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Human Resource Services

June 21, 2022

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

SUBJECT: ADOPT SALARY ORDINANCE AMENDMENT TO ADD NEW SUBSECTION 3-21.106

Dear Board Members:

RECOMMENDATION:

Adopt a Salary Ordinance amendment to add new subsection 3-21.106 to Article 3, Section 3-21 (Miscellaneous) to provide Paid Administrative Leave (“PAL”) for employees, who are covered by the California Division of Occupational Safety and Health (“Cal/OSHA”) Aerosol Transmissible Diseases (“ATD”) standard, Title 8, California Code of Regulations (“CCR”) § 5199, when they experience an occupational/workplace exposure specifically related to airborne diseases and pathogens, requiring them to be excluded from the workplace for precautionary reasons, if said employees are unable to telework, retroactive to April 8, 2020.

DISCUSSION/SUMMARY:

In accordance with the ATD standard, 8 CCR § 5199, enacted by Cal/OSHA to protect employees against airborne diseases and pathogens, the County is required to continue and maintain an employee’s pay, when said employees experience an occupational/workplace exposure requiring them to be excluded from the workplace for precautionary reasons (“exclusion period”), if said employees are unable to telework. Thus, staff recommends that during the exclusion period and if telework is not available, said employees shall be placed on PAL until the end of the exclusion period in accordance with 8 CCR § 5199. Staff recommends providing PAL retroactive to April 8, 2020 because employees who did not work or telework between March 17, 2020 through April 7, 2020 were provided PAL for that duration of time, as previously approved by your Board and noted in Subsection 3-21.98 of the Salary Ordinance.

FINANCING:

Funds are available in the 2021-2022 Approved Budget and will be included in future years’ requested budgets to cover the costs resulting from this action.

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:

Joe Angelo, Director
Human Resource Services

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

Approved as to Form
DONNA ZIEGLER, County Counsel

By 
Kristy van Herick, Asst. County Counsel

O-2022-25

AN ORDINANCE AMENDING
CERTAIN PROVISIONS OF THE 2021 – 2022
COUNTY OF ALAMEDA SALARY ORDINANCE

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

SECTION I

Article 3, Section 3-21, of the County of Alameda Salary Ordinance is hereby amended by adding a new subsection as follows:

3-21.106 - Effective April 8, 2020, in accordance with the California Division of Occupational Safety and Health ("Cal/OSHA") Aerosol Transmissible Diseases ("ATD") standard, 8 CCR § 5199, enacted to protect employees against airborne diseases and pathogens, County of Alameda employees who are covered by said standard are eligible to be placed on paid administrative leave ("PAL") when they experience an occupational/workplace exposure requiring exclusion from the workplace for precautionary reasons, if said employees are unable to telework.

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 **28th** day of **June, 2022**, to wit:

AYES: Supervisors Brown, Haubert, Miley, Valle & President Carson – 5

NOES: None

EXCUSED: None



PRESIDENT, BOARD OF SUPERVISORS

File No: 30836
Agenda No: 27
Document No: O-2022-25



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: RB Bailey
Deputy