



Human Resource Services

Agenda _____ November 3, 2009

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

October 20, 2009

SECOND READING

Honorable Board of Supervisors
Administration Building
Oakland, CA 94612

Subject: Salary Ordinance Amendment and Sideletter of Agreement

Dear Board Members:

CONTINUED FROM

(Item #14)
7.125. 11/3/09

Recommendation:

That your Board adopt a Salary Ordinance Amending Section 7-14, Additional Vacation Purchase and adopt a sideletter of agreement between the Alameda County Management Employee Association (ACMEA) and the County of Alameda relating to the Vacation Purchase Program.

Discussion/Findings:

The Alameda County Management Employee Association and the County have signed a sideletter of agreement regarding the Vacation Purchase Program. The parties agree that during Open Enrollment for 2010 and every year thereafter, employees shall be charged for salary and shall be charged for all benefit costs associated when using the vacation purchase program. We are also recommending this provision be extended to Unrepresented Management employees as well.

Financing:

There is no cost associated with these actions.

Very truly yours,

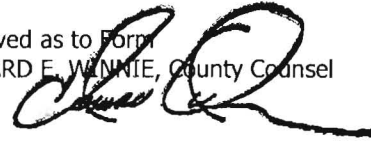


Mary Welch, Interim Director
Human Resource Services

MW:vb
Z:\Board Letters\11.03.09 S.O. and Sideletter of Agreement ACMEA

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

Approved as to Form
RICHARD E. WENNIE, County Counsel



By _____

AN ORDINANCE AMENDING
CERTAIN PROVISIONS OF THE 2009-2010
ALAMEDA COUNTY SALARY ORDINANCE

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

SECTION I

Section 7-14, Additional Vacation Purchase, of Ordinance Number 0-2008-48 of the County of Alameda is hereby amended by the additional Subsection to read as follows

- C. Effective Plan Year 2010, and every year thereafter, unrepresented management eligible employees who elect to participate in the Vacation Purchase Program shall be charged for salary and shall be charged for all benefit costs and shall not accrue vacation, sick leave, retirement or seniority when using vacation purchase.

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.

**SIDELETTER OF AGREEMENT
BETWEEN
ALAMEDA COUNTY MANAGEMENT EMPLOYEES ASSOCIATION
GENERAL GOVERNMENT AND CONFIDENTIAL
AND THE
COUNTY OF ALAMEDA

VACATION PURCHASE PLAN**

October 20, 2009

This sideletter will confirm the discussion and agreement reached in the 2008-2011 contract negotiations regarding the intent of the County to revise the Vacation Purchase Plan to reflect the full cost of the program to the County. During the negotiations, the County proposed the complete elimination of the Vacation Purchase Program and/or a severe limitation of the program. ACMEA requested to continue the program and the County agreed as part of the final MOU settlement. The parties also agree that during Open Enrollment for 2010 and every year thereafter, employees shall be charged for salary when purchasing vacation and shall be charged for benefit costs and shall not accrue vacation, sick leave, retirement or seniority when using vacation purchase.

FOR THE COUNTY:

Cynthia Baran

FOR ACMEA:

[Signature]

DATE:

10/21/09