

Human Resource Services

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

June 8, 2016

Honorable Board of Supervisors
Administration Building
Oakland, CA 94612

Subject: Adopt Memorandum of Understanding, Salary Ordinance Amendments, and Four Sideletters of Agreement

Dear Board Members:

Recommendations:

(1) Adopt an Ordinance approving the September 13, 2015 through June 26, 2021, Memorandum of Understanding between the International Federation of Professional and Technical Engineers, (IFPTE) Local 21, Professional Association of County Employees (PACE), (Units S-06 and S-25) and the County of Alameda; (2) Adopt a Salary Ordinance amendment amending Section 7-10, to implement changes agreed to with PACE; (3) Amend Salary Ordinance Section 3-18.25 footnote provisions in the Social Services Agency; and (4) Adopt four sideletters of agreement.

Discussion/Findings:

Your representatives and representatives of the PACE, IFPTE, Local 21, have reached agreement on a new Memorandum of Understanding, for the Units S-06 and S-25, which expires June 26, 2021. The agreement calls for the following wage increases: 1.5% effective two pay-periods following adoption; 1.5% September 11, 2016; 2% September 10, 2017; 3.25% September 9, 2018; 3.5% September 8, 2019 and 3.5% September 6, 2020, with special adjustments ranging from 1% to 3% for selected classifications, beginning September 11, 2016 through the term of the agreement.

Also, for the remainder of the MOU, PACE will continue to pay 10% of the medical premiums for all HMO plans and that the County will pay 90% of the lowest cost HMO premium towards the PPO plan and that the employee will pay the remainder of the PPO premium. Additionally, the following provisions were agreed upon: the "Discrimination" section was updated to ensure compliance with federal and state laws; Bilingual Pay is being increased from \$40 to \$55 for a person occupying a position designated as requiring fluency in a language other than English, 3 or more languages is being increased from \$45 to \$60; an increase in the Dental coverage limit from the current \$1450 to \$1550 in Plan Year 2017.

In addition, the agreement includes provisions to limit PACE represented employees from covering a child who is a County employee within the same plan; Institutes a Hard Cap on vacation accrual for employees hired on or after January 1, 2017; for the Grievance Process added additional language to increase the Informal Review by the Director time limit to 20 days, the Union has 30 days following Informal Review to request movement to arbitration or the grievance shall be abandoned; for Pregnancy and Child Bonding Leave, updated language to be consistent with Family Medical Leave Act (FMLA) and California Family Rights Acts (CFRA) law.


The Salary Ordinance amendment calls for changes that include: Section 7-10, Allocation of Cafeteria Benefit Plan, which is being increased from the current \$2,900 to \$3,000 in Plan Year 2017 and from \$3,000 to \$3,100 in Plan Year 2018, and expand to include dependent care assistance and adoption assistance in Plan Year 2018; In addition, we are amending Section 3-18.25, to increase the Emergency Response Unit "24-hour" shift coverage pay from \$300 to \$315 effective January 2017 and from \$315 to \$330 effective January 2019 and "after hours" shift is being increased from the current \$65 to \$75 effective January 2017 and from \$75 to \$85 effective January 2019.

The four sideletters have the following provisions: (1) increases the monthly Share the Savings stipend similar to other represented groups effective Plan Year 2017 which totals \$200 for employees declining all medical coverage; \$150 for employees declining Family coverage and electing Single coverage, \$100 for employees declining Family coverage and electing 2-pary coverage and \$100 for employees declining 2-party coverage and electing Single coverage; (2) provides a one-time payment of \$500; (3) increases the Emergency Room Unit "24-hour" shift and "after hour" shift coverage pay provided in Salary Ordinance Section 3-18.25 (4) establishes a joint Labor-Management Committee to discuss Social Services Agency related items.

Financing:

Funds are available in the 2015-2016 budget appropriation to pay the costs of these actions.

Very truly yours,

A handwritten signature in black ink, appearing to read "Cynthia Brown", is written over the typed name.

Mary Welch, Interim Director
Human Resource Services

MW:vb

Z:\Board Letters\06.28.16 PACE 2015-2021 MOU Adoption

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

By 

O-2016-31

AN ORDINANCE APPROVING THE
SEPTEMBER 13, 2015 – JUNE 26, 2021 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 Appendices A, B and C of the September 13, 2015 through June 26, 2021, Memorandum of Understanding, dated June 2, 2016 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 Appendices A, B and C of the September 13, 2015 through June 26, 2021, Memorandum of Understanding, dated June 2, 2016, 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.

THE FOREGOING was **PASSED** and **ADOPTED** by a majority vote of the Alameda County Board of Supervisors this 12th day of July, 2016, to wit:

AYES: Supervisors Carson, Chan, Miley, Valle & President Haggerty – 5

NOES: None

EXCUSED: None



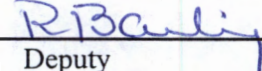
PRESIDENT, BOARD OF SUPERVISORS

File: 29804
Agenda No: 25
Document No: O-2016-31



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: 
Deputy

By 

O-2016-32

AN ORDINANCE AMENDING
CERTAIN PROVISIONS OF THE 2015 - 2016
ALAMEDA COUNTY SALARY ORDINANCE

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

SECTION I

Section 7-10, Cafeteria Benefit Plan, of the 0-2015-54 of the County of Alameda is hereby amended by the addition thereto of the following paragraphs.

Effective January 1, 2017, each PACE represented full time employee in Representation Units S-06, and S-25, is eligible for a cafeteria benefit plan in the amount of \$3,000 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. An employee appointed to a position in a classification with a Job Code suffix EM, SM, CA, PA, MA, SE or M 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 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 an PACE represented employee assigned to Representation Units S-06 and S-25 who reinstates, shall not exceed \$3,000 minus the sum of cafeteria plan benefits received by the employee during the portion of the calendar year preceding termination.

Effective January 1, 2018, each PACE represented full time employee in Representation Units S-06, and S-25, is eligible for a cafeteria benefit plan in the amount of \$3,100 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. An employee appointed to a position in a classification with a Job Code suffix EM, SM, CA, PA, MA, SE or M 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 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 an PACE represented employee assigned to Representation Units S-06 and S-25 who reinstates, shall not exceed \$3,100 minus the sum of cafeteria plan benefits received by the employee during the portion of the calendar year preceding termination.

SECTION II

Article 3 of Ordinance Number 0-2015-54 of the County of Alameda is hereby amended to read as follows.

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, 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, 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. (BOS approved 6/17/08) (BOS approved 1/11/12 the removal of "on site")

Effective January 01, 2017, 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 increased from \$300 to \$315 per 24-hour shift. Effective January 13, 2019, coverage for a 24-hour shift, as outlined above, shall be increased from \$315 to \$330 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. (BOS approved 6/17/08). 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.

Effective January 01, 2017, coverage for an "after hours" shift, 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, in addition to his/her regular assignment, shall be increased from \$65 to \$75 per shift. Effective January 13, 2019, coverage for an "after hours" shift, as outlined above shall be increased from \$75 to \$85 per shift.

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.

THE FOREGOING was **PASSED** and **ADOPTED** by a majority vote of the Alameda County Board of Supervisors this 12th day of July, 2016, to wit:

AYES: Supervisors Carson, Chan, Miley, Valle & President Haggerty – 5

NOES: None

EXCUSED: None



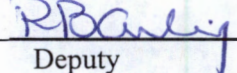
PRESIDENT, BOARD OF SUPERVISORS

File: 29804
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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: 
Deputy

**MEMORANDUM OF UNDERSTANDING NEGOTIATIONS
BETWEEN
THE PROFESSIONAL ASSOCIATION OF COUNTY EMPLOYEES IFPTE, LOCAL 21,
REPRESENTATION UNITS S-06 AND S-25
AND
THE COUNTY OF ALAMEDA**

TENTATIVE AGREEMENT TO COUNTY COUNTER PROPOSAL- SHARE THE SAVINGS


March 18, 2016

SIDELETTER OF AGREEMENT

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;


For the County of Alameda:



Glenn Berkheimer
Chief Spokesperson

Date: 3/18/2016

For PACE (Units S-06 & S-25):



Margot A. Rosenberg
Chief Spokesperson

Date: 3/18/16

**MEMORANDUM OF UNDERSTANDING NEGOTIATIONS
BETWEEN
THE PROFESSIONAL ASSOCIATION OF COUNTY EMPLOYEES IFPTE, LOCAL 21,
REPRESENTATION UNITS S-06 AND S-25
AND
THE COUNTY OF ALAMEDA**

**TENTATIVE AGREEMENT TO UNION'S PROPSAL- WORKSPACE
April 29, 2016**

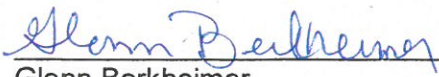
SIDELETTER OF AGREEMENT

The Alameda County Social Services Agency (SSA) and PACE Local 21 are committed to open communication to provide a positive work environment and enhance services to the public. In an effort to achieve these goals, the parties agree to the establishment of a Labor Management Committee.

The parties agree to the following:

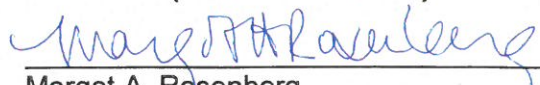
1. The Committee will provide a forum for information-sharing, identification of issues requiring resolution and review of workplace developments. Issues may include, but not limited to, departmental processes and systems, and new program initiatives, workspace design, and moves. Subcommittees may be initiated by mutual agreement.
2. The Committee will not discuss issues related to discipline, grievances, individual performance problems, negotiations or meet and confer items.
3. This Committee will be comprised of: one SSA Human Resources representative, one business representative of PACE, up to 5 members represented by PACE within SSA, and up to 5 representatives from SSA administration, including the Department Head.
4. The Committee shall meet no less frequently than quarterly.
5. One week prior to the meeting, the PACE Business Representative will send a list of topics to be discussed and a list of attendees to be present to the SSA Human Resources representative. If no agenda items are received from the business representative one week before the meeting, no meeting will be held.
6. Meetings will be one (1) hours in length and may be extended by mutual agreement.
7. The Committee shall maintain written agendas and minutes of the meeting.

For the County of Alameda:


Glenn Berkheimer
Chief Spokesperson

Date: 5/11/2016

For PACE (Units S-06 & S-25):


Margot A. Rosenberg
Chief Spokesperson

Date: 5/11/16

**MEMORANDUM OF UNDERSTANDING NEGOTIATIONS
BETWEEN
THE PROFESSIONAL ASSOCIATION OF COUNTY EMPLOYEES IFPTE, LOCAL 21,
REPRESENTATION UNITS S-06 AND S-25
AND
THE COUNTY OF ALAMEDA**

**TENTATIVE AGREEMENT TO UNION'S PROPSAL-
ONE-TIME PAYMENT
May 11, 2016**

SIDELETTER OF AGREEMENT

The parties agree that:

Effective two-pay-periods after the MOU is adopted, all represented employees in the bargaining unit as of May 8, 2016 shall receive a one-time payment of \$500.

For the County of Alameda:

Glenn Berkheimer
Glenn Berkheimer
Chief Spokesperson

Date: 5/11/2016

For PACE (Units S-06 & S-25):

Margot A. Rosenberg
Margot A. Rosenberg
Chief Spokesperson

Date: 5/11/16

**MEMORANDUM OF UNDERSTANDING NEGOTIATIONS
BETWEEN
THE PROFESSIONAL ASSOCIATION OF COUNTY EMPLOYEES IFPTE, LOCAL 21,
REPRESENTATION UNIT S-25
AND
THE COUNTY OF ALAMEDA**

**TENTATIVE AGREEMENT TO UNION'S PROPSAL-
EMERGENCY RESPONSE UNIT COVERAGE PAY
May 11, 2016**

SIDELETTER OF AGREEMENT

The parties agree to modify the Salary Ordinance Section 3-18.25 as follows:

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.


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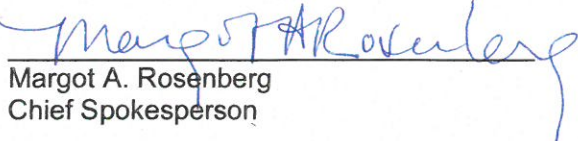
Effective January 01, 2017, coverage for an "after hours" shift, a shift during which no less than two-thirds of the hours worked fall between 10 p.m. and 8 a.m., beginning Monday and ending Saturday morning, in addition to his/her regular assignment, shall be increased from \$65 to \$75 per shift. Effective January 13, 2019, coverage for an "after hours" shift, as outlined above, shall be increased from \$75 to \$85 per shift.

For the County of Alameda:


Glenn Berkheimer
Chief Spokesperson

Date: 5/11/2016

For PACE (Unit S-25):


Margot A. Rosenberg
Chief Spokesperson

Date: 5/11/16