



Human Resource Services

October 3, 2023

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

SUBJECT: ADOPT SALARY ORDINANCE AMENDMENTS TO UPDATE 1) ARTICLE 3, SECTION 3-21 (MISCELLANEOUS), SUBSECTION 3-21.20; AND 2) ARTICLE 7, SECTIONS 7-4. (VACATION SELLBACK), 3) 7-5. (PAID LEAVE), 4) 7-7. (HEALTH AND DENTAL PLAN COVERAGE), 5) 7-9. (CAFETERIA BENEFIT PLAN: PURPOSE), AND 6) 7-10. (CAFETERIA BENEFIT PLAN: AMOUNT OF ALLOCABLE MONEY)

Dear Board Members:

RECOMMENDATION:

Adopt Salary Ordinance amendments to update:

- i. Article 3, Section 3-21 (Miscellaneous), subsection 3-21.20 by removing reference to the classifications of Dependency Attorney (Job Code ("JC") #3105), Associate Deputy Public Defender (JC #3110), Deputy Public Defender (JC #3125), Assistant Public Defender (JC #3126), and Deputy County Counsel (JC #3230) given that the same provision has been incorporated into the respective successor 2022-2025 Memoranda of Understanding ("MOU") between the County of Alameda ("County") and the International Federation of Professional and Technical Engineers ("IFPTE"), Local 21 Public Defender Chapter ("PDC") and IFPTE Local 21 Alameda County Counsels' Association ("ACCA"), respectively;
- ii. Article 7, Section 7-4. (Vacation Sellback) by deleting obsolete items F., I., L., M., N., and V.;
- iii. Article 7, Section 7-5. (Paid Leave), item A. (Exempt M-designated employees.) 2. by removing reference to PDC, ACCA, and IFPTE, Local 21 Civil Engineers Management Unit ("CEMU") given the same provision has been incorporated into the respective successor 2022-2025 MOUs, including non-substantive language clean up;
- iv. Article 7, Sections 7-7. (Health and Dental Plan Coverage) and 7-9 (Cafeteria Benefit Plan: Purpose) by deleting obsolete language as outlined in the Salary Ordinance amendment; and
- v. Article 7, Section 7-10. (Cafeteria Benefit Plan: Amount of Allocable Money) by deleting obsolete subparagraphs and/or references related to the Alameda County Management Employees Association ("ACMEA") Sheriff's Sworn, ACMEA Sheriff's Non-Sworn, and ACMEA Probation Department Managers Units, ACCA, PDC, CEMU, the Union of American Physicians and Dentists ("UAPD"), and unrepresented employees, and removing duplicative language.

DISCUSSION/SUMMARY:

On September 19, 2023, your Board approved successor 2022-2025 MOUs between the IFPTE, Local 21 ACCA, PDC, and CEMU and the County, which incorporated several benefit provisions in the Salary Ordinance. As such, staff recommends updating subsection 3-21.20, and Article 7, Sections 7-4. (Vacation Sellback), 7-5. (Paid Leave), 7-9. (Cafeteria Benefit Plan: Purpose) and 7-10. (Cafeteria Benefit Plan: Amount of Allocable Money) to delete obsolete language and reference to said employee organizations as outlined in the attached Salary Ordinance Amendment, and to remove duplicative language.

Further, your Board previously approved successor MOUs between UAPD, ACMEA Sheriff's Sworn, ACMEA Sheriff's Non-Sworn, and ACMEA Probation Department Managers, and the County. Similarly, some of the benefit provisions in the Salary Ordinance were incorporated into each of the respective MOUs between said employee organizations and the County. Therefore, staff recommends deleting the obsolete provisions referencing said employee organizations as outlined in the Salary Ordinance amendment. Also, staff applied non-substantive cleanup to remove obsolete language and/or reference to unrepresented employees in certain benefit provisions.

Lastly, staff recommends amending Article 7, Section 7-7. (Health and Dental Plan Coverage) by deleting reference to the Operating Engineers Health and Welfare Trust plans ("Plans") given that employees in the Sheriff's Office are no longer eligible to participate in said Plans.

SELECTION CRITERIA:

N/A

FINANCING:

Funds are available in the 2023-2024 Approved Budget and will be included in future years' requested budgets to cover the costs resulting from these actions.

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:

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Margarita Zamora, Acting Director of Human Resources
Human Resource Services

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

By 
Kristy van Herick, Asst. County Counsel

O-2023-55

AN ORDINANCE AMENDING
CERTAIN PROVISIONS OF THE 2023 – 2024
COUNTY OF ALAMEDA SALARY ORDINANCE

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

SECTION I

Article 3, Section 3-21. (Miscellaneous), Subsection 3-21.20 of the County of Alameda Salary Ordinance is hereby amended as follows:

3-21.20 – The County shall pay the basic annual California State Bar membership fees, less the stated amount deductible for nonchargeable State Bar activities, for persons employed not less than two-fifths (40%) time and on the payroll by the Friday of the first full calendar week of January of the year for which the fees are owed in positions in the following Job Codes: 0045EM, 0047SE, 1590PA, ~~3105PA, 3110PA, 3125PA, 3126SM~~, 3130EM, 3140SE, 3150PA, 3151PA, 3152PA, 3153PA, 3160EM, 3165SM, 3170SE, ~~3230PA~~, 3240SM, 3245SM, 3250EM, 3260SE, 3300PA, 3390PA, and 3400PA. Fees for section memberships are not payable hereunder. The Auditor-Controller may establish administrative procedures and controls to assure the timely and efficient submission and payment of fee notices pursuant to this provision.

SECTION II

Article 7, Section 7-4. (Vacation Sellback), items F., I., L., M., N., and V. of the County of Alameda Salary Ordinance is hereby deleted in its entirety as follows:

~~F. Effective July 1, 1997, employees represented by IFPTE Local 21, Civil Engineers Management Unit, may receive equivalent cash payment for up to 15 vacation days per fiscal year. This benefit shall be prorated for part-time employees based upon the proportion of the normal 40-hour workweek for which the employee is regularly scheduled to work. In lieu of, or in addition to the foregoing, an employee may have accrued vacation leave credited against his/her transition pay obligation to the County. In addition, employees may sell up to 10 additional days (prorated for part-time employees) to be used solely for the purchase of Long Term Disability insurance.~~

~~I. Effective July 1, 2007, in Fiscal Years 2007-2008 and 2008-2009, an employee represented by the Professional Association of County Employees (PACE) and Civil Engineers Management Unit (CEMU) may sell back an additional five days of vacation. (BOS approved 7/22/08)~~

~~L. Effective July 1, 2010, in Fiscal Years 2010-2011 and 2011-2012, an employee represented by IFPTE Local 21, Alameda County Counsels' Association in Representation Unit R65, may sell back an additional five days of vacation. Allowable vacation sell back shall return to fifteen days in Fiscal Year 2012-2013. (BOS approved 6/29/10)~~

~~M. Effective July 1, 2010, in Fiscal Years 2010-2011 and 2011-2012, an employee represented by IFPTE, Local 21, Public Defenders Unit in Representation Units R68 and 069, may sell back an additional five days of vacation. Allowable vacation sell back shall return to fifteen days in Fiscal Year 2012-2013. (BOS approved 6/29/10)~~

~~N. Effective July 1, 2010, in Fiscal Years 2010-2011 and 2011-2012 an employee represented by IFPTE Local 21, Civil Engineers Management Unit in Representation Unit R30, may sell back an additional five days of vacation. Allowable vacation sellback shall return to fifteen days in Fiscal Year 2012-2013. (BOS approved 7/13/10)~~

~~V. 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. (BOS approved 9/24/13)~~

SECTION III

Article 7, Section 7-5. (Paid Leave), item A.2. of the County of Alameda Salary Ordinance is hereby amended as follows:

A. Exempt M-designated employees. (BOS approved amendment 3/26/19)

2. Additionally, each exempt employee represented by the ~~Alameda County Public Defenders Association in Representation Units R68 and 069; represented by the Alameda County Counsels' Association Unit R65; represented by~~ ACMEA in Representation Units R15, R44, R45, R48, R49, and R50; ~~represented by~~ ACMEA in Representation Units 029 & 075; and represented by the Professional Association of County Employees in Representation Units S06 and S25; ~~and represented by the Civil Engineers Management Unit in Representation Unit 030,~~ who is an executive, administrative, or professional employee exempt from the overtime provisions of the Fair Labor Standards Act, shall receive seven (7) days of paid leave of absence in each calendar year to be scheduled by the employee, subject to the approval of the ~~department~~ Agency/Department head Head, and be taken only within that calendar year.

SECTION IV

Article 7, Section 7-7. (Health and Dental Plan Coverage) of the County of Alameda Salary Ordinance is hereby amended as follows:

Employees are eligible for the health and dental benefits specified in Article 3.64 of the Alameda County Administrative Code. ~~Each such person who is employed in the Sheriff's Department may elect coverage under the Operating Engineers Health and Welfare Trust for Northern California in lieu of the County-sponsored plans.~~

SECTION V

Article 7, Section 7-9. (Cafeteria Benefit Plan: Purpose) of the County of Alameda Salary Ordinance is hereby amended as follows:

The purpose of the cafeteria benefit plan is to provide optional benefits for employees and an opportunity for capital preservation through salary reduction and the pre-tax purchase of benefits.

~~Effective January 1, 2012, Cafeteria Benefit Plan: Allocation of Benefits, for employees represented by the Union of American Physicians and Dentists (UAPD) in Representation Units 018 and 024 to read as follows:~~

~~Prior to January 1 of each year, and within the first 30 days of employment in the case of a new employee, the employee may allocate the plan amount among the following benefit accounts. Failure of the employee to allocate benefits within the stated time frame will result in all funds being allocated to the Health Care expense account. Except in the case of a termination and reinstatement or a change in dependent status, no change may be made in this allocation during the calendar year and any sums remaining unspent at the end of the year, including salary contributions made pursuant to Section 7-11, are County funds. (BOS approved UAPD reference 3/13/12)~~

Effective January 1, 2013, Cafeteria Benefit Plan: Allocation of Benefits, for unrepresented non-management classes related to SEIU represented employees except for unrepresented related to SEIU Intermittent, Services as Needed

(SAN), unrepresented related to management, unrepresented related to Physicians and Dentists, Services as Needed (SAN), unrepresented classes that don't receive regularly scheduled adjustments and Temporary Assignment Pool (TAP) employees (BOS approved the exception 10/2/12) read as follows:

Prior to January of each year, and within the first 30 days of employment in the case of a new employee, the employee may allocate the plan amount towards eligible benefit accounts. Failure of the employee to allocate benefits within the stated time frame will result in all funds being allocated to the Health Care expense account. Except in the case of a termination and reinstatement or a change in dependent status, no change may be made in this allocation during the calendar year and any sums remaining unspent at the end of the year are County funds. (BOS approved 7/24/12)

SECTION VI

Article 7, Section 7-10. (Cafeteria Benefit Plan: Amount of Allocable Money) of the County of Alameda Salary Ordinance is hereby amended as follows:

~~Each full-time employee is eligible for a cafeteria benefit plan in the amount of \$1,250 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 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 employee who reinstates shall not exceed \$1,250 minus the sum of cafeteria plan benefits received by the employee during the portion of the calendar year preceding termination.~~

Effective January 1, 2001 each full time ACMEA represented employee assigned to Representation Unit R15, R44, R45, R48, R49, or R50 (General Government or Confidential Unit) ~~and each unrepresented employee~~, is eligible for a cafeteria benefit plan in the amount of \$1,350 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 last two full pay periods, and any 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 ACMEA represented employee (General Government or Confidential Unit) in the representation units enumerated earlier in this paragraph or to an unrepresented employee who reinstates shall not exceed \$1,350 minus the sum of cafeteria plan benefits received by the employee during the portion of the calendar year preceding termination.

~~Effective January 1, 2001 each full time CEMU represented employee assigned to Representation Unit R30 is eligible for a cafeteria benefit plan in the amount of \$1,350 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 last two full pay periods, and any 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 CEMU represented employee who reinstates shall not exceed \$1,350 minus the sum of cafeteria plan benefits received by the employee during the portion of the calendar year preceding termination.~~

~~Effective January 1, 2003, each full-time ACMEA represented employee (Sheriff's Unit) assigned to Representation Unit 026, 027, 028, or 029, is eligible for a cafeteria benefit plan in the amount of \$1,500 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 last two full pay periods, and any 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 ACMEA represented employee assigned to Representation Unit 026, 027, 028, or 029 who reinstates, shall not exceed \$1,500 minus the sum of cafeteria plan benefits received by the employee during the portion of the calendar year preceding termination.~~

Effective January 1, 2005, each full-time ACWFIA represented employee assigned to Representation Unit 064 is eligible for a cafeteria benefit plan in the amount of \$1,500 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 last two full pay periods, and any 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 ACWFIA represented employee assigned to Representation 064 who reinstates shall not exceed \$1,500 minus the sum of cafeteria plan benefits received by the employee during the portion of the calendar year preceding termination.

Effective January 1, 2003, each full-time ACMEA represented employee assigned to Representation Unit R15, R44, R48, R49 or R50 (General Government or Confidential), ~~and each unrepresented employee,~~ is eligible for a cafeteria benefit plan in the amount of \$1,500 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 ACMEA represented employee assigned to Representation Unit R15, R44, R48, R49 or R50 (General Government or Confidential), or unrepresented employee who reinstates shall not exceed \$1,500 minus the sum of cafeteria plan benefits received by the employee during the portion of the calendar year preceding termination.

~~Effective January 1, 2003, each full-time CEMU represented employee assigned to Representation Unit R30, is eligible for a cafeteria benefit plan in the amount of \$1,500 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 a CEMU represented employee assigned to Representation Unit R30 who reinstates shall not exceed \$1,500 minus the sum of cafeteria plan benefits received by the employee during the portion of the calendar year preceding termination.~~

Effective ~~January 1, 2006, each full-time unrepresented employee, and effective~~ December 31, 2006 each ACMEA represented full time employee in Representation Units R15, R44, R45, R48, R49, R50 is eligible for a cafeteria benefit plan in the amount of \$2,300 for the calendar year. ~~Effective January 1, 2008, each full-time ACMEA represented employee in Representation Unit 029 is eligible for a cafeteria benefit plan in the amount of \$2,300 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 unrepresented

employee who reinstates shall not exceed \$2,300 minus the sum of cafeteria plan benefits received by the employee during the portion of the calendar year preceding termination.

Effective January 1, 2008, each ACWFIA represented full time employee in Representation Unit 064 is eligible for a cafeteria benefit plan in the amount of \$2,300 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, 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 unrepresented employee who reinstates shall not exceed \$2,300 minus the sum of cafeteria plan benefits received by the employee during the portion of the calendar.

~~Effective January 1, 2008, each Alameda County Counsels Association represented full time employee in Representation Unit R65 is eligible for a cafeteria benefit plan in the amount of \$2,300 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, 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 unrepresented employee who reinstates shall not exceed \$2,300 minus the sum of cafeteria plan benefits received by the employee during the portion of the calendar.~~

~~Effective January 1, 2008, each Public Defenders Association represented full time employee in Representation Units 069 and R68 are eligible for a cafeteria benefit plan in the amount of \$2,300 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, 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 unrepresented employee who reinstates shall not exceed \$2,300 minus the sum of cafeteria plan benefits received by the employee during the portion of the calendar.~~

~~Effective January 1, 2009, each Alameda County Management Employees Association represented full time employee in Representation Unit 075 and Civil Engineers Management Unit represented full time employees in Representation Unit R30 are eligible for a cafeteria benefit plan in the amount of \$2,300 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, 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 unrepresented employee who reinstates shall not exceed \$2,300 minus the sum of cafeteria plan benefits received by the employee during the portion of the calendar. (BOS approved 3/11/08) (BOS approved the addition of CEMU)~~

Effective January 1, 2010, each ACMEA represented full time employee in Representation Units R15, R44, R45, R48, R49, R50, ~~and Unrepresented management employee~~ and Representation Units R53 and R61, is eligible for a cafeteria benefit plan in the amount of \$2,600 for the calendar year and effective January 1, 2011 the amount shall be increased to \$2,900 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. (BOS approved 5/12/09) (BOS approved 7/21/09 Unrep. mgmt. and Rep. Units R53 and R61)

~~Effective January 1, 2010, each full-time ACMEA represented employee (Sheriff's Unit) assigned to Representation Unit 026, 027, and 028, is eligible for a cafeteria benefit plan in the amount of \$1,650 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 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 last two full pay periods, and any 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 ACMEA represented employee assigned to Representation Unit 026, 027 and 028 who reinstates, shall not exceed \$1,650 minus the sum of cafeteria plan benefits received by the employee during the portion of the calendar year preceding termination. (BOS approved 6/29/10)~~

~~Effective January 1, 2010, each full-time ACMEA represented employee (Sheriff's Unit) assigned to Representation Unit 029, is eligible for a cafeteria benefit plan in the amount of \$2,450 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 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 last two full pay periods, and any 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 ACMEA represented employee assigned to Representation Unit 029 who reinstates, shall not exceed \$2,450 minus the sum of cafeteria plan benefits received by the employee during the portion of the calendar year preceding termination. (BOS approved 6/29/10)~~

~~Effective January 1, 2011, each full-time ACMEA represented employee (Sheriff's Unit) assigned to Representation Unit 026, 027, 028, and 029 is eligible for a cafeteria benefit plan in the amount of \$2,900 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 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 last two full pay periods, and any 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 ACMEA represented employee assigned to Representation Unit 026, 027, 028, and 029 who reinstates, shall not exceed \$2,900 minus the sum of cafeteria plan benefits received by the employee during the portion of the calendar year preceding termination. (BOS approved 6/29/10)~~

~~Effective January 1, 2010, each IFPTE Local 21, Alameda County Counsels' Association represented full-time employee in Representation Units R65 is eligible for a cafeteria benefit plan in the amount of \$2,450 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 Alameda County Counsels' Association represented employee assigned to Representation Unit R65 who reinstates, shall not exceed \$2,450 minus the sum of cafeteria plan benefits received by the employee during the portion of the calendar year preceding termination. (BOS approved 6/29/10)~~

~~Effective January 1, 2011, each IFPTE Local 21, Alameda County Counsels' Association represented full time employee in Representation Unit R65 is eligible for a cafeteria benefit plan in the amount of \$2,900 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 Alameda County Counsels' Association represented employee assigned to Representation Units R65 who reinstates, shall not exceed \$2,900 minus the sum of cafeteria plan benefits received by the employee during the portion of the calendar year preceding termination. (BOS approved 6/29/10)~~

~~Effective January 1, 2010, each IFPTE Local 21, Public Defender represented full time employee in Representation Units R68 and 069 is eligible for a cafeteria benefit plan in the amount of \$2,450 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 Public Defender represented employee assigned to Representation Units R68 and 069 who reinstates, shall not exceed \$2,450 minus the sum of cafeteria plan benefits received by the employee during the portion of the calendar year preceding termination. (BOS approved 6/29/10)~~

~~Effective January 1, 2011, each IFPTE Local 21, Public Defender represented full time employee in Representation Units R68 and 069 is eligible for a cafeteria benefit plan in the amount of \$2,900 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 Public Defender represented employee assigned to Representation Units R68 and 069 who reinstates, shall not exceed \$2,900 minus the sum of cafeteria plan benefits received by the employee during the portion of the calendar year preceding termination. (BOS approved 6/29/10)~~

~~Effective January 1, 2010, 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 \$2,450 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 \$2,450 minus the sum of cafeteria plan benefits received by the employee during the portion of the calendar year preceding termination. (BOS approved 7/13/10)~~

~~Effective January 1, 2011, 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 \$2,900 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 \$2,900 minus the sum of cafeteria plan benefits received by the employee during the portion of the calendar year preceding termination. (BOS approved 7/13/10)

Effective January 1, 2011, each Alameda County Management Employees Association represented full time employee in Representation Unit 075 is eligible for a cafeteria benefit plan in the amount of \$2,600 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, 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 ACMEA represented employee assigned to Representation Unit 075 who reinstates, shall not exceed \$2,600 minus the sum of cafeteria plan benefits received by the employee during the portion of the calendar year preceding termination. (BOS approved 11/30/10)

Effective January 1, 2012, each Alameda County Management Employees Association represented full time employee in Representation Unit 075 is eligible for a cafeteria benefit plan in the amount of \$2,900 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, 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 ACMEA represented employee assigned to Representation Unit 075 who reinstates, shall not exceed \$2,900 minus the sum of cafeteria plan benefits received by the employee during the portion of the calendar year preceding termination. (BOS approved 11/30/10)

Effective January 1, 2012, each Union of American Physicians and Dentists represented full time employee in Representation Units 018 and 024 is eligible for a cafeteria benefit plan in the amount of \$300 for the 2012 plan calendar year and an additional \$300 for a total annual amount of \$600 in calendar year 2013. For year 2014 the annual total amount shall be \$600. 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 mid-year shall be entitled to a prorated amount based upon the number of pay periods to be worked 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 employees who reinstates shall not exceed \$300 minus the sum of cafeteria plan benefits received by the employee during the portion of the calendar year. (BOS approved 3/13/12)

Effective January 1, 2013, each unrepresented non-management related to SEIU, full time employee except for unrepresented related to SEIU Intermittent, Services as Needed (SAN), unrepresented related to management, unrepresented related to Physicians and Dentists, Services as Needed (SAN), unrepresented classes that don't receive regularly scheduled adjustments and Temporary Assignment Pool (TAP) employees, is eligible for a cafeteria benefit plan in the amount of \$900 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. Employees hired after January 1st shall be entitled to a prorated amount based upon the number of pay periods to be worked full time. (BOS approved 10/2/12)

~~An employee appointed mid-year shall be entitled to a prorated amount based upon the number of pay periods to be worked 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 employees who reinstate shall not exceed \$900 minus the sum of cafeteria plan benefits received by the employee during any previous portion of the calendar year. (BOS approved 7/24/12)~~

Effective January 1, 2014, each ACMEA represented full-time employee in Representation Units R15, R44, R45, R48, R49, R50, R53 and R61, ~~and each full-time Unrepresented management employees~~, is eligible for a cafeteria benefit plan in the amount of \$3,000 for the calendar year 2014 and 2015; and effective January 1, 2016 the amount shall be increased to \$3100 per 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. (BOS approved 7/16/13)

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 Plan will be revised to include Dependent Care Assistance and Adoption Assistance, effective January 1, 2014. (BOS approved 7/16/13)

~~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. (BOS approved 9/24/13)~~

Effective January 1, 2015, each Union of American Physicians and Dentists (UAPD) represented full time employee in Representation Units 018 and 024 is eligible for a cafeteria benefit plan in the amount of \$600 for the plan calendar year.

~~Effective January 1, 2017, UAPD represented full time employee is eligible for a cafeteria benefit plan in the amount of \$800 for Plan Year 2017. Effective January 1, 2018, each UAPD represented full-time employee is eligible for a cafeteria benefit plan in the amount of \$900 for Plan Year 2018. 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 mid-year shall be entitled to a prorated amount based upon the number of pay periods to be worked 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 employees who reinstates shall not exceed \$600 (2015 & 2016), \$800 (2017) and \$900 (2018) minus the sum of cafeteria plan benefits received by the employee during the portion of the calendar year. The Plan will be revised to include Adoption Assistance effective January 1, 2017. (BOS approved 3/8/16)~~

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. (BOS approved 9/24/13)

Effective January 1, 2016, each ACMEA Sheriff's Sworn Unit represented full-time employee in Representation Units 026, 027, and 028, is eligible for a cafeteria benefit plan in the amount of \$3000 for the calendar year 2016 and 2017; and effective January 1, 2018 the amount shall be increased to \$3100 per 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. (BOS approved 6/30/15)

Effective January 1, 2017, each unrepresented non-management related to SEIU, and each unrepresented non-management related to Building and Construction Trades Council; each unrepresented non-management related to Union of American Physician and Dentists and each unrepresented non-management related to Management, full-time employee is eligible for a cafeteria benefit plan in the amount of \$1100 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. Employees hired after January 1st shall be entitled to a prorated amount based upon the number of pay periods to be worked 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 employees who reinstate shall not exceed \$1100 minus the sum of cafeteria plan benefits received by the employee during any previous portion of the calendar year. (BOS approved 9/13/16) (BOS approved 12/6/16)

Effective January 1, 2019, each ACMEA represented full-time employee in Representation Units R15, R44, R45, R48, R49, R50, R53 and R61, is eligible for a cafeteria benefit plan in the amount of \$3,300 for the calendar year 2019, 2020 and 2021; and effective January 1, 2022, the amount shall be increased to \$3,500 per 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. Effective January 1, 2014, the Plan was amended to include Dependent Care Assistance and Adoption Assistance. (BOS approved 2/6/18)~~

Effective January 1, 2019, unrepresented M-designated full-time employees are eligible for a cafeteria benefit plan in the amount of three thousand three hundred dollars (\$3,300); and effective January 1, 2022, the cafeteria benefit plan County Allowance amount shall be increased to three thousand five hundred dollars (\$3,500). 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. (BOS approved 3/13/18) (BOS approved amendment 11/26/19)

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 of the cafeteria plan benefit 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. Effective January 1, 2014, the Plan was amended to include Dependent Care Assistance and Adoption Assistance. (BOS approved 3/13/18)

~~Effective January 1, 2020, each Union of American Physicians and Dentists represented full-time employee in Representation Units 018 and 024 is eligible for a cafeteria benefit plan in the amount of \$1300. 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 mid-year shall be entitled to a prorated amount based upon the number of pay periods to be worked 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 employees who reinstates shall not exceed \$1300 minus the sum of cafeteria plan benefits received by the employee during the portion of the calendar year. (BOS approved 12/4/18)~~

~~Effective January 1, 2020, each unrepresented non-management related to SEIU full-time employee is eligible for a cafeteria benefit plan in the amount of one thousand two hundred (\$1200) 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. Employees hired after January 1st shall be entitled to a prorated amount based upon the number of pay periods to be worked full-time. An employee appointed mid-year shall be entitled to a prorated amount based upon the number of pay periods to be worked 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 employees who reinstate shall not exceed \$1100 minus the sum of cafeteria plan benefits received by the employee during any previous portion of the calendar year. (BOS approved amendment 5/21/19)~~

Effective January 1, 2022, unrepresented non-management full-time employees, except for unrepresented Services-as-Needed (SAN); Temporary Assignment Pool (TAP); and Intermittent; are eligible for a cafeteria benefit plan County Allowance in the amount of one thousand two hundred dollars (\$1200) for the calendar year. This County Allowance 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. Employees hired or become eligible after January 1st shall be entitled to a prorated County Allowance amount based upon the number of pay periods to be worked during the remainder of the calendar year, except that employees appointed during the last two (2) 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 County Allowance amount available to employees who reinstate in the same calendar year shall not exceed \$1200 minus the cafeteria benefit plan County Allowance amount received by employees during that same calendar year. (BOS approved 6/18/19) (BOS approved amendment 10/1/19)

Alameda County Prosecutors' Association – (BOS approved 1/12/21). (BOS approved deletion 3/22/22)
IFPTE Local 21, PACE S-06 & S-25 – (BOS approved 1/10/12) (BOS approved 7/12/16) (BOS approved deletion 7/26/22)
PPOA – (BOS approved 12/21/10) (BOS approved deletion 11/8/22)

SECTION VII

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 10th day of **October, 2023**, to wit:

AYES: Supervisors Carson, Marquez, Tam & President Miley – 4

NOES: None

EXCUSED: Supervisor Haubert– 1



PRESIDENT, BOARD OF SUPERVISORS

File No: 31082
Agenda No: 30
Document No: O-2023-55



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