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Human Resource Services

September 20, 2017

Honorable Board of Supervisors
Administration Building
Oakland, CA 94612

Subject: Salary Ordinance Amendment and Five Sideletters of Agreement

Dear Board Members:

Recommendation:

- A. Adopt a Salary Ordinance amendment to establish a footnote for the Librarian II classification, based on provisions contained in the Sideletter of Agreement between the County of Alameda and the Service Employees International Union SEIU Local 1021 dated November 18, 2015;
- B. Adopt four Sideletters of Agreement between the County of Alameda and various Labor Organizations to implement Memorandum of Understanding (MOU) changes for employees covered by the California Labor Code Section 4850 Industrial illness or injury provisions; and
- C. Adopt one Sideletter of Agreement between the County of Alameda and the Service Employees International Union SEIU Local 1021 to extend the call-back provisions in the 2015-2019 Memorandum of Understanding (MOU) to employees in the classifications of Medical Clerk, Specialist Clerk I and Specialist Clerk II positions.

Discussion/Findings:

The 2015-2019 Memorandum of Understanding between the County and the Service Employees International Union SEIU, Local 1021 contains a sideletter of agreement dated November 18, 2015 that established a task force to discuss implementation of a Librarian in Charge footnote at the Alameda County Library (ACL) branches. Based on those discussions, an agreement was reached to provide employees in the classification of Librarian II, an additional five percent compensation when assigned to be the "Librarian in Charge" of a Branch when there is no manager scheduled. The footnote memorializes the agreed upon provisions.

Additionally, 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 four sideletters of agreement between the County of Alameda and the Probation Peace Officers' Association (PPOA); the Alameda County Management Employees Association (ACMEA), Probation Managers; International Federation of Professional and Technical Engineers (IFPTE) Local 21 Professional Association of County Employees (PACE), (Units S-06 and S-25), reflect the changes to the respective Memorandum of Understanding provisions.

In addition, the sideletter of agreement between the County of Alameda and the Service Employees International Union SEIU Local 1021 extends the call-back provisions of subsection 13.B of the 2015-2019 Memorandum of Understanding (MOU) to employees in the classification of Medical Clerk (1126), Specialist Clerk I (1128) and Specialist Clerk II (1129) positions.

Financing:

Funds are available in the 2017-2018 Budget appropriation to pay the cost resulting from these actions.

Very truly yours,

Joseph Angelo, Director
Human Resource Services

JA:vb

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



By _____

O-2017-47

AN ORDINANCE AMENDING
CERTAIN PROVISIONS OF THE 2016 - 2017
ALAMEDA COUNTY 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 the addition thereto of the following note, to be effective on the date shown:

Section 3-21.96 Effective October 22, 2017, employees in Job Code 4140 (Librarian II) when assigned to be in charge of the Albany, Castro Valley, Centerfield, Dublin, Fremont Main, Irvington, Newark, Niles, San Lorenzo, or Union City library branches when there is no supervisor on site on a weekday (Monday through Friday) after 5:00 p.m. or on a weekend (Saturday or Sunday) will be designated Librarian in Charge (LIC). For the hours an employee is designated and assigned as LIC, that employee shall receive an additional five percent (5%) compensation.

SECTION II

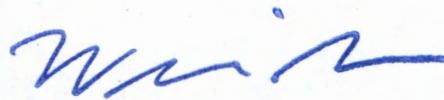
This ordinance shall take effect immediately, and before the expiration of fifteen days after its passage, shall be published with the names of the members voting for and against the same in the Inter-City Express, a newspaper published in the said County of Alameda.

THE FOREGOING was **PASSED** and **ADOPTED** by a majority vote of the Alameda County Board of Supervisors this 10th day of October, 2017, to wit:

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

NOES: None

EXCUSED: None



PRESIDENT, BOARD OF SUPERVISORS

File: 29986
Agenda No: 17
Document No: O-2017-47



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: R. Bailey
Deputy