Ordinance. The County and International Federation of Professional and Technical Engineers, Local 21 Civil Engineers Management Unit (CEMU), have agreed in the October 22, 2017 – November 12, 2022 MOU to a special adjustment to the Senior Project Manager, GSA (Job Code #9701) classification, to equalize the salary with that of the Architect (Job Code #2215) classification, and remove this footnote.

We further recommend, as part of the ongoing project to clean up the Salary Ordinance, non-substantive clean up and formatting edits, including removing bold feature from text, accepting strikeouts as deleted and underlines as added language as previously approved by your Board, and correcting typographical errors to applicable sections and/or subsections of 3-2 through 3-21; 6-9; 6-12; 7-4 through 7-18 of the Salary Ordinance.

Lastly, we request that your Board adopt a Sideletter of Agreement between the County and the Teamsters. On June 27, 2017, Assembly Bill 119 (AB 119) was signed into law and went into effect immediately. AB 119 included new Government Code provisions requiring public employers to provide recognized public employee unions the right of access to new employee orientations with the structure, time and manner of such orientation access to be subject to the collective bargaining process. The bill also required that the public employer provide the exclusive representative with specific employee contact information for newly hired employees and for all employees in the bargaining unit within specific timeframes. As such, the County met and conferred with the Teamsters, and reached agreement as reflected in the Sideletter on the changes to the relevant provisions in the current MOU.


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 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

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

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O-2019-25
AN ORDINANCE AMENDING
CERTAIN PROVISIONS OF THE 2018 – 2019
COUNTY OF ALAMEDA SALARY ORDINANCE

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

SECTION I

Article 1, Section 1-2, Subsection 1-2.2 of the County of Alameda Salary Ordinance is hereby amended to specify the following salary rates, to be effective on June 30, 2019.

Job Code		Title	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05
5021		Ancillary Support Worker, HCSA	2160.00				2570.40
6510	N	Behavioral Clinician II		42.58	44.80	46.92	49.07
6186		Crt Apt Spc Adv (CASA) VolPrgAs	2437.60	2560.00	2687.20	2821.60	2962.40
1477	N	Eligibility Tech Intermittent					31.40
6696	N	Institutional Helper SAN					12.39
6497	N	Marriage and Fam Therapist II		42.58	44.80	46.92	49.07
6415	N	Medical Social Worker II					39.50
5384		Psych Mental Hth Nurse Pract	5952.00	6247.20	6560.00	6887.20	7232.00
8550	N	Regional Train Ctr Instr N					45.15
8551	N	Regional Train Ctr LeadInstr N					50.44
8549	N	Regional Training Ctr Instru N	18.08				45.15
8751	N	Sheriff's Service Cadet N	14.34				17.21
6704	N	Social Welfare Intern SAN					17.30
6181		Special Asst to Vol Prg Coord	2004.00	2096.25	2186.25	2287.50	2386.50
0480		Training Ctr Cus Service Rep	1963.20	2050.40	2133.60	2232.80	2322.40
6503		Youth and Fam Srvs As CSW	1347.00	1413.75	1484.25	1557.75	1635.00
6501		Youth and Fam Srvs Therapist1	1943.25	2041.50	2143.50	2249.25	2362.50

SECTION II

Article 7, Section 7-10. CAFETERIA BENEFIT PLAN: AMOUNT OF ALLOCABLE MONEY of the County of Alameda Salary Ordinance is hereby amended to read as follows:

Effective January 1, ~~2020~~2022, 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 III

Article 3, Section 3-11 of the County of Alameda Salary Ordinance is hereby amended by the deletion of the following subsection:

~~-11.18 Persons employed under Job Code 9701PA shall be compensated at the salary range for Job Code 2215PA who either (1) possess valid registration as an Architect issued by the State of California Board of Architectural Examiners, or (2) possess a valid registration as a Professional Engineer issued by the State of California Board for Professional Engineers and Land Surveyors.~~

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

Adopted by the Board of Supervisors of the County of Alameda, State of California, on June 18, 2019, by the following called vote:

AYES: Supervisors Carson, Chan, Haggerty, Miley & President Valle – 5
NOES: None
EXCUSED: None

RICHARD VALLE
President of the Board of Supervisors
County of Alameda, State of California

ATTEST: ANIKA CAMPBELL-BELTON
Clerk of the Board of Supervisors, County of Alameda

Approved as to Form
DONNA R. ZIEGLER, County Counsel

By: Kristy van Herick