



Agenda _____ August 7, 2018
Lakeside Plaza Building
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Oakland, CA 94612-4305
TDD: (510) 272-3703

Human Resource Services

July 25, 2018

Honorable Board of Supervisors
Administration Building
Oakland, CA 94612

Subject: Salary Ordinance Amendments and One Memorandum of Understanding Amendment

Dear Board Members:

Recommendation:

- 1) Adopt the following Salary Ordinance amendments:
 - a. Increase the salaries for the County of Alameda Deputy Sheriff's Association classifications, Alameda County Management Employees Association (ACMEA) Sheriff's Management Sworn Unit classifications, Unrepresented District Attorney Inspector classifications and the ACMEA General Government Public Defender Investigator classifications by 3.8% based upon mandated Memoranda of Understanding (MOU) provisions and salary tie relationships.
 - b. Adjust the salaries for two unrepresented executive management level classifications due to salary compaction issues and one classification represented by the Service Employees International Union (SEIU) Local 1021 based on an internal alignment with another classification;
 - c. Establish one footnote provision for 0161NM Business License Tax Auditor in the Treasurer-Tax Collector's Department;
- 2) Adopt one Sideletter of Agreement between the County of Alameda and the ACMEA Sheriff's Management Sworn Unit to implement Memorandum of Understanding (MOU) changes for employees covered by the California Labor Code Section 4850 industrial illness or injury provisions.

Discussion/Findings:

The Memorandum of Understanding between the County and the County of Alameda Deputy Sheriff's Association calls for a salary increase effective July 2018 based on survey results. The increase this year is 3.8%, effective July 15, 2018.

In addition, the Alameda County Management Employees Association (ACMEA) - Sheriff's Management Sworn Unit calls for a salary increase for sworn management classes in the Sheriff's Office, in the same amount and effective the same date as the Deputy Sheriff's Association increase. As such, these classes are to receive a 3.8% increase, effective July 15, 2018.

Based on a historic tie with sworn personnel in the Sheriff's Office, we are recommending a salary increase for the Inspector job classes in the District Attorney's Office, which is a 3.8% increase, effective July 15, 2018.

Further, based on contractual agreement with the ACMEA General Government Unit, the Public Defender Investigators are to receive the same salary increase, effective the same date as granted to the District Attorney Inspectors. As such, these classes are also to receive a 3.8% increase, effective July 15, 2018.

With the increases for the ACMEA Sheriff's Management Sworn Unit, staff recommend applying the same increases, effective the same date, to the classifications of 0053EM Assistant Sheriff and 0055EM Undersheriff in order to prevent compaction and to maintain the current difference between the classifications.

On July 24, 2018, your Board approved the salary adjustment of the 6765NM Adult Protective Services Worker II classification, however, there was an administrative error and the approved salary rates did not include the 3.5% cost-of-living increase received by SEIU Local 1021 effective July 1, 2018. Staff recommends the corrected rate as outlined in the attached ordinance.

The Treasurer-Tax Collector's Office is in need of having one Business License Tax Auditor perform in a lead capacity on an ongoing basis to other support staff in the Business License Tax Unit, as well as function as the Office Manager in the absence of the supervisor. Staff recommends establishing a five percent (5%) footnote to compensate for the additional work that will be required.

Lastly, on June 6, 2017, your Board authorized staff to meet with identified labor organizations to discuss proposed MOU changes related to the State of California's Labor Code Section 4850 Industrial Illness or Injury and the impact to employees covered by this provision. The sideletter of agreement between the County of Alameda and the ACMEA Sheriff's Management Sworn Unit reflects the changes to the MOU provision.

Financing:

Funds are available in the 2018-2019 Approved Budget and will be included in future years' requested budgets to cover the costs resulting from these actions.


Very truly yours,

Joe Angelo, Director
Human Resource Services

JA:my
Z:\Board Letters\08 07 18\ Salary Ordinance Amendments & SLA MOU Changes

Cc: CAO
Auditor-Controller
County Counsel
Director, Social Services Agency
Sheriff
Public Defender
District Attorney

Approved as to Form
DONNA ZIEGLER, County Counsel

By 
Andrea S. Carlise, Assistant County Counsel

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 the dates indicated below.

Job Code	Title		STEP 01	STEP 02	STEP 03	STEP 04	STEP 05
6765	NM Adult Protective Services Worker II	07/01/2018		2971.50	3114.00	3258.00	3408.75
		06/30/2019		3068.25	3215.25	3363.75	3519.75
0053	EM Assistant Sheriff	07/15/2018					8996.80
		12/31/2018					9312.00
0055	EM Undersheriff	07/15/2018					9749.60
		12/31/2018					10091.20
8617	NM Sergeant	07/15/2018			4831.20	5074.40	5323.20
8602	NM Deputy Sheriff I	07/15/2018			3154.40	3306.40	3470.40
8604	NM Deputy Sheriff II	07/15/2018	3672.00	3875.20	4049.60	4259.20	4459.20
8601	NM Deputy Sheriff's Recruit	07/15/2018					2909.60
8620	SM Lieutenant	07/15/2018			5863.20	6156.80	6460.80
8625	SM Captain	07/15/2018	6116.00	6422.40	6738.40	7080.00	7428.80
8635	SM Division Commander	07/15/2018	7039.20	7385.60	7751.20	8146.40	8541.60
8544	SM Assist Chief of Inspectors	07/15/2018	6396.80	6711.20	7053.60	7398.40	7768.00
8543	SM Captain of Inspectors	07/15/2018	6092.80	6396.80	6711.20	7053.60	7398.40
8545	SM Chief of Inspectors	07/15/2018	7012.00	7355.20	7720.00	8113.60	8508.80
8575	SM Dir, Victim Witness Program	07/15/2018	5303.20	5569.60	5840.00	6132.80	6433.60
8533	CA Inspector I	07/15/2018	3911.20				4908.00
8535	CA Inspector II	07/15/2018	4249.60				5302.40
8536	SM Inspector III	07/15/2018	4796.00	5039.20	5280.80	5545.60	5828.80
8540	SM Lieutenant of Inspectors	07/15/2018	5303.20	5569.60	5840.00	6132.80	6433.60
8585	SM Chief Invest, Pub Def Off	07/15/2018	6092.80	6396.80	6711.20	7053.60	7398.40

Job Code	Title		STEP 01	STEP 02	STEP 03	STEP 04	STEP 05
8576	SM	Public Defender Investigtr I	07/15/2018 2812.80	2953.60	3101.60	3256.80	3508.00
8577	CA	Public Defender Investigtr II	07/15/2018 3461.60	3635.20	3817.60	4008.00	4261.60
8579	CA	Public Defender Investigtr III	07/15/2018 4413.60	4626.40	4812.80	5053.60	5302.40
8581	SM	Senior Invest, Pub Def Office	07/15/2018 5303.20	5569.60	5840.00	6132.80	6433.60

SECTION II

Article 3, Subsection 3-19 of the County of Alameda Salary Ordinance is hereby amended by the addition thereto of the following footnote, to be effective September 23, 2018.

3-19.17 Effective September 23, 2018, not to exceed one position under Job Code 0161NM, when performing lead duties in the Business License Tax Unit of the Treasurer-Tax Collector Department on an on-going basis, and serving as the Office Manager in the Hayward Office in the absence of the supervisor, shall receive an additional five percent (5%) compensation. This footnote shall sunset on September 19, 2020.

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

**SIDELETTER OF AGREEMENT
BETWEEN
ALAMEDA COUNTY MANAGEMENT EMPLOYEES ASSOCIATION
SHERIFF'S MANAGEMENT SWORN UNITS 026, 027 & 028
AND
THE COUNTY OF ALAMEDA**

May 11, 2018

The parties agree that the language in Sections 21. A and 21.C. of the Memorandum of Understanding shall be modified to allow the use of all accrued sick leave balances for authorized absences from work due to an industrial illness or injury. Accrued sick leave balances may be used in the same manner as other accrued leave balances to supplement pay received from Worker's Compensation. This modification shall be effective the first full pay period following adoption by the Board of Supervisors.

SECTION 21. SICK LEAVE

- A. SICK LEAVE DEFINED.** As used in this Section, "sick leave" means leave of absence of an employee because of illness or injury other than an industrial illness or injury which renders the employee incapable of performing assigned work or duties for the County, and routine medical or dental appointments of the employee.

Effective [the first full pay period after adoption by the Board of Supervisors], sick leave shall be defined as follows: As used in this Section, "sick leave" means leave of absence of an employee because of illness or injury which renders the employee incapable of performing assigned work or duties for the County, and routine medical or dental appointment of the employee.

- B. EMPLOYEE DEFINED.** As used in this Section, "employee" means any person holding a regular, provisional, or temporary appointment in the County service and working full-time, and otherwise subject to the provisions of this Memorandum of Understanding.
- C. SICKNESS OR INJURY IN COURSE OF EMPLOYMENT.** If an employee is incapacitated by sickness or injury received in the course of his/her employment by the County, such employee shall be entitled to the benefits provided him/her by the California Labor Code Section 4850, et seq. in lieu of sick leave.

Advanced Disability Pension Payments.

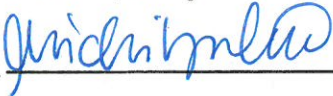
a. Notwithstanding Section 21.A., safety members who are subject to the provisions of California Labor Code 4850 and who have filed an application for a service connected disability retirement with Alameda County's Employee Retirement Association, shall be eligible to utilize their sick leave balance to qualify for the Advanced Disability Pension payments as provided in the provision of California Labor Code 4850.4.

b. Notwithstanding Section 21.A., safety members who are subject to the provisions of California Labor Code 4850 and have not filed an application for service retirement with

Alameda County's Employee Retirement Association, may, subsequent to exhaustion of 4850 pay benefits, use a maximum of 240 hours and, at the sole discretion of the Sheriff, up to an additional 160 hours (up to 400 hours total) of sick leave in order to remain in a pay status.


Effective [the first full pay period after adoption by the Board of Supervisors], if an employee continues to be disabled after eligibility for 4850 benefits has expired, regular Workers' Compensation temporary disability benefits will be paid to employees who are determined to be eligible for such benefits by the County's workers' compensation third party administrator. Eligible 4850 employees may supplement the temporary disability benefits with available accrued leaves, including sick leave, up to 75% of gross salary. Amount of leaves necessary for this purpose is computed for each case by the Auditor's Office. Sections C.a. and C.b. above shall no longer apply.

For the County:



Date: 7/26/2018

For ACMEA Sheriff's Sworn Units:



OE #3 Acmea rep

Date: 5/15/18