



Human Resource Services

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

September 3, 2013

Honorable Board of Supervisors
Administration Building
Oakland, CA 94612

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

Dear Board Members:

Recommendation:

That your Board (1) adopt an Ordinance approving the July 8, 2012 through October 21, 2017 Memorandum of Understanding between the International Federation of Professional and Technical Engineers (IFPTE) Local 21, Civil Engineers Management Unit and the County of Alameda, (2) adopt a Salary Ordinance amendment amending Sections of Article 7, to implement changes agreed to with IFPTE and (3) adopt four Sideletters of Agreement.

Discussion/Findings:

Your representatives and representatives of IFPTE Local 21, Civil Engineers Management Unit, have reached agreement on a new Memorandum of Understanding with a term from July 8, 2012 through October 21, 2017.

The agreement calls for the following wage increases: 2% January 2014; 1% July 2014; 2% July 2015 and 3% July 2016, and also provides for a hard vacation cap for employees hired on or after September 29, 2013. Additionally, effective Plan Year 2014 the vacation purchase plan will be limited to one week and only for those employees accruing at two weeks.

The Salary Ordinance amendment increases the County Allowance, Cafeteria Benefit Plan from the current amount of \$2900 to \$3000 in Plan Year 2014 and expands the plan to include dependent care assistance and adoption assistance, and increases the amount from \$3000 to \$3100 in Plan Year 2016; and also establishes vacation sellback provisions.

The four Sideletter of Agreement have the following provisions: (1) meet and confer within 60 days following the effective date of State legislation over creation of a new retirement tier of 2% @ 65 with 3 year averaging pension formula for new employees; (2) provides (15) days of vacation sellback for the term of the MOU; (3) an increase in the monthly Share the Savings allowance; and (4) an increase in the Dental coverage from the current amount of \$1450 to \$1550 in Plan Year 2014.

Financing:

Funds are available in the 2013-2014 budget appropriation to pay the costs of these actions.

Very truly yours,

Mary Welch, Interim Director
Human Resource Services

MW:vb
Z:\Board Letters\09.17.2013 IFPTE CEMU MOU 2012-2017 SOA and Sideletters of Agreement

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

Approved as to Form
DONNA ZIEGLER, County Counsel

By 

Ordinance No.

AN ORDINANCE APPROVING THE
JULY 8, 2012 – OCTOBER 17, 2017 MEMORANDUM OF UNDERSTANDING WITH THE ALAMEDA INTERNATIONAL FEDERATION OF
PROFESSIONAL AND TECHNICAL ENGINEERS LOCAL 21,
CIVIL ENGINEERS MANAGEMENT UNIT (CEMU)

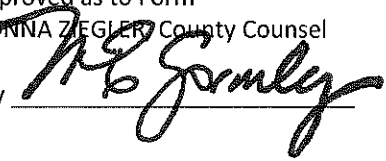
The Board of Supervisors of the County of Alameda ordains as follows:

SECTION I

The provisions of sections 1 through 27, and Appendices A through C of the July 8, 2012 through October 21, 2017, Memorandum of Understanding, dated September 3, 2013, between Alameda County and the International Federation of Professional and Technical Engineers (IFPTE) Local 21, Civil Engineers Management Unit (CEMU), applicable to employees in Representation Unit R30, is hereby approved and incorporated herein by reference.

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.



AN ORDINANCE AMENDING
CERTAIN PROVISIONS OF THE 2013 - 2014
ALAMEDA COUNTY SALARY ORDINANCE

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

SECTION I

Section 7-10, Cafeteria Benefit Plan: Amount of Allocable Money, of Ordinance Number 0-2012-51 of the County of Alameda is hereby amended by the addition thereto of the following paragraphs.

Effective January 1, 2014 each IFPTE Local 21, Civil Engineers Management Unit represented full time employee in Representation Unit R30 is eligible for a cafeteria benefit plan in the amount of \$3,000 for the calendar year. This amount shall be prorated in advance for the calendar year for employees regularly scheduled to work less than the 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, 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 a Civil Engineers Management Unit represented employee assigned to Representation Unit R30 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. The plan will be revised to include Dependent Care Assistance and Adoption Assistance effective January 1, 2014.

Effective January 1, 2016 each IFPTE Local 21, Civil Engineers Management Unit represented full time employee in Representation Unit R30 is eligible for a cafeteria benefit plan in the amount of \$3,100 for the calendar year. This amount shall be prorated in advance for the calendar year for employees regularly scheduled to work less than the 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, 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 a Civil Engineers Management Unit represented employee assigned to Representation Unit R30 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

Section 7-4, Vacation Sellback, of Ordinance Number 0-2012-51 of the County of Alameda is hereby amended by the addition thereto of the following paragraph.

Effective July 1, 2013, in Fiscal Years 2013-2014, 2014-2015, 2015-2016, 2016-2017 and 2017-2018 an employee represented by IFPTE Local 21, Civil Engineers Management Unit in Representation Unit R30, may sell back fifteen (15) days of vacation.

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.

MEMORANDUM OF UNDERSTANDING NEGOTIATIONS
BETWEEN
IFPTE, LOCAL 21, CEMU
AND
THE COUNTY OF ALAMEDA

Sideletter of Agreement

August 6, 2013

RETIREMENT FORMULA

Upon passage of SB 54, and signature by the Governor, CEMU agrees to meet and confer over the 2% at 65 with 3 year averaging pension formula. The parties agree that the meet and confer will commence no later than 60 days following the date that the Governor signs SB 54.

For the County of Alameda

Alema Buckheimer 8/6/13

[Signature] 8/6/13

Cynthia Baron

Union
For the Association

Vickie Carson 8/6/13

[Signature]

[Signature]

MEMORANDUM OF UNDERSTANDING NEGOTIATIONS
BETWEEN
IFPTE, LOCAL 21, CEMU
AND
THE COUNTY OF ALAMEDA

Side Letter of Agreement

August 6, 2013

VACATION SELLBACK

The parties agree that the allowable vacation sellback for the Civil Engineer Management Unit (CEMU) shall be fifteen (15) days for the term of the 2012 – 2017 Memorandum of Understanding.

For the County of Alameda

Glenn Bulkesing 8/6/13

[Signature] 8/6/13

Cynthia Baron

For the Association

Union
Virginia 8/6/13

[Signature]

[Signature]

[Signature]

MEMORANDUM OF UNDERSTANDING NEGOTIATIONS
BETWEEN
IFPTE, LOCAL 21, CEMU
AND
THE COUNTY OF ALAMEDA

Sideletter of Agreement

August 6, 2013

SHARE THE SAVINGS

The parties agree that the County shall increase the existing monthly Share the Savings stipend in Plan Year 2014, dependent upon the final adoption of the MOU by the Board of Supervisors no later than September 24, 2013, 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 Bulheimer 8/6/13

[Signature] 8/6/13

Cynthia Baron

Union
For the Association

Virnie Carson 8/6/13

[Signature]

[Signature]

MEMORANDUM OF UNDERSTANDING NEGOTIATIONS
BETWEEN
IFPTE, LOCAL 21, CEMU
AND
THE COUNTY OF ALAMEDA

Sideletter of Agreement

August 6, 2013

DENTAL MAXIMUM

The parties agree that effective plan year 2014, dependent upon the final adoption of the MOU by the Board of Supervisors no later than September 24, 2013, the maximum annual dental coverage limit shall be increased \$100, to a total of \$1,550.00 per plan year for the term of the 2012 - 2017 Memorandum of Understanding.

For the County of Alameda

Glenn Beckheim 8/6/13

[Signature] 8/6/13

Cynthia Baran

Union
For the Association

Virginia Carson 8/6/13

[Signature]

[Signature]

[Signature]
