

**MEMORANDUM
OF
UNDERSTANDING**

**ALAMEDA COUNTY MANAGEMENT
EMPLOYEES ASSOCIATION
(CONFIDENTIAL UNIT)**

AND

COUNTY OF ALAMEDA



April 9, 2017 through June 24, 2023

**2017 – 2023
MEMORANDUM OF UNDERSTANDING
BETWEEN
ALAMEDA COUNTY MANAGEMENT EMPLOYEES’ ASSOCIATION
(CONFIDENTIAL UNIT)
AND
COUNTY OF ALAMEDA
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**2017 – 2023
MEMORANDUM OF UNDERSTANDING
BETWEEN
ALAMEDA COUNTY MANAGEMENT EMPLOYEES' ASSOCIATION
(CONFIDENTIAL UNIT)
AND
COUNTY OF ALAMEDA**

THIS MEMORANDUM OF UNDERSTANDING ("MOU") is entered into by the Director Human Resource Services of the County of Alameda, said political subdivision hereafter designated as "COUNTY", and the Alameda County Management Employees' Association, a non-profit mutual benefit corporation hereafter designated as "ASSOCIATION", (collectively herein, "Parties") as a recommendation to the Board of Supervisors of the County of those conditions of employment which are to be in effect during the period April 9, 2017 through June 24, 2023 for those employees working in bargaining units referred to in Section 1. (Recognition) hereof.

SECTION 1. RECOGNITION

The County recognizes the Association as the exclusive bargaining representative for the following employees:

All full-time and part-time employees in classifications included in Bargaining Unit 50 (Confidential Management) as specifically enumerated in Appendix A (Classification and Salary Listing by Bargaining Unit) attached hereto and Bargaining Unit 61 (Zone 7 Confidential Unit) as specifically enumerated in Appendix C (Zone 7 Classifications) hereto.

The County shall recognize the Association as the exclusive bargaining representative for employees in any other classification which may be established substantially within the scope of duties now included within the above-referenced classifications. On an as-needed basis, representatives of the County and the Association shall meet for the purpose of assigning any other newly created Civil Service classifications to the appropriate bargaining units. Such placement shall be by mutual consent. In the case of a disagreement, the department head panel, as set forth in Section 3.44.050 of the County Administrative Code (Duty of Department Head), shall decide the matter. If the disagreement involves another employee organization, an arbitrator shall decide the matter and shall be agreed upon by all Parties of the disagreement. Each party to a hearing before an arbitrator shall bear their own expenses in connection therewith. All fees and expenses of the arbitrator and of a reporter shall be borne equally between the Parties of the disagreement.

SECTION 2. NO DISCRIMINATION

2.A. DISCRIMINATION PROHIBITED. No persons shall be appointed, reduced, or removed, or in any way favored or discriminated against because of their political or religious opinions or affiliations, or because of age; race; color; sex; gender (including pregnancy, childbirth, breastfeeding or related medical conditions); gender identity; gender expression; ancestry; national origin; sexual orientation; religion; creed; physical/mental disability; medical

condition; genetic information; marital status; military or veteran status; and/or any other protected class as defined by federal and state law.

Complaints arising pursuant to the provisions of this subsection shall only be processed according to the Uniform Complaint Procedure contained in Appendix D (Chapter 3.48 Employment Discrimination Complaint Procedures), which is incorporated by reference to this MOU and shall be excluded from the Grievance Procedure.

- 2.B. RIGHT TO CHANGE UNIFORM COMPLAINT PROCEDURE.** The County reserves the right to change the Uniform Complaint Procedure referenced in Appendix D (Chapter 3.48 Employment Discrimination Complaint Procedures) during the term of this MOU, subject to the duty to meet and confer.
- 2.C. NO DISCRIMINATION ON ACCOUNT OF ASSOCIATION ACTIVITY.** Neither County nor Association shall interfere with, intimidate, restrain, coerce, or discriminate against employees covered by this MOU because of the exercise of rights to engage or not to engage in Association activity.

SECTION 3. ASSOCIATION SECURITY

- 3.A. NOTICE OF RECOGNIZED ASSOCIATION.** When a person is hired into a classification represented by the Association, the County shall notify such person(s) that the Association is the exclusive recognized bargaining agent for the employees in said bargaining unit.
- 3.B. NOTICE TO RECOGNIZED ASSOCIATION.** The County shall post within the employee work or rest area a notice which sets forth the classifications within each bargaining unit referred to in Section 1. (Recognition) hereof and the name and address of the Association.
- 3.C. PAYROLL DEDUCTIONS AND PAYOVER.** Upon certification by the Association that an employee has signed an authorization for the deduction of Association membership dues and/or designated fee, the County will deduct the appropriate dues and/or fees, as established and as may be changed from time to time by the Association, from employee's pay, in conformity with State and County regulations. The County shall promptly remit such dues and/or fees to the Association. Employee requests to cancel or change such deductions must be directed to the Association, rather than to the County. Deductions will continue unless the employee mails a written revocation to the Association in accordance with the ACMEA bylaws.

No later than December 1st of each year, the County shall provide to the Association the County's official annual calendar showing paydays for the following year. The Association will provide the County with written notice of each employee deduction authorization and/or revocation on or before Monday of a non-payday week. The effective date of the deductions and/or revocations of any existing authorizations for employees shall be the payday Friday following the Association's notification to the County of the deduction authorization or revocation.

- 3.D. HOLD HARMLESS.** The Association shall defend, indemnify and hold the County and its officers and employees harmless from any and all claims, demands, suits, or any other action arising from the maintenance of dues deductions, approved Association insurance

programs, and/or from complying with any Association requests for deductions or revocations made pursuant to this Section 3. (Association Security), provided that the County provides notice to the Association within thirty (30) days of receipt of a claim, demand, suit or other action by the County's Clerk of the Board of Supervisors or President of the Board of Supervisors for which the County is seeking defense and/or indemnification. This includes the Association's obligation to indemnify the County of all costs, including settlement costs, and other legal expenses incurred in defending or resolving any such claim, demand, suit, or other action. With regard to any such claim, demand, suit or other action, the Association shall have the exclusive right to appoint and direct counsel, control the defense of any action or proceeding, and determine whether any such action or proceeding shall or shall not be compromised, resisted, defended, tried, or appealed. In no event shall the County be required to pay from its own funds Association dues and/or fees that the employee was obligated to pay, but failed to pay, regardless of the reasons.

SECTION 4. ASSOCIATION BULLETIN BOARD; MEETINGS; ACCESS TO EMPLOYEES

4.A. BULLETIN BOARDS. Reasonable space shall be allowed on bulletin boards as specified by the Agency/Department Heads for use by the Association to communicate with departmental employees. Material shall be posted upon the bulletin board space as designated, and not upon the walls, doors, file cabinets or any other place. Posted material shall not be obscene, defamatory or of a partisan political nature, nor shall it pertain to public issues which do not involve the County or its relations with County employees. All posted material shall bear the identity of the sponsor, shall be neatly displayed, and shall be removed when no longer timely.

4.B. JOB CONTACTS. Any authorized representative of the Association shall have the right to contact individual employees working within the bargaining units represented by their organization in County facilities during business hours on matters within the scope of representation providing prior arrangements have been made for each such contact with the Agency/Department Head who shall grant permission for such contact if, in their judgment, it will not disrupt the business of the work unit involved. When contact at the work location is precluded by confidentiality of records, or work situation, health and safety of employees, or the public, or by disturbance to others, the Agency/Department Head shall have the right to make other arrangements for a contact location removed from the work area.

Spontaneous arrivals during business hours at County facilities of Association representatives for the purpose of contacting individual employees without prior approval of the Agency/Department Head will not be allowed. If they do occur, meetings will not take place.

For purposes of this MOU, "authorized representative of the Association" is defined as a paid employee of the Association and not a County employee.

4.C. MEETINGS. Meetings of a representative of the Association and a group of employees shall not be permitted during duty hours other than a lunch period, except as provided in Section 16. (Grievance Procedure) hereof. The Agency/Department Head may, upon forty-eight (48) hours prior notice, allow meetings of a representative of the Association and a group of employees in County facilities and at convenient times and dates. No contacts shall

be permitted during working hours with employees regarding membership, collection of monies, election of officers, or other similar internal Association business.

SECTION 5. EMPLOYEE REPRESENTATIVES OF THE ASSOCIATION

- 5.A. RELEASE TIME FOR ASSOCIATION ACTIVITY.** Employee representatives of the Association's bargaining committee shall be allowed time to absent themselves from duties for a reasonable period without loss of pay, for the purpose of participating in contract negotiations. Employee representatives of the Association's bargaining committee shall be extended the same privilege to participate in any meetings mutually called by the Parties during the term of this MOU for review of grievances and contract compliance questions.
- 5.B. PURPOSE.** The County recognizes the need and affirms the right of the Association to designate authorized representatives of the Association from among employees in the unit. It is agreed that the Association in appointing such authorized representatives does so for the purpose of promoting effective working relationships.
- 5.C. ROLE OF THE AUTHORIZED REPRESENTATIVE OF THE ASSOCIATION.** The County recognizes the right of the Association to represent employees in connection with grievances which arise under Section 16. (Grievance Procedure) of this MOU.
- 5.D. SELECTION OF SITE REPRESENTATIVES.** The Association shall reserve the right to designate the method of selection of authorized representatives. The Association shall notify the HRS Employee and Labor Relations Division in writing of the names of the Association representatives and the units they represent. If a change in Association representatives is made, the HRS Employee and Labor Relations Division shall be advised in writing of the Association representative being replaced and the Association representative named to take their place. The number of Association representatives shall be mutually agreed upon and a list of Association representatives shall be submitted to the HRS Employee and Labor Relations Division.
- 5.E. DUTIES AND REPONSIBILITIES OF ASSOCIATION REPRESENTATIVE.** The following functions are understood to constitute the complete duties and responsibilities of the Association representative. The employee may be represented by an Association representative at such time as a grievance is reduced to writing and provided to the Agency/Department. The Association representative shall report any release time taken for the purpose of investigating a grievance to their supervisor as Association representative leave (payroll code UNI) for timekeeping purposes.

Representatives/employees who participate in the meet and confer process and/or participate on a labor management committee, must report such time to their supervisor as payroll code MCL for meet and confer and payroll code LMC for participation on a labor management committee.

SECTION 6. HOURS OF WORK AND REST PERIODS

- 6.A. HOURS OF WORK.** Hours of work in the normal workday shall be eight (8) hours; the normal workweek shall consist of forty (40) hours for all employees covered by this MOU.

- 6.B. REST PERIODS.** Each employee shall be granted a rest period of fifteen (15) minutes during each work period of more than three (3) hours' duration; provided, however, that such rest periods are not scheduled during the first or last hour of such period of work. In the event that the conduct of assigned job duties at a given location or on a given day may preclude the taking of a rest period by employees, the employees waive their right to said rest period and any right or compensation therefor. No wage deduction shall be made nor time off charged against employees taking authorized rest periods, nor shall any rights or overtime be accrued for rest periods not taken. There is no obligation upon the County to provide facilities for refreshments during the rest periods, or for procurement thereof.
- 6.C. REQUIRED EQUIPMENT.** Employees are expected to be at their individual workstations with required equipment in operable condition at the scheduled shift starting time.

SECTION 7. HOLIDAYS

7.A. HOLIDAYS DEFINED

Paid holidays shall be:

Date Observed	Known As
January 1	New Year's Day
Third (3 rd) Monday in January	Dr. Martin Luther King, Jr. Birthday
February 12	Lincoln's Birthday
Third (3 rd) Monday in February	President's Day
Last Monday in May	Memorial Day
July 4	Independence Day
First (1 st) Monday in September	Labor Day
November 11	Veterans Day
Fourth (4 th) Thursday in November	Thanksgiving Day
Day after Thanksgiving	Day after Thanksgiving
December 25	Christmas Day

All other days appointed by the President of the United States or Governor of the State of California as a nationwide or Statewide public holiday, day of fast, day of mourning, or day of thanksgiving, provided that observance of the day as a paid holiday is approved in writing by three (3) or more members of the Board of Supervisors.

In the event that the date of observance of any of the foregoing holidays which coincide with State holidays, set forth in the California Government Code Section 6700, is changed by statute, said holiday shall be observed on the date so established instead of the date provided in this Section. In no event shall this provision reduce the number of holidays set forth in this MOU.

- 7.B. FLOATING HOLIDAY.** Each employee hired prior to July 1 of each year shall be entitled to four (4) floating holidays. These holidays are to be scheduled by mutual agreement of the employee and the Agency/Department Head and taken within the calendar year. The first four (4) full days (32 hours) of vacation or compensatory time off taken during each calendar year shall be charged as the floating holidays. Employees hired after July 1 will not be entitled to the floating holiday(s) for the calendar year in which they were hired. Less than

full-time eligible entitled employees shall be entitled to prorated floating holidays based upon a proration of the hours the employee is regularly scheduled to work.

Effective January 1, 2016, floating holidays for less than full-time eligible employees whose standard working hours change to full-time after January 1 but prior to July 1 of a calendar year, shall be increased based on the employee's full-time status. The adjustment to the floating holiday hour balance shall not exceed the full-time equivalent amount for four (4) days of floating holidays, thirty-two (32) hours for eighty (80) hour pay period employee and thirty (30) hours for seventy-five (75) hour per pay period employee) or the full-time equivalent amount in effect for the calendar year. After July 1 of a calendar year, no adjustment will be made to the floating holiday hour balance.

7.C. NUMBER OF HOLIDAYS FOR SHIFT WORKERS. Except as provided in subsection 7.D. (Holidays to be Observed on Work Days), hereof, no employee assigned to shift work shall receive a greater or a lesser number of holidays in any calendar year than employees regularly assigned to work during the normal work week.

7.D. HOLIDAYS TO BE OBSERVED ON WORK DAYS. In the event that January 1; February 12, known as "Lincoln's Birthday"; July 4th; November 11, known as "Veterans Day"; or December 25, shall fall on a Saturday, said holiday shall be observed on the preceding Friday. In the event that any of said holidays enumerated in this subparagraph shall fall on a Sunday, said holiday shall be observed on the following Monday. A day proclaimed as a nationwide or statewide public holiday, day of fast, day of mourning, or day of thanksgiving and approved in writing by three (3) or more members of the Board of Supervisors, shall be granted only to those employees who are regularly scheduled to work on the day for which such holiday is proclaimed.

When December 25, January 1, or July 4th occur in the calendar year on a Saturday or Sunday and a weekend worker is scheduled on said day, the employee shall celebrate the Christmas holiday on December 25, the New Year's holiday on January 1 and July 4th on the actual day rather than the County designated day of observance of the holiday.

SECTION 8. MEDICAL AND DENTAL PLANS

8.A. MEDICAL PLAN COVERAGE

1. Medical Plan Coverage for Full-Time Employees

a. April 9, 2017 – January 31, 2019: The County and covered employees will share in the cost of health care premiums. For coverage effective April 9, 2017 through January 31, 2019, the County will pay ninety percent (90%) of the total semi-monthly premium for a Health Maintenance Organization (HMO) plan or ninety percent (90%) of the total semi-monthly premium of the lowest cost HMO plan toward the total semi-monthly premium for a Preferred Provider Organization (PPO)/Indemnity Plan at the corresponding level of coverage (i.e., Self, Self + 1 dependent, Family) in a Plan Year.

b. February 1, 2019 – January 31, 2022: For coverage effective February 1, 2019 through January 31, 2022, the County will pay eighty-seven- and one-half percent

(87.5%) of the total semi-monthly premium for coverage at the full-time employee's applicable level of enrollment (i.e. self, self + 1 dependent, family) for an HMO plan offered through the County. Alternatively, the County will contribute toward the semi-monthly premium for a PPO/Indemnity Plan offered through the County in an amount not to exceed eighty-seven and one-half percent (87.5%) of the semi-monthly premium for coverage at the employee's applicable level of enrollment (i.e. self, self +1, family) of the lowest cost HMO plan offered through the County. The balance of the monthly medical premium will be paid by the employee through payroll deduction.

- c. **February 1, 2022:** For coverage effective February 1, 2022, the County will pay eighty-five percent (85%) of the total semi-monthly premium for coverage at the full-time employee's applicable level of enrollment (i.e., Self, Self + 1 dependent, Family) for an HMO plan offered through the County. Alternatively, the County will contribute toward the semi-monthly premium for a PPO/Indemnity Plan offered through the County in an amount not to exceed eighty-five percent (85%) of the semi-monthly premium for coverage at the employee's applicable level of enrollment (i.e., Self, Self +1 dependent, Family) of the lowest cost HMO plan offered through the County. The balance of the monthly medical premium will be paid by the employee through payroll deduction.
- d. **County Offered Medical Plan.** The County will offer a Health Maintenance ("HMO") medical plan and a Preferred Provider Organization ("PPO") or Indemnity Medical Plan.

2. Medical Plan Coverage for Employees Regularly Scheduled to Work Less than the Normal Work Week. Any employee who is regularly scheduled to work **less than the normal work** week for the job classification, but at least fifty percent (50%) of the normal full-time workweek for that classification, shall be entitled to elect coverage under a County offered HMO, or PPO/Indemnity plan.

- a. **April 9, 2017 – January 31, 2019:** For coverage effective April 9, 2017 through January 31, 2019, the County's contribution toward the provider's premium shall be ninety percent (90%) of the total semi-monthly premium for an HMO plan prorated each pay period based upon a proportion of the hours the employee is on paid status within that pay period to the normal full-time pay period for the job classification, provided that the employee must be on paid status at least fifty percent (50%) of the normal full-time biweekly pay period for the job classification. For part-time employees who choose the PPO/Indemnity plan, the County will contribute ninety percent (90%) of the total semi-monthly premium of the lowest cost HMO plan toward the total semi-monthly premium, prorated each pay period based upon a proportion of the hours the employee is on paid status within that pay period to the normal full-time pay period for the job classification, provided the employee is on paid status at least fifty percent (50%) of the normal full-time biweekly pay period for the job classification. If an employee is not on paid status at least fifty percent (50%) of the normal full-time biweekly pay period for the job classification, the employee will be responsible for paying the entire biweekly premium for the benefit. If an employee is not on paid status at least fifty percent (50%) of the normal full-time pay period for the job classification, the employee will

be responsible for paying the entire semi-monthly premium for the benefit and the County will make no contribution.

- b. February 1, 2019 – January 31, 2022:** For coverage effective February 1, 2019 through January 31, 2022, the County's contribution toward the provider's premium shall be eighty-seven and one half percent (87.5%) of the total semi-monthly premium for an HMO plan prorated each pay period based upon a proportion of the hours the employee is on paid status within that pay period to the normal full-time pay period for the job classification, provided that the employee must be on paid status at least fifty percent (50%) of the normal full-time biweekly pay period for the job classification. For part-time employees who choose the PPO/Indemnity plan, the County will contribute eighty-seven and one half percent (87.5%) of the total semi-monthly premium of the lowest cost HMO plan toward the total semi-monthly premium, prorated each pay period based upon a proportion of the hours the employee is on paid status within that pay period to the normal full-time pay period for the job classification, provided the employee is on paid status at least fifty percent (50%) of the normal full-time biweekly pay period for the job classification. If an employee is not on paid status at least fifty percent (50%) of the normal full-time biweekly pay period for the job classification, the employee will be responsible for paying the entire biweekly premium for the benefit. If an employee is not on paid status at least fifty percent (50%) of the normal full-time pay period for the job classification, the employee will be responsible for paying the entire semi-monthly premium for the benefit and the County will make no contribution.
- c. February 1, 2022:** For coverage effective February 1, 2022 through the remaining term of this MOU, the County's contribution toward the provider's premium shall be eighty-five percent (85%) of the total semi-monthly premium for an HMO plan prorated each pay period based upon a proportion of the hours the employee is on paid status within that pay period to the normal full-time pay period for the job classification, provided that the employee must be on paid status at least fifty percent (50%) of the normal full-time biweekly pay period for the job classification. For part-time employees who choose the PPO/Indemnity plan, the County will contribute eighty-five percent (85%) of the total semi-monthly premium of the lowest cost HMO plan toward the total semi-monthly premium, prorated each pay period based upon a proportion of the hours the employee is on paid status within that pay period to the normal full-time pay period for the job classification, provided the employee is on paid status at least fifty percent (50%) of the normal full-time biweekly pay period for the job classification. If an employee is not on paid status at least fifty percent (50%) of the normal full-time biweekly pay period for the job classification, the employee will be responsible for paying the entire biweekly premium for the benefit. If an employee is not on paid status at least fifty percent (50%) of the normal full-time pay period for the job classification, the employee will be responsible for paying the entire semi-monthly premium for the benefit and the County will make no contribution.
- 3. Duplicative Coverage:** This subsection applies to married County employees and employees in domestic partnerships (as defined in Appendix B) who are both employed by the County. The intent of this Section limits County employees and

County employees in domestic partnerships from both covering each other within the same medical plan.

Married County employees or employees in domestic partnerships, who are both employed by the County, shall be entitled to one (1) choice from the following list of Medical Plan coverages:

- a. Up to one (1) full family PPO/Indemnity plan.
- b. Up to one (1) full family HMO plan.
- c. Up to one (1) full family HMO plan with up to one (1) full family PPO/Indemnity plan.
- d. Up to one (1) full family HMO plan with up to one (1) full family alternative HMO plan.

This section also applies to County employees when a parent and their child, under the age of twenty-six (26) are both employed by the County. The child employee under the age of twenty-six (26) cannot have duplicative coverage within the same plan as the parent employee. If the parent employee has the child employee on a family HMO plan, the child employee cannot select individual coverage on the same HMO plan as the parent employee.

- 4. Effects of Authorized Leave Without Pay on Medical Plan Coverage.** Employees on authorized leave without pay, whose medical plan coverage lapses for three (3) months or less, will be able to re-enroll as a continuing member in the same plan under which they had coverage prior to the authorized leave by completing the appropriate enrollment form within thirty (30) calendar days of the date they return to work. The deductibles, maximums, and waiting periods shall be applied as though the employee had been continuously enrolled. The effective date of coverage will be based on guidelines established by the County.

Those whose health plan coverage was allowed to lapse for a duration greater than three (3) months will be able to re-enroll within thirty (30) calendar days of the date they return to work in the same manner as is allowed for new hires. Such employees will be subject to new deductibles, maximums, and waiting periods that are applicable to the plan year in which they reinstate.

- 5. 30-Day Re-Enrollment and Termination of Enrollment on Change in Status.** Employees who are enrolled in a County sponsored medical plan, and who experience a qualifying event involving a change in status (e.g., marriage, adoption, loss of medical coverage by spouse/domestic partner), must, within thirty (30) calendar days of the qualifying event, enroll affected eligible dependents into the County offered medical plans in which the employee is enrolled. An employee who experiences an event that disqualifies a covered dependent from further coverage (e.g., divorce, termination of domestic partnership, etc.) must notify the Employee Benefits Center within thirty (30) calendar days of the disqualifying event and un-enroll the disqualified dependent(s). Additionally, employees enrolled in a medical plan through another source and experience a qualifying event involving a change in status (e.g., loss of medical coverage by spouse/domestic partner) may, within thirty (30) days of losing medical coverage, enroll in a medical plan offered by Alameda County.

6. **Open Enrollment.** Eligible employees may choose from the medical plans offered by the County and make benefit election changes during the County's annual Open Enrollment period.

8.B. DENTAL PLAN OPTIONS.

1. **Dental Plan Coverage for Full-time Employees.** For coverage through the remaining term of this Memorandum of Understanding, the County shall contribute the total monthly premium for a County-offered dental plan for eligible full-time employees, as well as their eligible dependents, provided that the employee is on paid status at least fifty percent (50%) percent of the normal full-time pay-period for the job classification. Eligible full-time employees may elect any one of the following County-offered dental plan options listed below. The County contribution shall apply to the dental plan options listed below.
 - a. A PPO/Indemnity dental plan.
 - b. A pre-paid, closed panel dental plan.
 - c. A supplemental spousal plan option.

2. **Dental Plan Coverage for Employees Regularly Scheduled to Work Less than the Normal Work Week:** Any employee who is regularly scheduled to work less than the normal workweek for the job classification, but at least fifty percent (50%) of the normal full-time workweek for that classification, shall be entitled to elect coverage under a County-offered dental plan. For coverage through the remaining term of this Memorandum of Understanding, the County shall contribute the semi-monthly premium for a Dental Plan for **less than full-time** employees and their eligible dependents, provided, however, that the employee is on paid status at least fifty percent (50%) of the normal full-time pay period for the job classification. To participate, an employee has to be scheduled at least fifty percent (50%) of the normal full-time pay period for the job classification.

Should an employee fail to have been on paid status at least fifty percent (50%) of the normal full-time biweekly pay period for the classification, the employee will be responsible for paying the entire semi-monthly premium payment for that benefit.

3. **Duplicative Coverage.** This subsection applies to married County employees and employees in domestic partnerships (as defined in Appendix B) who are both employed by the County. The intent of this section limits married County employees and County employees in domestic partnerships from both covering each other within the same dental plan. Married County employees and employees in domestic partnerships, both employed by the County, shall be entitled to one (1) choice from the following list of dental plan coverages:
 - a. Up to one (1) full family PPO/Indemnity dental plan together with up to one (1) PPO full family Supplemental dental plan.
 - b. Up to one (1) full family PPO/Indemnity dental plan together with up to one (1) full family DHMO dental plan.
 - c. Up to one (1) full family DHMO dental plan.
 - d. Up to one (1) full family PPO/Indemnity dental plan.

This section also applies to County employees when a parent and their child, under the age of twenty-six (26), are both employed by the County. The child employee, under the age of twenty-six (26), cannot have duplicative coverage within the same plan as the parent employee.

4. **Effect of Authorized Leave Without Pay on Dental Coverage.** Employees on authorized leave without pay, whose dental plan coverage lapses for three (3) months or less, will be able to re-enroll as a continuing member in the same plan under which they had coverage prior to the authorized leave by completing the appropriate enrollment form within thirty (30) calendar days of the date the employee returns to work. The deductibles, maximums, and waiting periods shall be applied as though the employee had been continuously enrolled. The effective date of coverage will be based on guidelines established by the County.

Those whose dental plan coverage was allowed to lapse for a duration greater than three (3) months will be able to re-enroll within thirty (30) calendar days of the date they return to work in the same manner as is allowed for new hires. Such employees will be subject to new deductibles, maximums, and waiting periods.

5. **30-Day Re-Enrollment.** Employees who are enrolled in a County sponsored Dental Plan, and experience a qualifying event involving a change in status (e.g. marriage, adoption, loss of dental coverage by spouse/domestic partner), must within thirty (30) calendar days of the qualifying event, enroll affected eligible dependents into the County offered dental plan in which the employee is enrolled. An employee who experiences an event that disqualifies a covered dependent from further coverage (e.g. divorce, termination of domestic partnership, etc.) must notify the Employee Benefits Center within thirty (30) calendar days of the disqualifying event and un-enroll the disqualified dependent(s). Additionally, employees enrolled in a dental plan through another source and experience a qualifying event involving a change in status (e.g. loss of dental coverage by spouse/domestic partner) may, within thirty (30) days of losing dental coverage, enroll in a dental plan offered by Alameda County.
6. **Open Enrollment.** Eligible employees may choose the dental plans offered by the County and make benefits election changes during the annual Open Enrollment period.

- 8.C. **CHANGES IN MEDICAL AND DENTAL COVERAGE. Benefits Subject to Availability.** The foregoing County-offered medical and dental benefit options shall be available as listed to the extent that the applicable carrier continues to offer them. The County will notify the Union of changes in the availability of any of the above County-offered benefit plans regarding a substitute benefit but if a substitute benefit is not possible, as determined by the County, the parties will meet and confer regarding the impact of such benefit changes on matters within the scope of representation. Within seven (7) days after its receipt of such notice, the Union may request to meet and confer regarding the impact of the change on matters within the scope of representation. Such notice shall be in writing and delivered to the County's Labor Relations Manager.

The parties agree that the County may make changes during the term of the MOU to the Medical and Dental Plans which do not materially impact the health benefits upon notice to

the Union. Within seven (7) days of receiving such notice the Union may request to meet with the County.

The parties agree that the MOU shall be reopened on notice to the Union to discuss possible changes in the medical and dental plan design.

SECTION 9. EQUAL EMPLOYMENT OPPORTUNITY

Both the County and the Association hereby recognize and confirm their mutual commitment to the philosophies and policies set forth in the Affirmative Action Program of the County of Alameda.

SECTION 10. ADDITIONAL COMPENSATION

10.A. BILINGUAL PAY

- 1. Positions Designated Bilingual:** Upon the recommendation of the Agency/Department Head and the approval of the Director of Human Resource Services, persons occupying positions designated as requiring fluency in a language other than English shall receive an additional thirty dollars (\$30) per biweekly pay period. Persons occupying such a position and having proficiency in three (3) or more languages, shall receive thirty-five dollars (\$35) per pay period provided that such persons are required to utilize such additional languages in the course of their duties for the County. Effective June 14, 2009, the compensation for a person occupying a position designated as requiring fluency in a language other than English shall receive an additional forty dollars (\$40) per biweekly pay period. Person occupying such a position and having fluency in three (3) or more languages shall receive forty-five dollars (\$45) per pay period provided that such persons are required to utilize such additional languages in the course of their duties for the County.

Effective December 30, 2018, the compensation persons occupying a position designated as requiring fluency in a language other than English shall receive an additional fifty-five dollars (\$55) per biweekly pay period. Person occupying such a position and having fluency in three (3) or more languages shall receive sixty dollars (\$60). per pay period provided that such persons are required to utilize such additional languages in the course of their duties for the County.

- 2. Bilingual Pay for Services Requested:** An employee who has taken and passed a bilingual proficiency test coordinated by the County Personnel Department and administered by a person who has been certified as bilingually proficient (including sign language for the deaf) shall be compensated thirty dollars (\$30) in any pay period in which the employee is directed by the Agency/Department Head to use and uses the bilingual skills in the course of the employee's assignment. The bilingual proficiency test and the County's determination as to an employee's bilingual competency shall not be subject to the grievance procedure. Effective June 14, 2009, this compensation shall be increased to forty dollars (\$40) per pay period. Effective December 30, 2018, this compensation shall be increased to fifty-five dollars (\$55) per pay period.

SECTION 11. NOTICE OF LAYOFFS

The County shall give reasonable notice to the Association before effecting any layoffs which materially affect employees represented under this MOU. Upon receiving such notice, the Association may meet and confer regarding the effect of the layoff.

SECTION 12. LEAVES OF ABSENCE

- 12.A. LEAVE MAY NOT EXCEED NINE (9) MONTHS.** A leave of absence without pay may be granted by the Agency/Department Head upon the request of the employee seeking such leave, but such leave shall not be for longer than nine (9) months, except as hereinafter provided.
- 12.B. NO LEAVE TO ACCEPT OUTSIDE EMPLOYMENT.** A leave of absence without pay may not be granted to an employee accepting either private or public employment outside the service of the County of Alameda, except as hereinafter provided.
- 12.C. MILITARY LEAVE.** Every employee shall be entitled to military leaves of absence as specified in Chapter 7, Part 1, Division 2 of the California Military and Veterans Code. Employee must present to their supervisor a copy of their military orders which specify the dates and duration of such leave.

If such employee shall have been continuously employed by the County for at least one (1) year prior to the date such absence begins, he/she shall be entitled to receive paid military leave as follows:

- 1. Paid military leave which may be granted during a fiscal year for continuous or intermittent military leave, is limited to a maximum of 240-working hours for 40 hour/week classes or 225-working hours for 37.5 hour/week classes, during ordered military leave, including necessary travel time. The 240-hour limit reflects the equivalent of thirty 8-hour days but is designated in hours to account for alternative work schedules. The 225-hour limit reflects the equivalent of thirty 7.5-hour days but is designated in hours to account for alternative work schedules.
- 2. During the period specified in subsection 12.C. (Military Leave) above, the employee shall be entitled to receive pay only for those hours which the employee would have been regularly scheduled to work and would have worked but for the military leave.
- 3. The rate of pay shall be the same rate the employee would have received for hours worked during a shift they would have been scheduled to work or scheduled for paid holiday leave, had he/she not been on military leave.
- 4. In no event shall an employee be paid for time they would not have been scheduled to work during said military leave.

In determining employee eligibility for classifications requiring a minimum length of service, time spent on military leave shall be eligible for inclusion in the length of service calculation.

- 12.D. TEMPORARY APPOINTMENT DUE TO MILITARY LEAVE.** The Agency/Department Head may grant an employee a leave of absence without pay from their position to permit such employee to be temporarily appointed to fill a position which is vacant as the result, and during the period of, a military leave of absence.
- 12.E. EDUCATIONAL LEAVE.** A leave of absence without pay may be granted by the Agency/Department Head upon the request of the employee seeking such leave for the purpose of education, but no one such leave of absence shall exceed a period of one (1) year.
- 12.F. LEAVE WHEN LENT TO OTHER GOVERNMENTAL AGENCY OR GOVERNMENTAL INSTITUTION.** A leave of absence without pay may be granted by the Agency/Department Head to any employee who is lent to another governmental jurisdiction, to an agency engaged in a survey of government practices, or to an educational institution, but no one such leave of absence shall exceed a period of one (1) year.
- 12.G. LEAVE OF ABSENCE TO ACCEPT APPOINTMENT TO THE UNCLASSIFIED SERVICE.** A leave of absence without pay may be granted to an employee to permit such person to accept employment for an indefinite period in the unclassified Civil Service of the County or in a position outside the County service, the salary of which is paid in whole or in part by the County. Upon termination of such employment, such person shall revert to the position from which said leave of absence was granted and, in the event such position has been filled by another person, the reduction in force procedures set forth in the Civil Service Commission Rules shall apply.
- 12.H. LEAVE OF ABSENCE TO ACCEPT APPOINTMENT TO ANOTHER POSITION IN THE CLASSIFIED SERVICE.** Employees having tenure in a classification in the classified service of the County may be granted a leave of absence without pay from the position to which they have tenure until they obtain tenure to such other position, or their appointment thereto is terminated for any reason, whichever first occurs. In the event of the return of such employee to the position from which leave of absence was granted, the employee with the least seniority in such class in such Department shall be laid off if all authorized positions are filled.
- 12.I. LEAVE FOR ASSIGNMENT TO SPECIAL PROJECT.** An employee having tenure in a classification in the classified Civil Service, who is appointed to the classification of Project Specialist, may be granted a leave of absence without pay from the classification in which he/she has tenure, by the Agency/Department Head, for the duration of said employee's assignment to the special project.
- 12.J. DISABILITY LEAVE FOR OTHER EMPLOYMENT.** Anything in this MOU to the contrary notwithstanding, any persons who, because of sickness or injury, is incapable of performing their work or duties in the service of the County but who is nevertheless capable of performing other work or duties outside the service of the County may, within the discretion of the Agency/Department Head, be granted sick leave of absence without pay during such disability to accept such employment.
- 12.K. PREGNANCY AND CHILD BONDING LEAVE.** An employee is entitled to a pregnancy and child bonding leave of up to six (6) months. Such an employee may elect to take accrued vacation or compensatory time off or sick leave, when eligible, during the period of

pregnancy and child bonding leave, except that in the case of an employee who is regularly scheduled to work less than the normal full-time work week for the classification, paid leave shall be granted only for those days, or fractions thereof, on which such an employee would have been regularly scheduled to work and would have worked but for the pregnancy and child bonding leave. The employee shall be entitled to sick leave, when eligible, with pay accumulated pursuant to Section 14. (Sick Leave) of this MOU. The scheduling of child bonding leave (either on FMLA or CFRA) on an intermittent basis and/or requests for a reduced work schedule are subject to mutual agreement by the employee and the Agency/Department Head as allowed by law.

Notwithstanding the above, the employee may be entitled to take up to seven (7) months of total leave for the integration of the pregnancy disability and child bonding leaves pursuant to the Family Medical Leave Act (FMLA), California Pregnancy Disability Leave (PDL), and California Family Rights Act (CFRA). Disability leave due to pregnancy runs concurrently with FMLA and PDL. Child bonding leave runs concurrently with FMLA and CFRA. Reinstatement, subsequent to pregnancy and child bonding leave of absence, shall be to the same classification from which leave was taken, and the Agency/Department Head shall make its best effort to return such employee to the same geographical location, shift and where there is specialization within a classification, to the same specialization. Questions as to whether or not the Agency/Department Head has used its best effort herein, shall not be subject to the grievance procedure.

- 12.L. CHILD BONDING LEAVE.** A prospective father, spouse, domestic partner or adoptive parent is entitled to child bonding leave of up to twelve weeks, within one (1) year of the qualifying event. Child bonding leave runs concurrently with FMLA and CFRA. The scheduling of child bonding leave (either on FMLA or CFRA) on an intermittent basis and/or requests for a reduced work schedule are subject to mutual agreement by the employee and the Agency/Department Head as allowed by law.

An employee may elect to take accrued vacation or compensating time off during the period of child bonding leave, except that in the case of an employee who is regularly scheduled to work less than the normal full-time work week for the classification, paid leave shall be granted only for those days, or fractions thereof, on which such an employee would have worked but for child bonding leave. The use of sick leave during child bonding leave shall not be permitted unless they are otherwise eligible to use it as provided in Section 14. (Sick Leave).

Reinstatement, subsequent to child bonding leave of absence, shall be to the same classification from which leave was taken and the Agency/Department Head shall make their best effort to return such employee to the same geographical location, shift, and where there is a specialization within a classification, to the same specialization. Questions as to whether or not the Agency/Department Head has made its best effort herein shall not be subject to the grievance procedure.

- 12.M. EFFECT OF LEAVE WITHOUT PAY.** No benefits or time credit such as sick leave or vacation shall be earned during the period when an employee is absent on leave without pay.

- 12.N. DEATH IN IMMEDIATE FAMILY.** A regularly scheduled employee may be granted up to five (5) days of leave of absence with pay by the Agency/Department Head because of

death in the immediate family. An employee shall be allowed to take such leave within a four (4) week period. For purposes of this subsection, "immediate family" means mother, stepmother, father, stepfather, husband, wife, domestic partner (upon submission of an affidavit as defined in the appendices), son, stepson, daughter, stepdaughter, brother, sister, grandparent, grandchild, foster parent, foster child, mother-in-law, and father-in-law, or any other person sharing the relationship of in loco parentis; and, when living in the household of the employee, a brother-in-law, sister-in-law.

Entitlement to leave of absence under this subsection shall be only for all hours the employee would have been scheduled to work for those days granted and shall be in addition to any other entitlement for sick leave, emergency leave, or any other leave.

SECTION 13. VACATION LEAVE

Employees in the service of the County shall accrue vacation as specified below. Vacation pay shall be granted only for those days or fractions thereof on which employees would have been regularly scheduled to work and would have worked but for the vacation period. An employee who is regularly scheduled to work less than the normal work week for the job classification shall accrue vacation leave accordingly. Vacation accrual shall be prorated each pay period based upon a proration of the hours worked within that pay period to the normal full-time pay period for the job classification.

13.A. VACATION ACCRUAL

1. **FOR EMPLOYEES HIRED PRIOR TO JANUARY 8, 2012.** Each employee in the service of the County hired prior to January 8, 2012, shall accrue vacation leave according to the following schedules.
 - a. **Two (2) weeks accrual** – Employees shall accrue two (2) weeks of vacation annually until completion of 104 full-time biweekly pay periods (4-years) of continuous employment.
 - b. **Three (3) weeks accrual** – Employees shall accrue three (3) weeks of vacation annually after the completion of 104 full-time biweekly pay periods (4-years) of continuous employment and until completion of 286 full-time biweekly pay periods (11-years) of continuous employment.
 - c. **Four (4) weeks accrual** – Employees shall accrue four (4) weeks of vacation annually after the completion of 286 full-time biweekly pay periods (11 years) of continuous employment and until completion of 520 full-time biweekly pay periods (20-years) of continuous employment.
 - d. **Five (5) weeks accrual** – Employees shall accrue five (5) weeks of vacation annually after the completion of 520 full-time biweekly pay periods (20 years) of continuous employment.
2. **FOR EMPLOYEES HIRED ON OR AFTER JANUARY 8, 2012.** Each person in the service of the County whose employment began on or after January 8, 2012, shall accrue vacation leave as follows:

- a. **Two (2) weeks accrual** – Employees shall accrue two (2) weeks of vacation annually until completion of 104 full-time biweekly pay periods (4 years) of continuous employment, up to a maximum balance of four (4) weeks.
 - b. **Three (3) weeks accrual** – Employees shall accrue three (3) weeks of vacation annually after the completion of 104 full-time biweekly pay periods (4 years) of continuous employment and until completion of 286 full-time biweekly pay periods (11 years) of continuous employment, up to a maximum balance of six (6) weeks.
 - c. **Four (4) weeks accrual** – Employees shall accrue four (4) weeks of vacation annually after the completion of 286 full-time biweekly pay periods (11 years) of continuous employment and until completion of 520 full-time biweekly pay periods (20 years) of continuous employment, up to a maximum balance of eight (8) weeks.
 - d. **Five (5) weeks accrual** – Employees shall accrue five (5) weeks of vacation annually after the completion of 520 full-time biweekly pay periods (20 years) of continuous employment, up to a maximum balance of ten (10) weeks.
3. **ALL EMPLOYEES EFFECTIVE DECEMBER 29, 2019.** All employees covered by this MOU shall accrue vacation leave as follows:
- a. **Two (2) weeks accrual** – Employees shall accrue two (2) weeks of vacation annually until completion of 104 full-time biweekly pay periods (4 years) of continuous employment, up to a maximum balance of four (4) weeks.
 - b. **Three (3) weeks accrual** – Employees shall accrue three (3) weeks of vacation annually after the completion of 104 full-time biweekly pay periods (4 years) of continuous employment and until completion of 286 full-time biweekly pay periods (11 years) of continuous employment, up to a maximum balance of six (6) weeks.
 - c. **Four (4) weeks accrual** – Employees shall accrue four (4) weeks of vacation annually after the completion of 286 full-time biweekly pay periods (11 years) of continuous employment and until completion of 520 full-time biweekly pay periods (20 years) of continuous employment, up to a maximum balance of eight (8) weeks.
 - d. **Five (5) weeks accrual** – Employees shall accrue five (5) weeks of vacation annually after the completion of 520 full-time biweekly pay periods (20 years) of continuous employment, up to a maximum balance of ten (10) weeks.

Effective December 29, 2019, provisions of subsection 13.A.1. (For Employees Hired Prior to January 8, 2012) and 13.A.2. shall no longer apply.

13.B. CASH PAYMENT IN LIEU OF VACATION LEAVE.

- 1. **For persons employed prior to January 8, 2012.**

- a. An employee who accrues vacation leave pursuant to subsections 13.A.1. (For Employees Hired Prior to January 8, 2012), and who leaves the County service for any reason shall be paid at the biweekly or hourly rate for each classification as set forth in Appendix A (Classification and Salary Listing by Bargaining Unit), for unused vacation accrued to the date of his/her separation provided that such entitlement shall not exceed the employee’s applicable maximum vacation balance as set forth in subsection 13.C. (Limitation on Unused Vacation Leave Balances).
- b. Employees hired prior to January 8, 2012 shall have the primary responsibility to schedule and take sufficient vacation leave to reduce their accrued vacation leave balances to a level which will avoid a downward adjustment. The Agency/Department Head shall make a reasonable effort to accommodate written vacation leave requests submitted by employees which state that the purpose of such request is to reduce accrued vacation leave balances to a level which will avoid a downward adjustment.

2. For persons employed on or after January 8, 2012.

An employee who accrues vacation leave pursuant to subsections 13.A.2. (For Employees Hired on or After January 8, 2012), and who leaves the County service for any reason shall be paid at the biweekly or hourly rate for each classification as set forth in Appendix A (Salaries for Classifications in Unit R50), for unused vacation accrued to the date of his/her separation provided that such entitlement shall not exceed the employee’s applicable maximum vacation balance as set forth in subsection 13.C. (Limitation on Unused Vacation Leave Balances).

3. Effective December 29, 2019, for all persons covered by this MOU.

Employees who accrue vacation leave pursuant to subsections 13.A.3. (All Employees Effective December 29, 2019), and who leave the County service for any reason shall be paid at the biweekly or hourly rate for each classification as set forth in Appendix A (Classification and Salary Listing by Bargaining Unit) for unused vacation accrued to the date of their separation.

Effective December 29, 2019, subsection 13.B.1. and 13.B.2. above shall no longer apply.

13.C. LIMITATION ON UNUSED VACATION LEAVE BALANCES.

- 1. For employees hired prior to January 8, 2012, maximum vacation leave balances allowable prior to the pay period containing January 1 of each year beginning the year 2000, shall be no more than two (2) times the employees’ vacation accrual rate and shall be as follows:

Vacation Accrual Rate years of service	Vacation Accrual Rate in Pay Period Prior to January 1	Maximum Balance in Pay Period Containing January 1
0 to 4 years	2 weeks	4 weeks
4 to 11 years	3 weeks	6 weeks

11 to 20 years	4 weeks	8 weeks
20 years	5 weeks	10 weeks

2. For employees hired on or after January 8, 2012, the accrual of vacation leave will cease effective with any pay period in which the employee’s vacation accrual reaches its maximum balance and shall not recommence until the employee’s vacation leave balance falls below this maximum. While employees shall have the primary responsibility to schedule and take sufficient vacation to reduce their accrued vacation leave balances to levels which do not exceed their maximum balance, Agency/Department Heads will make a reasonable effort to accommodate written vacation leave requests submitted by employees which state that the purpose of such request is to reduce accrued vacation leave balances to a level below their maximum accrual.

The maximum balance for each accrual rate shall be as follows:

Vacation Accrual Rate years of service	Vacation Accrual Rate	Maximum Pay Period Balance
0 to 4 years	2 weeks	4 weeks
4 to 11 years	3 weeks	6 weeks
11 to 20 years	4 weeks	8 weeks
20 years	5 weeks	10 weeks

3. Effective December 29, 2019, for all employees covered by this MOU, the accrual of vacation leave will cease effective with any pay period in which the employee’s vacation accrual reaches its maximum balance and shall not recommence until the employee’s vacation leave balance falls below this maximum. While employees shall have the primary responsibility to schedule and take sufficient vacation to reduce their accrued vacation leave balances to levels below their maximum balance, Agency/Department Heads will make a reasonable effort to accommodate written vacation leave requests submitted by employees which state that the purpose of such request is to reduce accrued vacation leave balances to a level below their maximum accrual.

The maximum balance for each accrual rate shall be as follows:

Vacation Accrual Rate years of service	Vacation Accrual Rate	Maximum Pay Period Balance
0 to 4 years	2 weeks	4 weeks
4 to 11 years	3 weeks	6 weeks
11 to 20 years	4 weeks	8 weeks
20 years	5 weeks	10 weeks

4. EMPLOYEE ENTRY INTO BARGAINING UNITS COVERED BY THIS MOU.

- a. Employees hired into this bargaining unit on or after January 8, 2012 and before December 29, 2019, and who come from a County bargaining unit where the vacation accrual limits are not subject to provisions equivalent to those in subsection 13.A.2. (For Employees Hired on or After January 8, 2012) above shall

be subject to provisions outlined in subsection 13.A.2. (For Employees Hired on or After January 8, 2012) above. Notwithstanding the above, upon entry into this bargaining unit, for those that have a vacation balance in excess of two (2) times the accrual rate, they shall have their vacation balance reduced and subject to the maximum balance as provided in subsection 13.C. (Limitation on Unused Vacation Leave Balances) effective the pay period containing January 1 of the calendar year following their appointment into the bargaining unit to allow time for the employees to reduce their balance below the cap. The vacation leave balance of any employee which exceeds the maximum balance allowable will be adjusted downward to the maximum balance in subsection 13.A.2. (For Employees Hired on or After January 8, 2012) (by placing the excess vacation in a departmental catastrophic sick leave pool) and the County will thereafter have no obligation with respect to the vacation leave affected by the adjustment. The Department Head shall make a reasonable effort to accommodate written vacation leave requests submitted by such employees which state that the purpose of such request is to reduce accrued vacation leave balances to the level which can be paid for in cash upon termination or to avoid a downward adjustment.

- b. Employees hired on or after December 29, 2019 and who come from a County bargaining unit where the vacation accrual limits are not subject to provisions equivalent to those in subsection 13.A.3. (Effective December 29, 2019) above shall be subject to provisions outlined in subsection 13.A.3. (Effective December 29, 2019) above. Notwithstanding the above, upon entry into this bargaining unit, for those that have a vacation balance in excess of two (2) times the accrual rate, they shall have their vacation balance reduced and subject to the maximum balance as provided in subsection 13.C. (Limitation on Unused Vacation Leave Balances) effective the pay period containing January 1 of the calendar year following their appointment into the bargaining unit to allow time for the employees to reduce their balance below the cap. The vacation leave balance of any employee which exceeds the maximum balance allowable will be paid in cash to the maximum balance in subsection 13.A.3. (All Employees Effective December 29, 2019). The Agency/Department Head shall make a reasonable effort to accommodate written vacation leave requests submitted by such employees which state that the purpose of such request is to reduce accrued vacation leave balances below their maximum accrual.

13.D. DATE WHEN VACATION CREDIT STARTS. Vacation credit shall begin on the first day of employment.

13.E. CHANGEOVER TO MAXIMUM ALLOWABLE VACATION BALANCE AND USE OF PREVIOUSLY ACCRUED VACATION FOR EMPLOYEES HIRED PRIOR TO JANUARY 8, 2012. Employees hired prior to January 8, 2012 who accrue vacation under subsection 13.A.1. (For Employees Hired Prior to January 8, 2012) shall have the primary responsibility to schedule and take sufficient vacation to reduce their accrued vacation leave balances to levels which do not exceed the amount for which they can receive cash payment hereunder upon termination or which will avoid a downward adjustment in the pay period containing January 1. As of the pay period containing January 1, 2000 and every such pay period containing January 1 of each year thereafter, the vacation leave balance of any employee which exceeds the maximum accrual will be adjusted downward to the maximum

vacation balance level (by placing the excess vacation in a departmental catastrophic sick leave pool) and the County will thereafter have no obligation with respect to the vacation leave affected by the adjustment. Agency/Department Heads shall make a reasonable effort to accommodate written vacation leave requests submitted by employees which state that the purpose of such request is to reduce accrued vacation leave balances to the level which can be paid for in cash upon termination or to avoid a downward adjustment.

Effective December 29, 2019 provisions of this section shall no longer apply.

- 13.F. MAXIMUM VACATION LEAVE.** Employees shall be allowed to take one and one-half times (1 ½) their annual vacation accrual during any calendar year, provided that they have accumulated sufficient unused vacation leave. Employees, with the permission of the Agency/Department Head may take vacation in excess of one and one-half (1 ½) times their annual vacation accrual during any calendar year if they have accumulated sufficient unused vacation leave.
- 13.G. DEFINITION.** For the purpose of this Section 13. (Vacation Leave), “working day” shall mean any day upon which an employee would normally be required to work.
- 13.H. EFFECT OF ABSENCE ON CONTINUOUS SERVICE.** Absence on authorized leave without pay, and time during which employees are laid off because their services are not needed, and time during which employees are temporarily not employed by the County, if followed by reemployment within three (3) years, shall not be considered as an interruption of continuous service for the purpose of this Section, but the period of time such employees are absent on authorized leave without pay or so laid off or so temporarily not employed shall not be counted in computing such year of continuous employment for the purpose of this Section, provided further, that for purposes of qualifying for 15, 20, or 25 working days’ vacation leave, where employees have been employed by the County without interruption for the past ten (10) years, all service of such employees shall be deemed to have been continuous.
- 13.I. WHEN VACATION MAY BE TAKEN.** Paid leave may be granted up to a maximum of eighty (80) hours in a pay period only for those days or fractions thereof on which an employee would have been regularly scheduled to work and would have worked but for the vacation leave.

Vacations will be scheduled by mutual agreement between the Agency/Department Head and the employee. Employees shall be allowed to divide their vacation leave in any calendar year into two (2) segments. The Agency/Department Head, at their discretion, may grant employees additional segments of vacation.

- 13.J. PERSONAL LEAVE.** Employees shall be allowed two (2) days in any calendar year from their regular vacation allowance for personal leave.

The Agency/Department Head shall not deny a request for this leave except for reasons critical to the operation of the agency/department. Such personal leave shall be in segments of one-half (½) day or more for non-exempt employees as defined by the Fair Labor Standards Act (“FLSA”).

13.K. RATE OF VACATION PAY. Compensation during vacation shall be at the rate of compensation as set forth for each classification in Appendix A (Classifications Represented by ACMEA Unit R50) which such employee would have been entitled to receive, including premium pay, while in active service during such vacation period.

13.L. VACATION TRANSFER. Married couples or domestic partners, employed by the County, may elect to transfer up to five (5) days of their accrued vacation leave balances to their spouse or domestic partner (Ref. Appendix B – Domestic Partners) per each event of maternity, paternity and adoption.

13.M. CONTINUATION OF SECTION. Subsection 13.C. (Limitation on Unused Vacation Leave Balances) shall remain in full force and effect notwithstanding the expiration of the other Sections of this MOU on June 24, 2023, as provided in Section 27. (Scope of Agreement), and unless otherwise agreed to by the County, shall be incorporated into the successor MOU.

13.N. VACATION PURCHASE PLAN

1. Only full-time employees who have completed less than 104 full-time biweekly pay periods (4 years) of continuous employment and accruing vacation at the two (2) week per year rate, and subject to this MOU, may elect to purchase one (1) additional week of vacation over and above their regular entitlement as set forth in this MOU. Part-time and intermittent employees may not purchase vacation. Employees eligible for vacation purchase may elect to purchase one (1) week under the Vacation Purchase Plan during Open Enrollment.
 - a. On the first pay period of the calendar year, the participating employees' vacation balance will be adjusted to reflect the additional amount of vacation purchased. Employees may use the vacation time purchased, scheduled by mutual agreement, between the employee and the Agency/Department Head. Employees pay for the vacation time purchased in equal installments during the calendar year.
 - b. To be eligible to purchase vacation for the upcoming plan year an employee must have completed payment for any previous vacation purchased by the end of the current plan year. The County reserves the right to revoke vacation purchase elections made during Open Enrollment if the previous year vacation purchase payments are not complete.
 - c. To be eligible to purchase one (1) week of vacation, an employee must have no unused purchased vacation as of the third (3rd) pay period prior to the start of Open Enrollment.
 - d. In the event that an employee uses purchased vacation and leaves County service prior to paying for it, the employee agrees as a condition of participation that the County has the right to recover the unpaid cost for any used and unpaid vacation from the employee, deducting any sum owed to the County from the employee's final pay warrant.

- e. In the event there is insufficient pay to deduct from the employee's final pay warrant, the amount is still due and payable to the County; the employee must repay the County. Any failure to repay the County upon termination will result in collection proceedings.
 - f. In the event that an employee is unable to cover the cost of purchased vacation in any pay period(s) due to insufficient pay, the County reserves the right to adjust the amount of the deductions from future warrants to cover the cost of the purchased vacation.
 - g. In the event that participating employees move between a 40-hour per week position and a 37.5-hour per week position, they shall carry over their purchased vacation balance in the same number of days and fractions of days.
 - h. In the event that an employee changes status from eligible to purchase vacation to a non-eligible status:
 - i. The County shall cease deduction and no additional days will be allowed for purchase.
 - ii. The County shall reduce the purchased vacation balance by the amount which the employee has not yet paid.
 - iii. The employee shall be allowed to retain and use the time purchased as of the date of the change from eligibility to ineligibility through the final pay period of the calendar year of the date of ineligibility.
 - iv. For purchased vacation remaining and unused through the final pay period of the calendar year, as set forth in subsection 13.N.1.h.3. above, the employee shall be paid at the pay rate at the time of enrollment, for the purchased vacation time not taken as of the 1st pay period of the following year.
 - v. If the employee has used the purchased vacation time prior to completing payment for such vacation, the County will recover the cost of that vacation not yet paid for from the employee by pay warrant deduction.
 - i. In the event that an employee experiences a pay rate change during the plan year, the total annual cost will remain the same as at the time of enrollment.
2. An employee purchasing vacation is responsible for all County costs associated with vacation purchase. For the pay period in which purchased vacation is utilized as time off, the employee's total compensation shall not include the contributions made by Alameda County towards premium based and accrued benefits including retirement, County medical and dental plans, sick leave, and vacation time for all bi-weekly hours, or portions thereof, coded as purchased vacation. These prorated premium costs shall be deducted from the employees' paycheck for the bi-weekly pay period in which the purchased vacation is utilized and, further, the employee will not accrue vacation and sick leave for such hours. Also, purchased vacation time utilized as time off will not count towards seniority, hours in step, or towards the completion of the probationary period or retirement service credit.

3. The County retains the right to eliminate vacation purchase upon appropriate notice to the Association, and after meeting and conferring if requested, during the term of this MOU.

SECTION 14. SICK LEAVE.

- 14.A. **SICK LEAVE DEFINED.** As used in this Section 14. (Sick Leave), “sick leave” means leave of absence of an employee for 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 or exposure to contagious disease.
- 14.B. **EMPLOYEE DEFINED.** As used in this Section 14. (Sick Leave), “employee” means any person holding a regular, provisional, or temporary appointment in the County service, and otherwise subject to the provisions of this MOU.
- 14.C. **SICKNESS OR INJURY IN COURSE OF EMPLOYMENT.** Except for safety members who are subject to the provisions of California Labor Code Section 4850, if employees are incapacitated by sickness or injury received in the course of their employment by the County, such employees shall be entitled to pay as provided herein.

1. **Amount and Duration of Payment:**

- a. Such employees shall be entitled to receive supplemental industrial sick leave with pay commencing with the fourth (4th) calendar day of the incapacity. The supplement shall be equal to the difference between eighty percent (80%) of the employee’s normal salary and the amount of any Worker’s Compensation temporary disability payments to which such employee is entitled during such incapacity. This period shall not exceed one (1) calendar year from the date of sickness or injury resulting in the incapacity. Following one (1) calendar year, available leave balances may be granted to supplement temporary disability payments to provide the disabled employee a total of eighty percent (80%) of salary (the amount of sick leave necessary for this purpose is computed in each case by the County Auditor-Controller’s Office) unless the employee provides written notice to the Agency/Department Head to limit the integration of such leaves. Available leave balances shall include sick leave, vacation leave, compensating time off, floating holidays and holiday in-lieu time.

In the event that the period of the incapacity exceeds twenty-one (21) calendar days, the employee so incapacitated shall be granted supplemental industrial sick leave with pay at the rate of one hundred percent (100%) of the employee’s normal salary for the first three (3) calendar days of such incapacity. If the period of the incapacity does not exceed twenty-one (21) calendar days, the employee so incapacitated will be eligible to receive any available leave balance for scheduled work days for the first three (3) work days of such incapacity.

- b. Effective for injuries that occur on or after June 14, 2009, such employees shall be entitled to receive industrial sick leave wage continuation commencing with

the fourth (4th) calendar day of the incapacity. The industrial sick leave wage continuation shall be equal to the difference between seventy-five percent (75%) of the employee's normal salary and the amount of any Worker's Compensation temporary disability payments to which such employee is entitled during such disability. This period shall not exceed 270 calendar days from the date of sickness or injury resulting in the incapacity. Following 270 calendar days, available leave balances may be granted to supplement temporary disability payments to provide the disabled employee up to no more than seventy-five percent (75%) of the normal salary received. Available leave balances shall include sick leave, vacation leave, compensating time off, floating holidays, and holiday in-lieu time.

In the event that the period of the incapacity exceeds fourteen (14) calendar days, the employee so incapacitated shall be granted supplemental industrial sick leave with pay at the rate of one hundred percent (100%) of the employee's normal salary for the first three (3) calendar days of such incapacity. If the period of the incapacity does not exceed fourteen (14) calendar days, the employee so incapacitated will be eligible to receive any available leave balance for scheduled work days for the first three (3) work days of such incapacity.

- 2. When Payments Shall be Denied.** Payments shall not be made pursuant to subsection 14.C.1. (Amendment and Duration of Payment) to an employee:
- a. Who does not apply for or who does not receive temporary disability benefits under the Worker's Compensation Law,
 - b. Whose injury or illness has become permanent,
 - c. Whose injury or illness, although continuing to show improvement, is unlikely to improve sufficiently to permit the employee to return to work in the employee's position,
 - d. Who is retired on permanent disability, or pension,
 - e. Who unreasonably refuses to accept other County employment for which he/she is not substantially disabled,
 - f. Whose injury or illness is the result of failure to observe County health or safety regulations or the commission of a criminal offense,
 - g. Whose injury or illness has been aggravated or delayed in healing by reasons of the failure of the employee to have received medical treatment or to have followed medical advice, except where such treatment or advice has not been sought or followed by reason of the religious beliefs of the employee, and,
 - h. Whose injury or illness is a recurrence or reinjury of an earlier job-related injury or illness, or is contributed to by a susceptibility or predisposition to such injury or illness related to an earlier job-related injury or illness.

- 3. Fringe Benefit Entitlement During Industrial Injury Leave.** Employees receiving industrial sick leave with pay shall maintain and accrue all benefits to which they are entitled under this MOU at one hundred percent (100%) of their regularly scheduled biweekly hours immediately preceding an industrial illness or injury.
- 4. Leave for Medical Treatment.** Effective January 1, 1996, employees with an approved Workers' Compensation claim who have returned to work and are required by their physician to undergo therapy, diagnostic tests or treatment due to an industrial injury/illness shall receive Industrial Leave with pay under the following conditions for all claims:
 - a. Treatments are being paid under Workers' Compensation.
 - b. The therapy, diagnostic tests or treatment falls within the employee's normal working hours.
 - c. Leave for medical treatment shall be granted for up to six (6) months from the date of injury. The leave applies only to the actual treatment time and reasonable travel time not to exceed thirty (30) minutes to and thirty (30) minutes from the medical facility. In no event shall leave under this subsection and the employee's actual work time exceed the employee's normally scheduled workday.

14.D. CUMULATIVE SICK LEAVE PLAN.

- 1. Accumulation of Sick Leave for Full-Time Employees.** Each employee shall accumulate sick leave with pay entitlement at the rate of one-half ($\frac{1}{2}$) workday for each full biweekly pay period on paid status. The Agency/Department Head shall grant to such an employee, incapacitated by injuries or sickness, sick leave with pay, but not in excess of his accumulated unused sick leave with pay entitlement.
- 2. Accumulation of Sick Leave for Part-Time Employees.** Each employee who is regularly scheduled to work **less than the full time** 40-hour work week base shall accrue sick leave pursuant to subsection 14.D.1. (Accumulation of Sick Leave for Full-Time Employees) above, except that the sick leave accrual shall be prorated each pay period based upon the proportion of the hours worked within a pay period to the 40-hour work week base.

14.E. RESTORATION OF CUMULATIVE SICK LEAVE BALANCES. An employee laid off due to a reduction in force who is, within three (3) years of the date of layoff, returned to County service from layoff status shall have the balance of unused cumulative sick leave accrued pursuant to subsection 14.D. (Cumulative Sick Leave Plan), restored to him/her for use as provided in this section.

An employee, as defined in subsection 14.B. (Employee Defined), who separates from the County and is reinstated/rehired, for any reason other than lay-off (see above), by the County within one (1) year from the date of separation, shall have previously accrued and unused paid sick days reinstated up to a maximum of twenty-four (24) hours. The employee shall be entitled to use the reinstated accrued and unused paid sick days as stated above.

14.F. DISCRETIONARY MAJOR MEDICAL SUPPLEMENTAL SICK LEAVE. The Agency/Department Head, in their sole discretion, may grant to an employee discretionary major medical supplemental paid sick leave. The Agency/Department Head's determination to deny major medical supplemental sick leave shall be final and non-grievable.

1. **Eligibility:** To be eligible for major medical supplemental sick leave, an employee must have been continuously employed from a date prior to July 1, 1975 through September 2, 1979.
2. **Limits:** A maximum aggregate lifetime eligibility of 176 hours for those eligible employees who, as of June 25, 1979, had completed 26 pay periods and less than 130 pay periods. In the case of such an employee who, as of June 25, 1979, had completed 130 pay periods of continuous employment, the maximum aggregate lifetime eligibility for major medical supplemental paid sick leave shall be 352 hours.
3. **Criteria Which Must be Met Before Granting Major Medical Supplemental Paid Sick Leave:** Major medical supplemental paid sick leave may be granted only in those instances in which:
 - a. the employee exhausted paid cumulative sick leave entitlement accrued pursuant to subsection 14.E. (Restoration of Cumulative Sick Leave Balances) hereof, including sick leave bonuses,
 - b. the employee's absence is caused by a serious injury or illness requiring prolonged absence from work,
 - c. the injury or illness was not incurred in the course of employment, AND
 - d. the employee has not incurred a break in service subsequent to June 24, 1979.

14.G. MEDICAL REPORT. The Agency/Department Head as a condition of granting sick leave with pay, may require medical evidence of sickness or injury acceptable to the Agency/Department. The acceptable medical evidence must be obtained from a medical practitioner currently treating the employee or the employee's family member.

14.H. FAMILY SICK LEAVE. Effective July 1, 2015, employees, as defined in subsection 14.B. (Employee Defined), are eligible to use, in each calendar year, up to nine (9) days of accumulated sick leave to attend to immediate family members who are ill or injured, including emergency or routine medical/dental appointments and/or to obtain or attempt to obtain any relief to help ensure the health, safety, or welfare of themselves or their child(ren) when the employee is a victim of domestic violence, sexual assault or stalking. For the purpose of this subsection "immediate family" means, parent (biological, adoptive, foster-parent, step-parent, grand-parent or legal guardian) of an employee or the employee's spouse or domestic partner [upon submission of a written affidavit for domestic partnership as defined in Appendix B (Domestic Partners) or a notarized Declaration of Domestic Partnership {Form DP-1} filed with the California Secretary of State] or a person who stood in loco parentis when the employee was a minor child), a spouse, (husband, wife, domestic partner [upon submission of a written affidavit for domestic partnership as defined in Appendix B (Domestic Partners) or a notarized Declaration of Domestic Partnership {Form

DP-1} filed with the California Secretary of State]), child (biological, adopted, foster-child, step-child, grand-child, legal ward or child to whom the employee stands in loco parentis) or a sibling.

- 14.I. SICK LEAVE DAYS OR FRACTIONS OF DAYS.** Paid leave may be granted up to a maximum of 80 hours in a pay period only for those days or fractions thereof on which an employee would have been regularly scheduled to work and would have worked but for the sick leave.

SECTION 15. WAGES

15.A. SALARY INCREASES.

Effective December 31, 2017, salaries for all represented classes shall be increased by 4%.

Effective December 30, 2018, salaries for all represented classes shall be increased by 3.5%.

Effective December 29, 2019, salaries for all represented classes shall be increased by 3.25%.

Effective December 27, 2020, salaries for all represented classes shall be increased by 3.25%.

Effective December 26, 2021, salaries for all represented classes shall be increased by 3%.

Effective December 25, 2022, salaries for all represented classes shall be increased by 3.5%.

- 15.B. EMPLOYER PAID MEMBER CONTRIBUTION.** Effective December 22, 2002, for those employees who are members of and are required to make an employee contribution to the Alameda County Employee Retirement Association ("ACERA") the County shall pay a portion of the employee's contribution to the ACERA in an amount equal to three percent (3%) of the employee's salary.

Employees who are Tier IV members of the ACERA are excluded from the provisions of this section.

- 15.C. 2022 SALARY COMPACTION REVIEW.** By September 30, 2022, the County will conduct a compaction study of ACMEA-represented supervisory classifications to determine if there is less than a five percent (5%) salary compaction between the appropriate subordinate-level classifications. If the County identifies any ACMEA-represented supervisory classifications that have less than five percent (5%) compaction with the appropriate subordinate-level classifications, said ACMEA-represented classifications will receive the appropriate percentage adjustment effective December 25, 2022, to maintain a difference of at least five percent (5%) from top step base to top step base salary.

- 15.D. CONTRIBUTION TO 401(A) PLAN.** Effective December 22, 2002, for those current employees who are 30-year members of the ACERA, and do not make contributions to the ACERA because they are 30-year members, the County shall contribute an amount equal to three percent (3%) of the employee's salary into a 401A plan pursuant to IRC 414 (h)(2) established by the County.

15.E. PRORATION. The County contribution set forth in subsections 15. B. (Employer Paid Member Contribution) and 15.C. (Contribution to 401(A) Plan) above shall be for full time employees on full time paid status. If the employee is on paid status less than full time, the County contribution shall be prorated each pay period based upon a proportion of the hours worked within that pay period to the normal full time pay period for the job classification.

Employees who are Tier IV members of the ACERA are excluded from the provisions of this section.

15.F. ZONE 7. The job classifications unique to the Alameda County Flood Control and Water Conservation District, Zone 7 listed in Appendix C (Zone 7 Classifications) are excluded from the provision of this subsection 15.A. (Salary Increases).

SECTION 16. GRIEVANCE PROCEDURE

16.A. DEFINITION. A grievance under this MOU is limited to only those instances where an employee or group of employees alleges in writing that the County has failed to provide a condition of employment specifically set forth in this MOU, as adopted by ordinance, by written agency/departmental rules, or in the annual Salary Ordinance provision that is directly relevant to the grievance or grievant, and provided that the enjoyment of such right is not made subject to the discretion of the County; and, provided further that the condition of employment which is the subject matter within the scope of representation as defined in California Government Code Section 3504.

16.B. EXCLUSION OF CIVIL SERVICE MATTERS. The grievance procedure herein established shall have no application to matters over which the Civil Service Commission has jurisdiction pursuant to the County Charter or rules adopted thereunder.

16.C. DEPARTMENTAL REVIEW AND ADJUSTMENT OF GRIEVANCES. The following is the procedure to be followed in the resolution of grievances.

1. **Step One (1):** An employee having a grievance shall first discuss it with the employee's immediate supervisor and endeavor to work out a satisfactory solution in an informal manner with such supervisor.
2. **Step Two (2):** If a satisfactory solution is not accomplished by informal discussion, the employee shall have the right to consult with and be assisted by a representative of the employee's own choice in this and all succeeding steps of subsection 16.C. (Departmental Review and Adjustment of Grievances) and may thereafter file a grievance in writing with employee's immediate supervisor within seven (7) working days of the date of such informal discussion.

Within seven (7) working days after receipt of any written grievance, the immediate supervisor shall return a copy of the written grievance to the employee with the Supervisor's answer thereto in writing. If the grievance is not resolved at this level, the employee shall have seven (7) working days after receipt of the answer within which to file an appeal to the section head.

- 3. Step Three (3):** The section head, or corresponding administrative level, shall have seven (7) working days in which to review and answer the grievance in writing. If the grievance is not resolved at this level, the employee or the employee's representative shall have seven (7) working days from receipt of the answer within which to file an appeal with the division head, or corresponding administrative level.
 - 4. Step Four (4):** The division head, or corresponding administrative level, shall have seven (7) working days in which to review and answer the grievance in writing. Although no hearing is required at this step, the employee and the employee's representative may be present at, and participate in, any such hearing as the division head may conduct. If the grievance is not resolved at this level, the employee shall have seven (7) working days from receipt of the answer within which to file an appeal with the Agency/Department Head.
 - 5. Step Five (5):** The Agency/Department Head shall have fifteen working days after holding the grievance hearing for a grievance filed by an individual and twenty working days after holding the grievance hearing of an Association grievance filed pursuant to this section in which to answer the grievance in writing. Unless waived by the mutual agreement of the employee or the employee's representative and the Agency/Department Head, a hearing is required at this step, and the employee, and the employee's representative, shall have the right to be present at, and participate in, such hearing. The time limit at this step may be extended by mutual agreement between the Agency/Department Head and the employee or the employee's representative.
- 16.D. ASSOCIATION GRIEVANCE.** The Association may in its own name file a grievance alleging that the County has failed to provide it some organizational right which is established by this MOU, provided that such right is not made subject to the discretion of the County. Such Association grievances shall be filed with the Agency/Department Head and heard and determined pursuant to the provisions of the fifth step of the grievance procedure.
- 16.E. WAIVER OF APPEAL STEPS.** If the grievance is not resolved after the first-line supervisor has answered it in writing, the Association and the Agency/Department Head may by mutual agreement waive review of the grievance at the section head or equivalent level, or at the division head or equivalent level, or both, in those in which such levels of management are without authority to resolve the grievance as requested by the employee.
- 16.F. INFORMAL REVIEW BY DIRECTOR.** In the event that the grievance is not resolved at Step 5 of subparagraph C. herein, the grievant or the employee's representative may, within 30 days after receipt of the decision of the Agency/Department Head made pursuant to said subparagraph C., request that the grievance be heard by an arbitrator by notifying the Director of Human Resource Services. Prior to the selection of the arbitrator and submission of the grievance for hearing by said arbitrator, the Director of Human Resource Services, or the employee's designee, shall informally review the grievance and determine whether said grievance may be adjusted to the satisfaction of the employee. The Director of Human Resource Services, or designee, shall have twenty (20) working days in which to review and seek adjustment of the grievance.

- 16.G. BINDING ARBITRATION OF GRIEVANCES.** In the event that the grievance is not resolved at the informal review hearing of subsection 16.F. (Informal Review by Director) herein, the grievant or the employee's representative may, within thirty (30) days after receipt of the decision of the Director of Human Resource Services, or designee, pursuant to said subsection 16.F. (Informal Review by Director), request that the grievance be heard by an arbitrator.
- 16.H. SELECTION OF ARBITRATOR.** The arbitrator shall be selected by mutual agreement between the Director of Human Resource Services and the employee or the employee's representative. If the Director of Human Resource Services and the employee or the employee's representative is unable to agree on the selection of an arbitrator, they shall jointly request the American Arbitration Association to submit a list of five (5) qualified arbitrators. The Director of Human Resource Services and the employee or the employee's representative shall then alternately strike names from the list until only one (1) name remains, and that person shall serve as arbitrator.
- 16.I. DUTY OF ARBITRATOR.** Except when an agreed statement of facts is submitted by the Parties, it shall be the duty of the arbitrator to hear and consider evidence submitted by the Parties and to thereafter make written findings of fact and a disposition of the grievance which shall be final and binding upon the Parties. The arbitrator shall not have the power to amend this MOU, a Resolution of the Board of Supervisors, the Charter, Ordinance, State law, or written agency/departmental rule, or to recommend such an amendment. The arbitrator shall also not have the power to declare any provision(s) of this MOU, a Resolution of the Board of Supervisors, the Charter, Salary Ordinance, or any State statute or regulation unlawful.
- 16.J. PAYMENT OF COSTS.** Each party to a hearing before an arbitrator shall bear their own expenses in connection therewith. All fees and expenses of the arbitrator and of a reporter shall be borne one-half (½) by the County and one-half (½) by the grievant.
- 16.K. EFFECT OF FAILURE OF TIMELY ACTION.** Failure of the employee to file an appeal within the required time limit at any step shall constitute an abandonment of the grievance. Failure of the County to respond within the time limit at any step shall result in an automatic advancement of the grievance to the next step.
- 16.L. LIMITATION OF STALE GRIEVANCES.** A grievance shall be void unless presented within 60 calendar days after the date upon which the County has allegedly failed to provide a condition of employment. This 60-day filing requirement is tolled only in the following applications:
1. To up to 60 days after the County's alleged failure was reasonably discoverable, or,
 2. Up to 60 days after when the grievant may reasonably claim he or she delayed the filing of a grievance as a direct consequence of representations made by the County upon which the grievant relied to the employee's detriment.

An arbitrator shall have no power or jurisdiction to award any monetary damages or relief for any claim that is stale, as set forth herein.

16.M. CLAIM FOR MONEY RELIEF (JURISDICTIONAL LIMIT ON ANY AMOUNT IN CONTROVERSY). Notwithstanding subsection 16.L. (Limitation of Stale Grievance) above, in no event shall any grievance include a claim for money relief for more than a 60-day period. The application of this period shall be as follows. The earlier of:

1. The 60-day period is limited to that which immediately precedes the filing of the grievance, or,
2. The 60-day period is limited to that which immediately precedes the date upon which the grievant reasonably discovers the basis for the grievance or can be reasonably found to have delayed in filing due to detrimental reliance upon representations made by the County, as set forth in subsections 16.L. (Limitation of Stale Grievances) 1. And 16.L.2. above.

This provision does not establish any limit for liability accruing after a grievance is filed. An arbitrator shall have no power or jurisdiction to award any monetary relief or damages for any claim which has or may have accumulated prior to the 60-day period as set forth herein.

16.N. EXCLUSION OF NON-RECOGNIZED ORGANIZATIONS. For purposes of this Section 16. (Grievance Procedure), the provisions of Section 1. (Recognition) of this MOU shall be construed to limit the employee's right of selection of a representative to the extent that agents of any other employee organization as defined in Section 3.04.020 of the Alameda County Administrative Code, which is not a party to this MOU, are specifically excluded from so acting. In those cases in which an employee elects to represent himself/herself or arrange for other representation, the Association shall have the right to participate in the resolution procedure for the purpose of protecting the interests of its members in negotiated conditions of employment.

16.O. GRIEVANCE RIGHTS OF FORMER EMPLOYEES. A person who because of dismissal, resignation, or layoff is no longer a County employee may file and pursue a grievance at the department head level and may also pursue such grievance through the remaining levels of the grievance procedure provided that the grievance is timely filed as provided in subsections 16.D. (Association Grievance) and 16.E. (Waive of Appeal Steps) hereof, that the grievance is filed no later than 30 calendar days from the date of issuance of the warrant complained of, that the issue would otherwise be grievable under this subsection and provided further, however, that under no circumstances may a former employee file or pursue any grievance unless it relates solely to whether such person's final pay warrant(s) correctly reflected the final salary, or fringe benefits taken in the form of cash owed to such person.

SECTION 17. MILEAGE

17.A. MILEAGE RATES PAYABLE. Mileage allowance for authorized use of personal vehicles on County business shall be paid at the standard business rate as prescribed by the Internal Revenue Service. Mileage allowance shall be adjusted to reflect changes in this rate effective the first month following announcement of the changed rate by the Internal Revenue Service.

17.B. MINIMUM ALLOWANCE. An employee who is required by the Agency/Department Head to use his private automobile at least eight (8) days in any month on County business shall not receive less than ten dollars (\$10) in that month for the use of his automobile.

17.C. REIMBURSEMENT FOR PROPERTY DAMAGE. In the event that an employee, required or authorized by the Agency/Department Head to use a private automobile on County business, while so using the automobile, should incur property damage to the employee's automobile through no negligence of the employee, and the employee is unable to recover the cost of such property damage from either their own insurance company or from any other driver, or other source, such costs shall be paid to such employee of the County up to the employee's own insurance deductible, but not to exceed five hundred dollars (\$500). Such costs shall be paid provided that any claims the employee may have against their insurance company or any third party have been litigated or settled, and provided further, that the employee is not found guilty of a violation of California Vehicle Code or Penal Code in connection with the accident causing such damage. Employees shall submit proof of loss, damage or theft (i.e., appropriate police report and/or estimated statement of loss) to the Agency/Department Head within thirty (30) days of such loss, damage or theft. Property damage or loss incurred by the private automobile while located on the street or at the parking facility serving the employee's normal place of work shall not be compensated under this subsection 17.C. (Reimbursement for Property Damage), but property damage or loss incurred by the private automobile while located on the street or at the parking facility serving the employee's County business destination shall be compensable as provided above.

SECTION 18. DISABILITY INSURANCE BENEFITS

18.A. PARTICIPATION. The County shall continue to participate under the State Disability Insurance (SDI).

18.B. DISABILITY INSURANCE BENEFITS.

1. **Payment of SDI Premiums.** SDI premiums shall be shared equally by the employee and the County.
2. **Integration of Supplemental Fringe Benefits with Disability Insurance Benefits.** An employee otherwise eligible for disability insurance benefits shall have the choice of:
 - a. not applying for disability insurance benefits and using accrued paid leave, vacation leave, compensating time off, floating holiday pay, and/or, with the consent of the Agency/Department Head, discretionary major medical supplemental paid sick leave, or
 - b. applying for disability insurance benefits and using accrued paid sick leave, and, with the consent of the Agency/Department Head, vacation leave, compensating time off, floating holiday pay, and/or discretionary major medical supplemental paid sick leave as a supplement to the disability insurance benefits. The amount of the supplement for any hour of any normal workday shall not exceed the difference between one hundred percent (100%) of the employee's normal gross salary rate, including premium conditions, and applicable salary

ordinance footnotes, and the “weekly benefit amount” multiplied by two (2) and divided by 80. The employee’s accrued sick leave, discretionary major medical supplemental paid sick leave, vacation leave, compensating time off, and/or floating holiday balances shall be charged only for the hours (to the nearest one-tenth (1/10th) of an hour), represented by the amount paid as such supplement.

3. **Amount of Supplement.** The amount of the supplement provided in subsection 18.B.2.b. (Integration of Supplemental Fringe Benefits with Disability Insurance Benefits) hereof, for any hour of any normal work day, shall not exceed the difference between 100% of the employee’s normal gross salary rate, including premium pay and applicable salary ordinance footnotes, and the “weekly benefit amount” multiplied by two (2) and divided by 80.
4. **How a Supplement to SDI is Treated.** Hours, including fractions thereof, charged against the employee’s accrued sick leave, discretionary major medical supplemental paid sick leave, vacation leave, compensating time off, and/or floating holiday balances as supplements to disability insurance benefits will be regarded as hours of paid leave of absence.

Vacation and sick leave shall be accrued based upon the proportion of the hours charged against the employee’s accrued sick leave, discretionary major medical supplemental paid sick leave, vacation leave, compensating time off and/or floating holiday balances to the normal pay period.

5. **Health Plan Coverage in Conjunction with SDI.** For purposes of determining eligibility for the County’s contributions toward the health plan as described in Section 8. (Medical and Dental Plans), employees who are receiving a supplement to disability insurance benefits paid from and charged to accrued sick leave, discretionary major medical supplemental paid sick leave, vacation leave, compensating time off and/or floating holiday balances shall be regarded as on paid status for their regular work schedules with regard to the days for which supplement is paid.

The group health care providers will permit employees, who are dropped from health and/or dental plan coverage because of exhaustion of their accrued sick leave, discretionary major medical supplemental paid sick leave, vacation leave, compensating time off and/or floating holiday balances, to re-enter the group plans upon returning to full-time work.

6. **Holidays in Conjunction with SDI.** In the event that a paid holiday occurs during a period of absence for which the employee receives disability insurance benefits, the holiday shall be prorated in proportion to the amount paid to the employee as a supplement to the disability insurance benefit from accrued sick leave, discretionary major medical supplemental paid sick leave, vacation leave, compensating time off, and/or floating holiday balances on the day before and the day after the holiday.

SECTION 19. CATASTROPHIC SICK LEAVE PROGRAM

An employee may be eligible to receive donations of paid leave to be included in the employee's sick leave balance if the employee has suffered a catastrophic illness or injury which prevents the employee from being able to work or from being able to work their regularly scheduled number of hours. Catastrophic illness or injury is defined as a critical medical condition considered to be terminal, a long-term major physical impairment or disability.

19.A. ELIGIBILITY:

1. The recipient employee, recipient employee's family, or other person designated in writing by the recipient employee must submit a request to the Human Resource Services Department.
2. The recipient employee is not eligible so long as he/she has paid leaves available, however, the request may be initiated prior to the anticipated date leave balances will be exhausted.
3. A confidential medical verification including diagnosis, prognosis and estimated date of return to work must be provided by the recipient employee.
4. A recipient employee is eligible to receive 180 working days of donated time per employment.
5. Donations shall be made in full-day increments of 8 hours, and in increments of four (4) hours for less than full-time employees. Employees may donate unlimited amounts of time. All donations are irrevocable. In addition, employees with vacation balances that exceed the amount that can be paid off, may donate unlimited amounts of vacation to an Agency/Department catastrophic sick leave pool.
6. The donor employee may donate vacation, compensatory time or in lieu holiday time which shall be converted to recipient employee's sick leave balance and all sick leave provisions will apply. Time donated in any pay period may be used in the following pay periods. No retroactive donations will be permitted.
7. The donor's hourly value will be converted to the recipient's hourly value and then added to the recipient's sick leave balance on a dollar-for-dollar basis.
8. The recipient employee's entitlement to personal disability leave will be reduced by the number of hours added to the recipient's sick leave balance.
9. The determination of the employee's eligibility for Catastrophic Sick Leave donation shall be at the County's sole discretion and shall be final and non-grievable.
10. Recipient employees who are able to work but are working less than their regular schedule will integrate Catastrophic Sick Leave donations with time worked and their own paid leaves, which must be used first, not to exceed 100% of the employee's gross salary.

SECTION 20. DISABILITY INSURANCE POLICIES

Disability insurance policies will be made available for the employee only. Coverage(s) can be purchased either through the use of vacation sellback (up to ten (10) days – per Section 7-4 of the Salary Ordinance) or through payroll deduction. These policies are subject to premium costs, eligibility requirements, age limitations, coverage exclusions, conversion rights, and all other provisions set forth in the applicable insurer contracts.

SECTION 21. MANAGEMENT BENEFITS

Employees eligible to participate in the Management Benefits and Cafeteria Plan may continue to participate subject to any amendments/changes that may occur. Such amendments or changes may occur at any time and are at the sole discretion of the Board of Supervisors.

The County’s contribution towards M-designated benefits shall be \$3,100 per calendar year.

Effective January 1, 2019, the County’s contribution towards M-designated benefits shall be increased from \$3,100 per calendar year to \$3,300 per calendar year.

Effective January 1, 2022, the County’s contribution towards M-designated benefits shall be increased from \$3,300 per calendar year to \$3,500 per calendar year.

This provision applies to the following ACMEA represented employees: Rep Units R50 and R61.

SECTION 22. AGENCY/DEPARTMENT HEAD DEFINED

“Agency/Department Head,” as used in this MOU, shall mean the Agency/ Department Head designee thereof.

SECTION 23. EFFECT OF LEGALLY MANDATED CHANGES

In the event that on or after the effective date of this MOU, State, Federal or decisional law shall mandate the granting to employees of benefits or other terms and conditions of employment which duplicate, supplement, or otherwise impinge upon benefits or other terms and conditions of employment set forth herein, the provisions of this MOU so duplicated, supplemented, or impinged upon shall be void and of no further effect as of the date the mandated benefit or term and conditions of employment become effective, but the Parties hereto shall meet and confer with regard to such benefit or other term and condition of employment in order to assure that the State, Federal or decisional mandate does not result in an overall increase or loss of benefits to employees in the area so affected.

SECTION 24. NO STRIKE – NO LOCKOUT

There shall be no lockout or strike, slowdown, work stoppage, or willful absence from assigned work station, during the life of this MOU. The Association agrees to assist the County in enforcing the provision of this Section 24 (No Strike – No Lockout).

SECTION 25. SAVINGS CLAUSE

If any provision of this MOU shall be held invalid by operation of law or by any court of competent jurisdiction, or if compliance with enforcement of any provision shall be restrained by any tribunal, the remainder of this MOU shall not be affected thereby, and the Parties shall enter into negotiation for the sole purpose of arriving at a mutually satisfactory replacement for such provision.

SECTION 26. ENACTMENT

It is agreed that the foregoing shall be jointly submitted to the Alameda County Board of Supervisors by the Director of Human Resource Services and the Association for the Board's consideration and approval. Upon approval, the Board shall adopt an ordinance which shall incorporate this MOU by ordinance. Upon such adoption, the provisions of this MOU shall supersede and control over conflicting or inconsistent County Ordinances and Resolutions.

SECTION 27. SCOPE AND TERM OF AGREEMENT

Except as otherwise specifically provided herein, this MOU fully and completely incorporates the understanding of the Parties hereto regarding the provisions contained in this MOU. Neither Party shall, during the term of this MOU, demand any change herein, provided that nothing herein shall prohibit the Parties from changing the terms of the MOU by mutual agreement. This MOU shall become effective upon the approval of the Board of Supervisors and shall remain in full effect to and including June 24, 2023, except for Section 13. (Vacation Leave) which shall continue in full effect as provided in subsection 13.M. (Continuation of Section).

SIGNATURE PAGE

FOR COUNTY OF ALAMEDA:

**FOR ALAMEDA COUNTY MANAGEMENT
EMPLOYEES' ASSOCIATION,
CONFIDENTIAL UNIT:**

DocuSigned by:
Stacey Cue 10/31/2022
Stacey Cue, Chief Negotiator
IEDA

DocuSigned by:
John Coburn 10/26/2022
John Coburn
Labor Relations Consultant

DocuSigned by:
Margarita Zamora 10/31/2022
Margarita Zamora
Labor Relations Manager

DocuSigned by:
Fred Sahakian 10/29/2022
Fred Sahakian
ACMEA President

DocuSigned by:
Amy Ho 10/31/2022
Amy Ho
Labor Relations Analyst

DocuSigned by:
Aileen Mendoza 10/29/2022
Aileen Mendoza
ACMEA Vice President

DocuSigned by:
Michi Yoshii 10/29/2022
Michi Yoshii
Labor Relations Analyst

DocuSigned by:
Shannon Chao 10/28/2022
Shannon Chao
ACMEA Board Member Director-At-Large

DocuSigned by:
Joe Angelo 10/31/2022
Joe Angelo, Director
Human Resource Services

Approved as to Form
Donna Zeigler, County Counsel

DocuSigned by:
Kristy van Herick 11/8/2022
By: Kristy van Herick
Assistant County Counsel

APPENDIX A
CLASSIFICATION AND SALARY LISTING BY BARGAINING UNIT

Listed herein are all those Alameda County job classifications represented by the Alameda County Management Employees Association in Bargaining Unit R50. The salaries shown are established by the Alameda County Board of Supervisors and are effective on the dates shown.

REPRESENTATION UNIT R50

ITEM	MC	TITLE	Eff Date	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05
1227	MA	Admin Secretary	12/31/2017	2618.40	2740.00	2855.20	2980.00	3118.40
			12/30/2018	2710.40	2836.00	2955.20	3084.00	3227.20
			12/29/2019	2798.40	2928.00	3051.20	3184.00	3332.00
			12/27/2020	2889.60	3023.20	3150.40	3287.20	3440.00
			12/26/2021	2976.00	3113.60	3244.80	3385.60	3543.20
			12/25/2022	3080.00	3222.40	3358.40	3504.00	3667.20
			0221	MA	Admin Services Officer	12/31/2017	3162.40	
12/30/2018	3272.80							4377.60
12/29/2019	3379.20							4520.00
12/27/2020	3488.80							4667.20
12/26/2021	3593.60							4807.20
12/25/2022	3719.20							4975.20
1354	CA	Admin Support Splist , ACERA				12/31/2017	2227.20	2328.80
			12/30/2018	2304.80	2410.40	2516.00	2624.80	2745.60
			12/29/2019	2380.00	2488.80	2597.60	2710.40	2835.20
			12/27/2020	2457.60	2569.60	2682.40	2798.40	2927.20
			12/26/2021	2531.20	2646.40	2763.20	2882.40	3015.20
			12/25/2022	2620.00	2739.20	2860.00	2983.20	3120.80
			0282	CA	Benefits Analyst	12/31/2017	3253.60	
12/30/2018	3367.20							4915.20
12/29/2019	3476.80							5075.20
12/27/2020	3589.60							5240.00
12/26/2021	3697.60							5397.60
12/25/2022	3827.20							5586.40
0460	MA	Departmental HR Officer				09/10/2017	2656.80	
			12/31/2017	2763.20				3968.80
			12/30/2018	2860.00				4108.00
			12/29/2019	2952.80				4241.60
			12/27/2020	3048.80				4379.20
			12/26/2021	3140.00				4510.40
			12/25/2022	3249.60				4668.00
5681	EM	Dir, Environmental Health	12/31/2017	5056.00	5308.80	5572.80	5856.80	6133.60
			12/30/2018	5232.80	5494.40	5768.00	6061.60	6348.00
			12/29/2019	5403.20	5672.80	5955.20	6258.40	6554.40

ITEM	MC	TITLE	Eff Date	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05
			11/01/2020	5976.00				7269.60
			12/27/2020	6170.40				7505.60
			12/26/2021	6355.20				7730.40
			12/25/2022	6577.60				8000.80
0486	PA	Diversity Programs Manager						
			12/31/2017	4585.60				5852.80
			12/30/2018	4746.40				6057.60
			12/29/2019	4900.80				6254.40
			12/27/2020	5060.00				6457.60
			12/26/2021	5212.00				6651.20
			12/25/2022	5394.40				6884.00
0470	PA	Employee Health Services Admin						
			12/31/2017	3229.60				4132.00
			12/30/2018	3342.40				4276.80
			12/29/2019	3451.20				4416.00
			12/27/2020	3563.20				4559.20
			12/26/2021	3670.40				4696.00
			12/25/2022	3799.20				4860.00
0291	CA	Human Resource Analyst						
			12/31/2017	3506.40				4262.40
			12/30/2018	3628.80				4411.20
			12/29/2019	3746.40				4554.40
			02/09/2020	3746.40				4554.40
			08/09/2020	3598.40				4554.40
			12/27/2020	3715.20				4702.40
			12/26/2021	3826.40				4843.20
			12/25/2022	3960.00				5012.80
0280	CA	Human Resources Analyst II						
			12/31/2017	2763.20				3968.80
			12/30/2018	2860.00				4108.00
			12/29/2019	2952.80				4241.60
			12/27/2020	3048.80				4379.20
			12/26/2021	3140.00				4510.40
			12/25/2022	3249.60				4668.00
0279	CA	Human Resources Analyst Trainee						
			12/31/2017	2536.00				3084.80
			12/30/2018	2624.80				3192.80
			12/29/2019	2710.40				3296.80
			02/09/2020	2710.40				3296.80
			12/27/2020	2798.40				3404.00
			12/26/2021	2882.40				3506.40
			12/25/2022	2983.20				3628.80
0277	SM	Human Resources Support Sup						
			12/31/2017	2444.80				3273.60
			12/30/2018	2530.40				3388.00
			12/29/2019	2612.80				3498.40
			12/27/2020	2697.60				3612.00
			12/26/2021	2778.40				3720.00
			12/25/2022	2876.00				3850.40

ITEM	MC	TITLE	Eff Date	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05
0278	CA	Human Resources Technician	12/31/2017					2740.00
			12/30/2018	2255.20				2836.00
			12/29/2019	2334.40				2928.00
			12/27/2020	2410.40				3023.20
			12/26/2021	2488.80				3113.60
			12/25/2022	2563.20				3222.40
4180	SM	Library Division Director	12/31/2017	2652.80				5207.20
			12/30/2018	4291.20	4508.80	4740.80	4953.60	5389.60
			12/29/2019	4441.60	4666.40	4906.40	5127.20	5564.80
			12/27/2020	4585.60	4818.40	5065.60	5293.60	5745.60
			12/26/2021	4734.40	4975.20	5230.40	5465.60	5917.60
			12/25/2022	4876.80	5124.80	5387.20	5629.60	6124.80
0464	CA	Med Lvs and Accm Srvs Tech	12/31/2017					2740.00
			12/30/2018	2255.20				2836.00
			12/29/2019	2334.40				2928.00
			12/27/2020	2410.40				3023.20
			12/26/2021	2488.80				3113.60
			12/25/2022	2563.20				3222.40
0285	SM	Principal HR Analyst	12/31/2017					4772.80
			12/30/2018	3925.60				4940.00
			12/29/2019	4063.20				5100.80
			12/27/2020	4195.20				5266.40
			12/26/2021	4331.20				5424.00
			12/25/2022	4460.80				5613.60
0489	PA	Risk Analyst	12/31/2017					4542.40
			12/30/2018	2965.60				4701.60
			12/29/2019	3069.60				4854.40
			12/27/2020	3169.60				5012.00
			12/26/2021	3272.80				5162.40
			12/25/2022	3371.20				5343.20
1220	M	Secretary II	12/31/2017					2829.60
			12/30/2018	2387.20	2488.00	2591.20	2711.20	2928.80
			12/29/2019	2470.40	2575.20	2681.60	2806.40	3024.00
			12/27/2020	2550.40	2659.20	2768.80	2897.60	3122.40
			12/26/2021	2633.60	2745.60	2858.40	2992.00	3216.00
			12/25/2022	2712.80	2828.00	2944.00	3081.60	3328.80
1221	MA	Suprvsing Secretary II	12/31/2017					2968.80
			12/30/2018	2502.40	2614.40	2721.60	2848.00	3072.80
			12/29/2019	2589.60	2705.60	2816.80	2948.00	3172.80
			12/27/2020	2673.60	2793.60	2908.00	3044.00	3276.00
			12/26/2021	2760.80	2884.00	3002.40	3143.20	3374.40
			12/25/2022	2844.00	2970.40	3092.80	3237.60	3492.80

ITEM	MC	TITLE	Eff Date	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05
0488	PA	Worker's Compensation Admin						
			12/31/2017	2987.20				4577.60
			12/30/2018	3092.00				4737.60
			12/29/2019	3192.80				4891.20
			12/27/2020	3296.80				5050.40
			12/26/2021	3396.00				5201.60
			12/25/2022	3515.20				5384.00

APPENDIX B
DOMESTIC PARTNERS

Domestic Partner Defined. A “domestic partnership” shall exist between two persons, one of whom is an employee of the County, covered by this Memorandum of Understanding, regardless of their gender and each of them shall be the “domestic partner” of the other if they both complete, sign and cause to be filed with the County a notarized “County of Alameda Affidavit of Domestic Partnership” (or submit to the County a notarized “Declaration of Domestic Partnership” [State Form DP-1] filed with the California Secretary of State) attesting to the following:

- a. the two parties reside together and share the common necessities of life;
- b. the two parties are: not married to anyone; eighteen years or older; not related by blood closer than would bar marriage in the State of California; and mentally competent to consent to contract;
- c. the two parties declare that they are each other’s sole domestic partner and they are responsible for their common welfare;
- d. the two parties agree to notify the County if there is a change of circumstances attested to the affidavit;
- e. the two parties affirm, under penalty of perjury that the assertions in the affidavit are true to the best of their knowledge.

Termination. A member of a domestic partnership may end said relationship by filing a “County of Alameda Termination of Domestic Partnership” form. For those who filed a “State Declaration of Domestic Partnership,” a copy of a notarized State of California “Notice of Termination of Domestic Partnership [State Form DP-2] filed with the State of California must be provided to the County.

New Statements of Domestic Partnership. No person who has filed an affidavit of domestic partnership may file another such affidavit until six months after a statement of termination of the previous partnership has been filed with the County or State of California as described herein, and all other criteria have been met which establish the domestic partnership.

APPENDIX C
ZONE 7 CLASSIFICATIONS

Alameda County Flood Control and Water Conservation District, Zone 7 job classes represented by Alameda County Management Employees Association are covered by this MOU except for subsection 15.A. (Wages) which are set in a separate MOU between the Board of Directors of Zone 7 and Alameda County Management Employees Association.

Job Code	Classification	Union Code	FLSA
4904CA	Human Resources Technician, Zone 7	R61	X
4906CA	Employee Services Manager, Zone 7	R61	X
4911PA	Finance and System Services Manager, Zone 7	R61	X
4920CA	Executive Assistant, Zone 7	R61	X

APPENDIX D
EMPLOYMENT DISCRIMINATION COMPLAINT PROCEDURES

Chapter 3.48

EMPLOYMENT DISCRIMINATION COMPLAINT PROCEDURES

Sections:

- 3.48.010 Purpose.
- 3.48.020 Scope.
- 3.48.030 Application to civil service matters and grievance procedures set forth in memorandums of understanding.
- 3.48.040 Objectives.
- 3.48.050 Definitions.
- 3.48.060 Filing of FEPC and EEOC complaints not prohibited.
- 3.48.070 Informal and formal procedures.
- 3.48.080 Costs of hearing.
- 3.48.090 Representation.
- 3.48.100 Freedom from reprisal.

3.48.010 Purpose.
The purpose of this procedure is to provide a uniform and effective system for resolving certain allegations and complaints of employment discrimination. (Prior admin. Code 2-18.01)

3.48.020 Scope.
This procedure pertains to allegations made by aggrieved persons of discrimination in regard to recruitment, appointment, training, promotion, retention, discipline or other aspects of employment because of race, religion, color, sex, handicap, sexual orientation, age, national origin, political affiliation or any other factor which applicable state or federal law or regulation prohibits as the basis for discrimination in employment. Complaints which do not allege discrimination based upon one or more of the foregoing factors will not be handled under this procedure.
Where applicable, this procedure supersedes the grievance procedure set forth in Chapter 3.44 of this code. This procedure does not confer upon nontenured employees the right to a good cause hearing upon the imposition of disciplinary action. (Prior admin. Code 2-18.02)

3.48.030 Application to civil service matters and grievance procedures set forth in memorandums of understanding.
This procedure shall not apply to complaints relating to matters within the jurisdiction of the civil service commission under the Charter until and unless the commission elects to make this procedure applicable to such complaints. In such event, the findings and decision of the hearing officer or arbitrator shall be made to the commission for final determination. This procedure shall apply to complaints of discrimination pursuant to grievance procedures set forth in memorandums of understanding only in the event that such memorandums specifically provide for its application to such complaints. In the event that the use of this procedure is not adopted by the commission or specified by the applicable memorandum of understanding, an aggrieved person who elects to pursue an appeal through procedures provided by the commission or the memorandum of understanding may not pursue the same allegations of

discrimination under this procedure. (Prior admin. Code 2-18.03) 3.48.040

3.48.040 Objectives.

The objectives of this procedure are: to provide an efficient means of resolving individual or group problems of a sensitive nature quickly and with a minimum of formal procedural requirements; to decrease significantly formal complaints which are expensive, time consuming and detrimental to good employee relations; and to sensitize managers and supervisors to the needs of individual employees or groups and to improve their capability of handling problems before they become complaints (Prior admin. Code 2-18.04)

3.48.050 Definitions

“Affirmative action coordinator” means the agency/department affirmative action coordinator or other person in close reporting relationship to top management who is assigned the responsibility of managing the procedure for handling discrimination complaints.

“Complainant” means an aggrieved person who has filed a formal complaint.

“Discrimination in regard to age” means disparate treatment of persons who are at least forty (40) years of age but less than seventy (70) years of age, as prohibited by the U.S. Age Discrimination in Employment Act of 1967, or of persons who are at least forty (40) years of age, as prohibited by the California Fair Employment Practice Act.

“Discrimination in regard to handicap” means disparate treatment of persons having a physical or mental handicap not related to employment needs or the person’s ability to perform the duties of the job.

“Equal employment opportunity counselor” means an employee trained in equal employment opportunity procedures and counseling techniques to provide informal counseling on matters pertaining to discrimination.

Factors Which Applicable State or Federal Law or Regulation Prohibits as the Basis for Discrimination in Employment. These factors are those personal or social characteristics which are unrelated to either the needs of the position or to employment in general. Such factors as poor personal hygiene, unwillingness or inability to take direction, to work in harmony with supervision, peers, or the public, or to work without excessive absenteeism are examples of factors which normally are related to the needs of the position and to employment. “Formal complaint” means written complaint which states clearly the basis for an allegation of discrimination and the relief requested. (Prior admin. Code 2-18.05)

3.48.060 Filing of FEPC and EEOC complaints not prohibited.

This procedure is not intended to and does not interfere with the rights of an aggrieved person to file a complaint with the Fair Employment Practice Commission, the Equal Employment Opportunity Commission, the courts, or, except as specifically provided herein, any other available source or redress. (Prior admin. code 2-18.07)

3.48.070 Informal and formal procedures.

- A. An aggrieved person may contact the designated equal employment opportunity counselor no later than thirty (30) days from the alleged discrimination, except that when the action complained of is a specific personnel action, of which the employee has notice, such as a promotion, demotion, rejection for appointment, or disciplinary action, the contact with the designated equal employment opportunity counselor may be made no later than ten days from the alleged discrimination. The equal employment opportunity counselor shall consult with the aggrieved person and, after making necessary inquiries, shall counsel him on the issues of the case, and seek informal

resolution of the problem. The equal employment opportunity counselor shall keep a record of counseling activities and shall advise the aggrieved person of the formal complaint process and of his or her right to file complaints thereunder, under civil service rules, under an applicable memorandum of understanding, or pursuant to state and federal statutes. The equal employment opportunity counselor shall complete the informal pre-complaint counseling within fifteen (15) working days of being contacted by the aggrieved person.

B. Resolving Formal Complaints.

1. **Departmental Review.** If informal resolution of the problem through conciliation and negotiation cannot be effected, an aggrieved person may file a formal complaint with the departmental affirmative action coordinator or other designated official. Such a complaint must be filed on a form provided for this purpose and within five (5) working days after the attempted resolution of the problem by the equal employment opportunity counselor or within twenty-five (25) working days after the date of the alleged discriminatory action, whichever shall first occur. The affirmative action coordinator will decide whether the complaint falls within the jurisdiction of the procedure and accept or reject it. Upon acceptance of the complaint, the affirmative action coordinator shall obtain the notes on the case from the equal employment opportunity counselor; may conduct a prompt, impartial investigation if he deems it necessary; shall explore the possibility of resolving the problem through negotiation or conciliation; shall present findings and recommendations on resolving the complaint to the agency/department head; and within forty-five (45) working days from the date the formal complaint was filed, shall present his written decision, as approved by the agency/department head, to the complainant, with a copy of the complaint and decision to be forwarded to the director of personnel.
2. **Appeal from Decision of Department Head.** The decision of the department head shall be final unless appealed by the complainant to the director of personnel within ten working days of the date of mailing or personal delivery of the decision to the aggrieved person.
3. **Review County Affirmative Action Officer.** The director of personnel shall forward a copy of the decision and appeal to the county affirmative action officer who shall have ten working days from the date of filing of the appeal in which to determine whether to conduct his or her own investigation of the problem. In the latter event, the county affirmative action officer shall have twenty (20) additional working days in which to complete his or her investigation, counseling or settlement efforts.
4. **Setting of Hearing.** If the county affirmative action officer decides not to conduct his own investigation or if his or her efforts to settle the problem are unsuccessful, the director of personnel shall set the appeal for hearing before a State Hearing Officer or, by mutual agreement of the complainant and the agency/department head, before an agreed-upon arbitrator.
5. **Exclusion of Frivolous or Vague Appeals and Appeal Therefrom.** In the event that the director of personnel shall determine that the complaint is frivolous, vague,

or that the facts alleged in the complaint, even if true, would not substantiate a claim of discrimination, or that the appeal claims discrimination based upon a factor for which state or federal law or regulation does not prohibit discrimination, he or she shall not schedule the appeal for hearing. The aggrieved person may, within ten working days of the mailing to him or her of notice that the complaint has been rejected by the director of personnel, request that the director's action be reviewed by an impartial practicing attorney selected by the civil service commission. If the aggrieved person makes such an appeal, the director of personnel shall forward to the impartial attorney a copy of the complaint, the written decision of the agency/department head, and of his or her determination which is the subject of the request for review. The impartial attorney, after reviewing the foregoing documents and without a hearing, shall determine whether the action of the director of personnel in refusing to schedule the appeal for hearing was correct. The determination of the impartial attorney in this regard shall be final, but a determination by the impartial attorney that the appeal should be scheduled for hearing shall not preclude the hearing officer or arbitrator from determination, upon the evidence adduced at the hearing, that the factor upon which the disparate treatment was based was related to the needs of the position or to employment in general.

6. Hearing of Appeal. The hearing officer or arbitrator shall fully hear the complaint and make written findings of fact as part of its decision. The decision of the hearing officer or arbitrator, on matters of employment discrimination within the scope of this procedure, shall be binding on the department/agency head. The director of personnel shall notify the Merit Systems Services of the California State Personnel Board regarding the disposition of all formal complaints received and of all heard by a hearing officer or arbitrator. (Prior admin. code 2- 18.07)

3.48.080 Costs of hearing.

The cost of the hearing officer or the arbitrator, as well as of any reporter required by the hearing officer or arbitrator, shall be paid by the county. In the event, however, that the aggrieved person is represented in his or her appeal by a recognized employee organization or is furnished counsel by said organization, the costs of the hearing officer or the arbitrator as well as of the reporter shall be shared equally by the county and the organization. (Prior admin. code 2-18.08)

3.48.090 Representation.

The aggrieved person/complainant has a right to be accompanied, represented and advised by a person of his or her own choosing at all stages of the process, but no recognized employee organization shall be obligated to furnish such representation or advice except upon such basis as the aggrieved person/complainant and the recognized employee organization shall mutually agree. (Prior admin. code 2-18.09)

3.48.100 Freedom from reprisal.

An aggrieved person/complainant, his or her representative, and witness shall be free from restraint, interference, coercion, discrimination or reprisal at all stages in presenting and processing a complaint, including the informal counseling state. (Prior admin. code 2-18.10)

SIDELETTER OF AGREEMENT
BETWEEN
THE COUNTY OF ALAMEDA
AND
THE ALAMEDA COUNTY MANAGEMENT EMPLOYEES' ASSOCIATION
CONFIDENTIAL UNIT

ACCESS TO NEW EMPLOYEE ORIENTATION - AB 119

The County of Alameda ("County") and the Alameda County Management Employees Association - Confidential Unit ("Association") [collectively herein, the "Parties"] have met and conferred and reached agreement on this Sideletter of Agreement ("Agreement") to the Memorandum of Understanding ("MOU") regarding the implementation of the California Assembly Bill ("AB") 119, Government Code Sections 3555-3559 (union access to new employee orientation).

This Agreement runs parallel to and is an integral part of the existing MOU.

The County Human Resource Services ("HRS") Employee Benefits Center ("EBC") coordinates a county-wide New Employee Orientation ("NEO") for all new employees hired into the County. The NEO is regularly scheduled on the Friday of the first week of a pay period, from 8:30 a.m. – 1:00 p.m.

It is the County's policy that NEOs are mandatory for all newly-hired employees and that such new employees attend an NEO as promptly as possible after the first day of employment. In the event an employee does not attend the NEO that they were initially scheduled to attend, they will be scheduled to attend the next available NEO.

In accordance with Government Code Sections 3555-3559, the Parties agree to the following:

- 1) **Designated Representative:** The County shall recognize the Association-designated representative as the point of contact for NEO-related matters. The Association shall be responsible for updating the County, in writing, of any changes to the designated point of contact.
- 2) **EBC NEO Schedule:** The County shall provide the Association-designated representative with a list of the EBC's scheduled NEO dates for the upcoming calendar year, no later than the last full pay period in December of each year. If there are any changes to the scheduled dates, EBC will notify the Association-designated representative as soon as possible.
- 3) **NEO Notification and Employee Information:** The EBC will provide, via email to the Association-designated representative, a list of new employees, who are represented by the Association and are scheduled to attend the upcoming NEO session. The EBC will also provide the Association with a list of employees who have promoted, demoted, reinstated, or transferred into the bargaining unit, but are not scheduled to attend NEO. The list shall be provided no later than the Monday before the scheduled NEO date or as soon as a complete list of new employees is available. A shorter notice may be provided under mitigating circumstances, in which case EBC will provide the information as soon as possible prior to the NEO date.

In this notification, EBC will provide, in a sortable electronic format, the name; job title; department; work location; work, home and personal cell phone numbers; home address; and work and personal email addresses on file with the County. If the County does not have the home or personal cell phone number or the personal email address on file, this information shall not be provided.

- 4) **Presentation Time:** The Association shall be permitted to meet separately with newly-hired employees represented by their bargaining unit, and make a presentation of up to thirty (30) minutes from 8:20 a.m.– 8:50 a.m. The EBC will provide a space for the Association-designated representative to meet with the newly-hired employees, or computer access for the employees to meet virtually with the ACMEA-designated representative, during this timeframe. Under no circumstances shall the Association presentation exceed thirty (30) minutes from the EBC designated start time. If for any reason the Association will not be present for a scheduled NEO presentation, the Association shall notify the County at least ten (10) working days prior to the session, or as soon as administratively possible.
- 5) **Presentation Release Time:** The Association representatives, which are limited to the ACMEA Business Representative, ACMEA Board of Directors, and the Association Site Representatives shall conduct the presentations covered under this Agreement. Only one (1) Association member will be granted release time to present at each NEO. Release time requests must be received by the County HRS Employee/Labor Relations Division no later than at least three (3) working days before the scheduled NEO, unless ACMEA receives less than a three (3) working day notice from EBC.

Upon request of release time by the Association through the County HRS Employee/Labor Relations Division, the County shall coordinate with the appropriate supervisor(s) of the Association-designated representative to allow release time.

- 6) **Enrollment Forms:** As the custodian of records for the Association Membership, the Association will be responsible for distributing and collecting any forms related to membership dues, general assessments and/or payment for any membership benefit program. Any forms that are submitted directly to the County from an employee shall be forwarded to the Association. The Association shall provide to the County a certified list of employees who have authorized a payroll deduction for dues and/or fees to the Association.
- 7) **Quarterly Association Member List:** On a quarterly basis, the County shall provide to the Association with a list, in sortable electronic format, of all existing members on record as of the pay period containing March 1; June 1; September 1; and December 1 of each year, respectively. The information shall be provided to the Association by the last Friday of the month in March, June, September and December of each year, respectively. The list shall include the following information to the extent it is in the County's possession: 1) Name; 2) Employee Identification Number; 3) Classification; 4) Job Code; 5) Association Code Description; 6) Work Address; 7) Work phone number; 8) Home Address and Telephone number; and 9) Personal Email Address.

Additionally, if the County does not have the home or personal cell phone number, or the personal email address on file, this information shall not be provided.

If the Association decides to cease participation in the County's NEO, the designated business representative must notify the EBC at least thirty (30) calendar days prior to the date that the Association is requesting to cease participation. If the Association ceases participation, any section in this Agreement referencing the Association participation in the NEO shall no longer apply.

If the Association decides to reinstate their participation in the County's NEO under the provisions of this Agreement, the designated business representative must notify the EBC at least thirty (30) calendar days prior to requesting reinstatement.

The Parties by and through their authorized agents and representatives agree to the terms of this Agreement subject to the adoption of this Agreement by the County of Alameda Board of Supervisors.

For County:

For ACMEA – General Government Unit:

DocuSigned by:

Margarita Zamora

Margarita Zamora

Labor Relations Manager

DocuSigned by:

John Coburn

John Coburn

ACMEA Labor Relations Consultant

Date: 11/1/2022

Date: 11/7/2022

**SIDELETTER OF AGREEMENT
BETWEEN
ALAMEDA COUNTY MANAGEMENT EMPLOYEES' ASSOCIATION
(GENERAL GOVERNMENT AND CONFIDENTIAL UNITS)
AND
THE COUNTY OF ALAMEDA**

**TENTATIVE AGREEMENT TO
COUNTY COUNTER PROPOSAL TO ACMEA PROPOSAL #12**

DEEP CLASSES

November 29, 2017

The parties agree that within 60 days following the adoption of the Memorandum of Understanding, the Human Resource Services Director will issue a memorandum to all Department Heads, Departmental Human Resources Officers and all employees in a deep class represented by ACMEA General Government and Confidential memorializing the current expectations and process of recommending deep class salary increases.

FOR THE COUNTY:

Shirley Lynn
Cynthia Baran
Dant

FOR ACMEA General Government and
Confidential Units:

Karl Arnold
Ronald Weil
Mark ...
Marty ...
Jim ...
Phillip M. Whittaker
Jim ...

DATE: 11/29/2017

DATE: 11/29/2017

**MEMORANDUM OF UNDERSTANDING NEGOTIATIONS
BETWEEN
ALAMEDA COUNTY MANAGEMENT EMPLOYEES' ASSOCIATION
(GENERAL GOVERNMENT AND CONFIDENTIAL UNITS)
AND
THE COUNTY OF ALAMEDA**

SIDELETTER OF AGREEMENT

DENTAL MAXIMUM

November 29, 2017

The parties agree that effective Plan Year 2019, the maximum dental coverage limit shall be increased \$100, to a total of \$1,650.00 per Plan Year.

Effective Plan Year 2021, the maximum annual dental coverage limit shall be increased \$100, to a total of \$1,750.00 per Plan Year.

FOR THE COUNTY:

Michelle W.
Cynthia Baros
Patty

DATE: 11/29/2017

FOR ACMEA General Government and Confidential Units:

Karl Carroll
Ragone
Marcia *Matt Kite*
Marty
Jim
Lisa
Thydis M. Whittaker
Jim

DATE: 11/29/2017

**SIDELETTER OF AGREEMENT
BETWEEN
ALAMEDA COUNTY MANAGEMENT EMPLOYEES' ASSOCIATION
(GENERAL GOVERNMENT AND CONFIDENTIAL UNITS)
AND
THE COUNTY OF ALAMEDA**

TENTATIVE AGREEMENT TO COUNTY PROPOSAL #8

WORD PROCESSING DIFFERENTIAL

October 6, 2017

The parties agree that within 60 days following the adoption of the Memorandum of Understanding, ACMEA General Government and confidential Unit represented employees receiving the Word Processing differential under Salary Ordinance Section 3-21.8 shall receive a one-time, lump sum payment of \$1,000.00.

The parties further agree that upon payment above, all ACMEA General Government and Confidential Unit employees shall no longer receive the word processing differential and any provision of the Salary Ordinance pertaining to the word processing differential shall no longer apply to ACMEA General Government and Confidential represented employees.

FOR THE COUNTY:

Danett Murray
Michelle [unclear]

DATE: 10-6-2017

FOR ACMEA General Government and Confidential Units:

Paul Carroll 06-3
Matt Peter
[unclear]
[unclear]
Maria [unclear]
Phyllis [unclear]
James [unclear]
L.P. [unclear]
[unclear]

DATE: 10-6-2017

**MEMORANDUM OF UNDERSTANDING NEGOTIATIONS
BETWEEN
ALAMEDA COUNTY MANAGEMENT EMPLOYEES' ASSOCIATION
(GENERAL GOVERNMENT AND CONFIDENTIAL UNITS)
AND
THE COUNTY OF ALAMEDA**

SIDELETTER OF AGREEMENT

ONE TIME PAYMENT

December 12, 2017

The Parties understand and agree that all represented employees in the bargaining unit as of July 2, 2018 shall receive a one-time payment of \$2500 (gross). The Parties agree that the one-time payment shall not be eligible as pensionable compensation. The payment shall be made as soon as administratively possible following July 2, 2018.

FOR THE COUNTY:

Cynthia Baron
MT
Michèle Liu

**FOR ACMEA General Government and
Confidential Units:**

Paul Carroll 003
Maury Lamer
James Johnson
Lisa Hal
Thyllis M. Whittaker
Jin Ma
Lucian

DATE: 12/12/2017

DATE: 12-12-2017

**MEMORANDUM OF UNDERSTANDING NEGOTIATIONS
BETWEEN
ALAMEDA COUNTY MANAGEMENT EMPLOYEES' ASSOCIATION
(GENERAL GOVERNMENT AND CONFIDENTIAL UNITS)
AND
THE COUNTY OF ALAMEDA
TENTATIVE AGREEMENT
TO
COUNTY PROPOSAL #7**

OVERTIME

October 6, 2017

SECTION: Administrative Code Section 3.28.010 & 3.28.050

LANGUAGE:

3.28.010 – Definitions

“Overtime” or overtime work” as used herein is defined as all work in excess of the workweek as defined in Section 2.110.050 of this code. “Premium pay” or “premium rate” as used herein is defined as compensation, whether in cash or time, at the rate of time and one-half. “Week” as used herein is defined as any consecutive seven-day period commencing at 12:01 a.m. of any Saturday or such other as may be designated by the Board of Supervisors.

Effective June 5, 2016, for unrepresented non-management related to SEIU employees, vacation, vacation buy, personal leave, sick leave (all types), holiday, and floating holiday leave shall not count towards the accumulation of the workweek when calculating overtime compensation.

Effective two pay period following adoption of the MOU by the Board of Supervisors, for employees represented by the Alameda County Management Employees Association in representation units R15, R44, R45, R48, R49, and R50, occupying positions in designated management classifications that are subject to the premium overtime provisions of the Fair Labor Standards Act, vacation, vacation buy, personal leave, management paid leave, sick leave (all types), and floating holiday leave shall not count towards the accumulation of the workweek when calculating overtime compensation.

3.28.050 – Requirement of actual work.

There shall be no overtime payment unless the employee has actually worked at least some portion of time during said workweek. For example, an employee on paid leave only during an entire workweek is not entitled to any overtime compensation.

Effective June 5, 2016, for unrepresented non-management related to SEIU employees, there shall be no overtime payment unless the employee has actually worked over 37.5 or 40.0 hours during said workweek.

Effective two pay periods following adoption of the MOU by the Board of Supervisors, for employees represented by the Alameda County Management Employees Association in representation units R15, R44, R45, R48, R49, and R50 occupying positions in designated management classifications that are subject to the premium overtime provisions of the Fair Labor Standards Act, there shall be no overtime payment unless the employee has actually worked over 37.5 or 40.0 hours during said workweek, with the exception of holiday leave and compensatory time off.

FOR THE COUNTY:

Samuel Murray
Michelle Yorlun

FOR ACMEA GENERAL GOVERNMENT & CONFIDENTIAL:

Paul Carroll
Matt Kter
Annor
[Signature]
Maurice
Phyllis Wattaker
[Signature]
[Signature]
Lanone Wilkins

DATE: 10-6-2017

DATE: 10-6-2017

**MEMORANDUM OF UNDERSTANDING NEGOTIATIONS
 BETWEEN
 ALAMEDA COUNTY MANAGEMENT EMPLOYEES' ASSOCIATION
 (GENERAL GOVERNMENT AND CONFIDENTIAL UNITS)
 AND
 THE COUNTY OF ALAMEDA
 SIDELETTER OF AGREEMENT
 PROFESSIONAL INCENTIVE
 REVISED**

December 20, 2017

Effective Fiscal Year 2018/2019, upon the approval of the Agency/Department Head of any plan submitted by an employee to engage in job-related educational courses which shall maintain or upgrade the employee's skills on the job, or prepare the employee for promotional opportunities, the County shall pay up to \$700 per employee per fiscal year upon submission of evidence of successful completion of the course. More than one educational plan may be approved in any fiscal year, but in no event shall the stipend exceed \$700 per employee, per fiscal. The maximum County liability under this section shall not exceed \$75,000 in any fiscal year, except as herein provided. The Parties agree that the remaining pool shall not roll over year to year. Employees shall receive such stipends on a first come-first served basis each fiscal year.

FOR THE COUNTY:

Cynthia Baron

FOR ACMEA General Government and Confidential Units:

Paul Carroll OE3
Ronnie Wilkins SSA
Marty Lopez
Joyce Gufu
Matt Kites
[Signature]
[Signature]
[Signature]

DATE: 12/20/2017

DATE: 12-20-2017

**MEMORANDUM OF UNDERSTANDING NEGOTIATIONS
BETWEEN
ALAMEDA COUNTY MANAGEMENT EMPLOYEES' ASSOCIATION
(GENERAL GOVERNMENT AND CONFIDENTIAL UNITS)
AND
THE COUNTY OF ALAMEDA**

SIDELETTER OF AGREEMENT

SALARY REVIEW

December 12, 2017

It is the intent of the Alameda County to conduct a management initiated annual review of ACMEA represented employees' salaries in September of each year of the current Memorandum of Understanding, except in the last year of the Memorandum of Understanding, to address issues of compaction, recruitment, and retention that may have occurred in the interim one-year period. The purpose of the annual review of salaries will be limited to making specific determinations as to what, if any, special adjustments may be merited at the time of the review.

Implementation of any recommendations arising from the review is subject to the approval of, and is to be made at the sole discretion of the Board of Supervisors. The Board of Supervisors' decision will be final, non-grievable and not subject to meet and confer requirements.

This provision shall remain in effect during the term of the April 9, 2017 through June 25, 2022 Memorandum of Understanding.

FOR THE COUNTY:

Cynthia Baron
Smith
Judith Hill

FOR ACMEA General Government and Confidential Units:

Karl Carroll 013
Marcia Lopez
Yvonne Guyer
Lois Hill
Phyllis M. Whitaker
Steve Alvarado
Reinon

DATE: 12/12/2017

DATE: 12-12-2017

**MEMORANDUM OF UNDERSTANDING NEGOTIATIONS
BETWEEN
ALAMEDA COUNTY MANAGEMENT EMPLOYEES' ASSOCIATION
(GENERAL GOVERNMENT AND CONFIDENTIAL UNITS)
AND
THE COUNTY OF ALAMEDA**

SIDELETTER OF AGREEMENT

SHARE THE SAVINGS

November 29, 2017

The Parties agree that the County shall increase the existing monthly Share the Savings stipend in Plan Year 2019, so that the new monthly totals shall be as follows:

- \$250 for those employee who decline all medical coverage;
- \$200 for those employees who decline Family coverage and select Single coverage;
- \$150 for those employees who decline Family coverage and select 2-party coverage;
- \$150 for those employees who decline 2-party coverage and elect Single coverage.

FOR THE COUNTY:

Guiding Star

Cynthia Baran

MTT

FOR ACMEA General Government and Confidential Units:

Paul Carroll

Ronald Wilkins

Maxine Wittke

Mal Lopez

James Jones

Stephen M. Whittaker

Fred Hal

Joan Moore

DATE: 11/29/2017

DATE: 11/29/2017

**SIDELETTER OF AGREEMENT
BETWEEN
ALAMEDA COUNTY MANAGEMENT EMPLOYEES' ASSOCIATION
(GENERAL GOVERNMENT AND CONFIDENTIAL UNITS)
AND
THE COUNTY OF ALAMEDA**

TENTATIVE AGREEMENT TO COUNTY PROPOSAL #9

SUNDAY HOURS IN THE LIBRARY

November 29, 2017

This sideletter of agreement applies to all ACMEA represented employees in the Alameda County Library.

The parties agree, in addition to Section 6.A., that all ACMEA represented employees in the Alameda County Library may be scheduled to work on any day of the week, and the workweek shall be 12:00 a.m. Sunday through 11:59 Saturday.

Beginning within 60 days of adoption of the MOU by the Board of Supervisors, the parties will commence a meet and confer to discuss the details of scheduling as it relates to the Sunday – Saturday workweek.

FOR THE COUNTY:

Michelle [unclear]

Cynthia Brown

DA

DATE: 11/29/2017

FOR ACMEA General Government and Confidential Units:

Paul Carroll

Rapana [unclear]

Maria [unclear] Matt [unclear]

Marty [unclear]

[unclear]

[unclear]

Thyllis M. Whittaker

[unclear]

[unclear]

DATE: 11/29/2017

**MEMORANDUM OF UNDERSTANDING NEGOTIATIONS
BETWEEN
ALAMEDA COUNTY MANAGEMENT EMPLOYEES' ASSOCIATION
(GENERAL GOVERNMENT AND CONFIDENTIAL UNITS)
AND
THE COUNTY OF ALAMEDA**

SIDELETTER OF AGREEMENT

TRANSFER PROCESS DISCUSSION

December 12, 2017

The parties agree, within 120 days after the adoption of the MOU by the Board of Supervisors, representative(s) from the Human Resource Services Department and the ACMEA Business Representative and one ACMEA represented County employee will meet to discuss the County's salary requirements for transfer requests between ACMEA classifications. The parties understand and agree that further discussion does not guarantee or commit the County to make any changes to the current practice in which transfers are processed and approved.

FOR THE COUNTY:

Cynthia Baron
TM
Michèle Hui

**FOR ACMEA General Government
and Confidential Units:**

Paul Carroll 063
Marilyn Larson
George Jones
Lisa Hat
Stephen M. Mattar
Joe Max
Alison

DATE: 12/12/2017

DATE: 12-12-2017

**MEMORANDUM OF UNDERSTANDING NEGOTIATIONS
BETWEEN
ALAMEDA COUNTY MANAGEMENT EMPLOYEES' ASSOCIATION
(GENERAL GOVERNMENT AND CONFIDENTIAL UNITS)
AND
THE COUNTY OF ALAMEDA**

SIDELETTER OF AGREEMENT

VACATION SELLBACK

December 12, 2017

The parties agree that the allowable vacation sellback for the Alameda County Management Employees Association General Government and Confidential Units (ACMEA) shall be fifteen (15) days for the term of 2017-2022 Memorandum of Understanding.

FOR THE COUNTY:

Cynthia Baron
Pat
Judith Yalini

**FOR ACMEA General Government
and Confidential Units:**

Paul Carroll OE3
Marilyn Gordon
Yvonne Gufford
Lisa Acker
Stephanie M. Whittaker
King Mon
Person

DATE: _____

DATE: *12-12-2017*

**LETTER OF UNDERSTANDING
BETWEEN
THE COUNTY OF ALAMEDA
AND
THE ALAMEDA COUNTY MANAGEMENT EMPLOYEES' ASSOCIATION
GENERAL GOVERNMENT AND CONFIDENTIAL UNIT**

ALTERNATIVE CHILD CARE ASSISTANCE

JULY 1997

INTENT:

The Alameda County Board of Supervisors and Alameda County Management Employees Association, General Government Unit and Confidential Unit hereby agree to participate in the Alternative Child Care Assistance Program to address the specific need for alternative job-related child care for represented classification employees in the event of:

1. A child's illness which precludes the use of the employee's regular child care arrangement

Or

2. An unanticipated temporary interruption of an employee's regular child care arrangement (e.g., the regular child care provider becomes sick or has an emergency).

The program will begin on July 1, 1997 and will continue on each fiscal year, unless either party (County or ACMEA) requests to reopen the agreement on or before May 1st of the preceding fiscal year. The maximum County liability shall not exceed \$1,500.00 per fiscal year (FY), unless modified by agreement. Underutilization of any FY's budgeted amount will be returned to the County General Fund and not added to the next FY Alternative Assistance budget.

EMPLOYEE ELIGIBILITY:

To be eligible to participate in the program, an employee must:

1. Be in an ACMEA represented class;
2. Need job related child care for at least one child under 14 years of age;
3. Understand that the child care reimbursements will be reported as income to the IRS and State Franchise Board.

REIMBURSEMENTS:

Eligible employees shall be:

1. Reimbursed on a first come, first served basis to a maximum of \$350.00 per employee, per fiscal year.
2. Reimbursed 90% at a maximum of \$60.00 per day, not to exceed \$350.00 maximum per fiscal year.

ELIGIBILITY:

Eligible employees, who request reimbursement must, in addition, to establishing their eligibility as specified above:

1. Identify their regular and alternative child arrangements, reimbursement for alternative child care services provided by a parent of the child, legal guardian of the child, legal guardian of the child, or spouse or dependent of the employee will be denied.
2. Signature indicating that employee was at work on date alternative child care services were provided. The supervisor has no other responsibilities or authority in regards to approval or rejection of claims.
3. Submit completed forms on a monthly basis (not per claim) with a cancelled check or cash receipt for each claim, to the Auditor-Controller's Office, which shall be responsible for processing reimbursements to participants on a monthly basis.

CONTINUATION:

The County and ACMEA agree that the Alternative Child Care Assistance shall continue on an annual basis as described in the Intent section of this agreement, unless either party requests to reopen the agreement on or before **May 1** of the preceding fiscal year.

Signed and entered on the 1st day of April, 1997.

For the County of Alameda:

For the Alameda County
Management Employees Association:

Deana Doughter

Deana Doughter

Robin Jones

MINUTE ORDER

**ALAMEDA COUNTY BOARD OF SUPERVISORS
MINUTE ORDER**

The following action was taken by the Alameda County Board of Supervisors on 12/06/2022

Approved as Recommended **Other**

Read titles, waived the reading of the Ordinances in their entirety and adopted Ordinances O-2022-52 and O-2022-53

Unanimous **Brown:** **Haubert:** **Miley:** **Valle:** **Carson:** - **5**

Vote Key: N=No; A=Abstain; X=Excused

Documents accompanying this matter:

Ordinance: O-2022-52, O-2022-53

Documents to be signed by Agency/Purchasing Agent:

File No. 30913
Item No. 36

Copies sent to:

Annie Wong

Special Notes:



I certify that the foregoing is a correct copy of a Minute Order adopted by the Board of Supervisors, Alameda County, State of California.

ATTEST:
Clerk of the Board
Board of Supervisors

By: Rhonda Bailey
Deputy

COUNTY OF ALAMEDA
PAYPERIOD CALENDAR
2017

FROM	TO	PAYDAY	PAY PERIOD
12/18/16	12/31/16	01/13/17	17-01
		<i>CHRISTMAS OBSERVED 12/26/16</i>	
01/01/17	01/14/17	01/27/17	17-02
		<i>NEW YEAR'S OBSERVED 01/02/17</i>	
01/15/17	01/28/17	02/10/17	17-03
		<i>MARTIN L. KING'S BIRTHDAY OBSERVED 01/16/17</i>	
01/29/17	02/11/17	02/24/17	17-04
02/12/17	02/25/17	03/10/17	17-05
		<i>LINCOLN'S BIRTHDAY OBSERVED 02/13/17</i>	
		<i>WASHINGTON'S BIRTHDAY OBSERVED 02/20/17</i>	
02/26/17	03/11/17	03/24/17	17-06
=====			
03/12/17	03/25/17	04/07/17	17-07
03/26/17	04/08/17	04/21/17	17-08
04/09/17	04/22/17	05/05/17	17-09
04/23/17	05/06/17	05/19/17	17-10
05/07/17	05/20/17	06/02/17	17-11
05/21/17	06/03/17	06/16/17	17-12
		<i>MEMORIAL DAY OBSERVED 05/29/17</i>	
06/04/17	06/17/17	06/30/17	17-13
=====			
06/18/17	07/01/17	07/14/17	17-14
07/02/17	07/15/17	07/28/17	17-15
		<i>INDEPENDENCE DAY 07/04/17</i>	
07/16/17	07/29/17	08/11/17	17-16
07/30/17	08/12/17	08/25/17	17-17
08/13/17	08/26/17	09/08/17	17-18
08/27/17	09/09/17	09/22/17	17-19
		<i>LABOR DAY OBSERVED 09/04/17</i>	
		<i>ADMISSION DAY OBSERVED 09/08/17 (*)</i>	
=====			
09/10/17	09/23/17	10/06/17	17-20
09/24/17	10/07/17	10/20/17	17-21
10/08/17	10/21/17	11/03/17	17-22
		<i>COLUMBUS DAY OBSERVED 10/09/17 (*)</i>	
10/22/17	11/04/17	11/17/17	17-23
11/05/17	11/18/17	12/01/17	17-24
		<i>VETERAN'S DAY OBSERVED 11/10/17</i>	
11/19/17	12/02/17	12/15/17	17-25
		<i>THANKSGIVING OBSERVED 11/23/17 AND 11/24/17</i>	
12/03/17	12/16/17	12/29/17	17-26

(*) Not applicable to all employees, please refer to the applicable MOUs

COUNTY OF ALAMEDA
PAYPERIOD CALENDAR
2018

<u>FROM</u>	<u>TO</u>	<u>PAYDAY</u>	<u>PAY PERIOD</u>
12/17/17	12/30/17	01/12/18 <i>CHRISTMAS 12/25/17</i>	18-01
12/31/17	01/13/18	01/26/18 <i>NEW YEAR'S 01/01/18</i>	18-02
01/14/18	01/27/18	02/09/18 <i>MARTIN L. KING'S BIRTHDAY OBSERVED 01/15/18</i>	18-03
01/28/18	02/10/18	02/23/18	18-04
02/11/18	02/24/18	03/09/18 <i>LINCOLN'S BIRTHDAY 02/12/18</i>	18-05
02/25/18	03/10/18	03/23/18 <i>WASHINGTON'S BIRTHDAY OBSERVED 02/19/18</i>	18-06
=====			
03/11/18	03/24/18	04/06/18	18-07
03/25/18	04/07/18	04/20/18	18-08
04/08/18	04/21/18	05/04/18	18-09
04/22/18	05/05/18	05/18/18	18-10
05/06/18	05/19/18	06/01/18	18-11
05/20/18	06/02/18	06/15/18 <i>MEMORIAL DAY OBSERVED 05/28/18</i>	18-12
06/03/18	06/16/18	06/29/18	18-13
=====			
06/17/18	06/30/18	07/13/18	18-14
07/01/18	07/14/18	07/27/18 <i>INDEPENDENCE DAY 07/04/18</i>	18-15
07/15/18	07/28/18	08/10/18	18-16
07/29/18	08/11/18	08/24/18	18-17
08/12/18	08/25/18	09/07/18	18-18
08/26/18	09/08/18	09/21/18 <i>LABOR DAY OBSERVED 09/03/18</i>	18-19
=====			
09/09/18	09/22/18	10/05/18 <i>ADMISSION DAY OBSERVED 09/10/18 (*)</i>	18-20
09/23/18	10/06/18	10/19/18	18-21
10/07/18	10/20/18	11/02/18 <i>COLUMBUS DAY OBSERVED 10/08/18 (*)</i>	18-22
10/21/18	11/03/18	11/16/18	18-23
11/04/18	11/17/18	11/30/18 <i>VETERAN'S DAY OBSERVED 11/12/18</i>	18-24
11/18/18	12/01/18	12/14/18 <i>THANKSGIVING OBSERVED 11/22/18 AND 11/23/18</i>	18-25
12/02/18	12/15/18	12/28/18	18-26

(*) Not applicable to all employees, please refer to the applicable MOUs

COUNTY OF ALAMEDA
PAYPERIOD CALENDAR
2019

<u>FROM</u>	<u>TO</u>	<u>PAYDAY</u>	<u>PAY PERIOD</u>
12/16/18	12/29/18	01/11/19	19-01
		<i>CHRISTMAS 12/25/18</i>	
12/30/18	01/12/19	01/25/19	19-02
		<i>NEW YEAR'S 01/01/19</i>	
01/13/19	01/26/19	02/08/19	19-03
		<i>MARTIN L. KING'S BIRTHDAY OBSERVED 01/21/19</i>	
01/27/19	02/09/19	02/22/19	19-04
02/10/19	02/23/19	03/08/19	19-05
		<i>LINCOLN'S BIRTHDAY 02/12/19</i>	
		<i>WASHINGTON'S BIRTHDAY OBSERVED 02/18/19</i>	
02/24/19	03/09/19	03/22/19	19-06
=====			
03/10/19	03/23/19	04/05/19	19-07
03/24/19	04/06/19	04/19/19	19-08
04/07/19	04/20/19	05/03/19	19-09
04/21/19	05/04/19	05/17/19	19-10
05/05/19	05/18/19	05/31/19	19-11
05/19/19	06/01/19	06/14/19	19-12
		<i>MEMORIAL DAY OBSERVED 05/27/19</i>	
06/02/19	06/15/19	06/28/19	19-13
=====			
06/16/19	06/29/19	07/12/19	19-14
06/30/19	07/13/19	07/26/19	19-15
		<i>INDEPENDENCE DAY 07/04/19</i>	
07/14/19	07/27/19	08/09/19	19-16
07/28/19	08/10/19	08/23/19	19-17
08/11/19	08/24/19	09/06/19	19-18
08/25/19	09/07/19	09/20/19	19-19
		<i>LABOR DAY OBSERVED 09/02/19</i>	
=====			
09/08/19	09/21/19	10/04/19	19-20
		<i>ADMISSION DAY 09/09/19 (*)</i>	
09/22/19	10/05/19	10/18/19	19-21
10/06/19	10/19/19	11/01/19	19-22
		<i>COLUMBUS DAY OBSERVED 10/14/19 (*)</i>	
10/20/19	11/02/19	11/15/19	19-23
11/03/19	11/16/19	11/27/19	19-24
		<i>VETERAN'S DAY 11/11/19</i>	
11/17/19	11/30/19	12/13/19	19-25
		<i>THANKSGIVING OBSERVED 11/28/19 AND 11/29/19</i>	
12/01/19	12/14/19	12/27/19	19-26

(*) Note applicable to all employees, please refer to the applicable MOUs

COUNTY OF ALAMEDA
PAYPERIOD CALENDAR
2020

FROM	TO	PAYDAY	PAY PERIOD
12/15/19	12/28/19	01/10/20	20-01
		<i>CHRISTMAS 12/25/19</i>	
12/29/19	01/11/20	01/24/20	20-02
		<i>NEW YEAR'S 01/01/20</i>	
01/12/20	01/25/20	02/07/20	20-03
		<i>MARTIN L. KING'S BIRTHDAY OBSERVED 01/20/20</i>	
01/26/20	02/08/20	02/21/20	20-04
02/09/20	02/22/20	03/06/20	20-05
		<i>LINCOLN'S BIRTHDAY 02/12/20</i>	
02/23/20	03/07/20	03/20/20	20-06
		<i>WASHINGTON'S BIRTHDAY OBSERVED 02/17/20</i>	
=====			
03/08/20	03/21/20	04/03/20	20-07
03/22/20	04/04/20	04/17/20	20-08
04/05/20	04/18/20	05/01/20	20-09
04/19/20	05/02/20	05/15/20	20-10
05/03/20	05/16/20	05/29/20	20-11
05/17/20	05/30/20	06/12/20	20-12
		<i>MEMORIAL DAY OBSERVED 05/25/20</i>	
05/31/20	06/13/20	06/26/20	20-13
=====			
06/14/20	06/27/20	07/10/20	20-14
06/28/20	07/11/20	07/24/20	20-15
		<i>INDEPENDENCE DAY OBSERVED 07/03/20</i>	
07/12/20	07/25/20	08/07/20	20-16
07/26/20	08/08/20	08/21/20	20-17
08/09/20	08/22/20	09/04/20	20-18
08/23/20	09/05/20	09/18/20	20-19
09/06/20	09/19/20	10/02/20	20-20
		<i>LABOR DAY OBSERVED 09/07/20</i>	
		<i>ADMISSION DAY 09/09/20 (*)</i>	
=====			
09/20/20	10/03/20	10/16/20	20-21
10/04/20	10/17/20	10/30/20	20-22
10/18/20	10/31/20	11/13/20	20-23
		<i>COLUMBUS DAY OBSERVED 10/12/20 (*)</i>	
11/01/20	11/14/20	11/25/20	20-24
		<i>VETERAN'S DAY 11/11/20</i>	
11/15/20	11/28/20	12/11/20	20-25
		<i>THANKSGIVING OBSERVED 11/26/20 AND 11/27/20</i>	
11/29/20	12/12/20	12/24/20	20-26

(*) Not applicable to all employees, please refer to the applicable MOUs

COUNTY OF ALAMEDA
PAYPERIOD CALENDAR
2021

<u>FROM</u>	<u>TO</u>	<u>PAYDAY</u>	<u>PAY PERIOD</u>
12/13/20	12/26/20	01/08/21	21-01
		<i>CHRISTMAS 12/25/20</i>	
12/27/20	01/09/21	01/22/21	21-02
		<i>NEW YEAR'S 01/01/21</i>	
01/10/21	01/23/21	02/05/21	21-03
		<i>MARTIN L. KING'S BIRTHDAY OBSERVED 01/18/21</i>	
01/24/21	02/06/21	02/19/21	21-04
02/07/21	02/20/21	03/05/21	21-05
		<i>LINCOLN'S BIRTHDAY 02/12/21</i>	
		<i>WASHINGTON'S BIRTHDAY OBSERVED 02/15/21</i>	
02/21/21	03/06/21	03/19/21	21-06
=====			
03/07/21	03/20/21	04/02/21	21-07
03/21/21	04/03/21	04/16/21	21-08
04/04/21	04/17/21	04/30/21	21-09
04/18/21	05/01/21	05/14/21	21-10
05/02/21	05/15/21	05/28/21	21-11
05/16/21	05/29/21	06/11/21	21-12
05/30/21	06/12/21	06/25/21	21-13
		<i>MEMORIAL DAY OBSERVED 05/31/21</i>	
=====			
06/13/21	06/26/21	07/09/21	21-14
06/27/21	07/10/21	07/23/21	21-15
		<i>INDEPENDENCE DAY OBSERVED 07/05/21</i>	
07/11/21	07/24/21	08/06/21	21-16
07/25/21	08/07/21	08/20/21	21-17
08/08/21	08/21/21	09/03/21	21-18
08/22/21	09/04/21	09/17/21	21-19
=====			
09/05/21	09/18/21	10/01/21	21-20
		<i>LABOR DAY OBSERVED 09/06/21</i>	
		<i>ADMISSION DAY 09/09/21 (*)</i>	
09/19/21	10/02/21	10/15/21	21-21
10/03/21	10/16/21	10/29/21	21-22
		<i>COLUMBUS DAY OBSERVED 10/11/21 (*)</i>	
10/17/21	10/30/21	11/12/21	21-23
10/31/21	11/13/21	11/24/21	21-24
		<i>VETERAN'S DAY 11/11/21</i>	
11/14/21	11/27/21	12/10/21	21-25
		<i>THANKSGIVING OBSERVED 11/25/21 AND 11/26/21</i>	
11/28/21	12/11/21	12/23/21	21-26

(*) Not applicable to all employees, please refer to the applicable MOU

COUNTY OF ALAMEDA
PAYPERIOD CALENDAR
2022

<u>FROM</u>	<u>TO</u>	<u>PAYDAY</u>	<u>PAY PERIOD</u>
12/12/21	12/25/21	01/07/22	22-01
		<i>CHRISTMAS OBSERVED 12/24/21</i>	
12/26/21	01/08/22	01/21/22	22-02
		<i>NEW YEAR'S OBSERVED 12/31/21</i>	
01/09/22	01/22/22	02/04/22	22-03
		<i>MARTIN LUTHER KING'S BIRTHDAY OBSERVED 01/17/22</i>	
01/23/22	02/05/22	02/18/22	22-04
02/06/22	02/19/22	03/04/22	22-05
		<i>LINCOLN'S BIRTHDAY OBSERVED 02/11/22</i>	
02/20/22	03/05/22	03/18/22	22-06
		<i>WASHINGTON'S BIRTHDAY OBSERVED 02/21/22</i>	
=====			
03/06/22	03/19/22	04/01/22	22-07
03/20/22	04/02/22	04/15/22	22-08
04/03/22	04/16/22	04/29/22	22-09
04/17/22	04/30/22	05/13/22	22-10
05/01/22	05/14/22	05/27/22	22-11
05/15/22	05/28/22	06/10/22	22-12
05/29/22	06/11/22	06/24/22	22-13
		<i>MEMORIAL DAY OBSERVED 05/30/22</i>	
=====			
06/12/22	06/25/22	07/08/22	22-14
06/26/22	07/09/22	07/22/22	22-15
		<i>INDEPENDENCE DAY 07/04/22</i>	
07/10/22	07/23/22	08/05/22	22-16
07/24/22	08/06/22	08/19/22	22-17
08/07/22	08/20/22	09/02/22	22-18
08/21/22	09/03/22	09/16/22	22-19
09/04/22	09/17/22	09/30/22	22-20
		<i>LABOR DAY OBSERVED 09/05/22</i>	
		<i>ADMISSION DAY 09/09/22 (*)</i>	
=====			
09/18/22	10/01/22	10/14/22	22-21
10/02/22	10/15/22	10/28/22	22-22
		<i>COLUMBUS DAY OBSERVED 10/10/22 (*)</i>	
10/16/22	10/29/22	11/10/22	22-23
10/30/22	11/12/22	11/23/22	22-24
		<i>VETERAN'S DAY 11/11/22</i>	
11/13/22	11/26/22	12/09/22	22-25
		<i>THANKSGIVING OBSERVED 11/24/22 AND 11/25/22</i>	
11/27/22	12/10/22	12/23/22	22-26

(*) Not Applicable to All Employees, please refer to the applicable MOUs

COUNTY OF ALAMEDA
PAYPERIOD CALENDAR
2023

<u>FROM</u>	<u>TO</u>	<u>PAYDAY</u>	<u>PAY PERIOD</u>
12/11/22	12/24/22	01/06/23	23-01
12/25/22	01/07/23	01/20/23	23-02
		<i>CHRISTMAS OBSERVED 12/26/22</i>	
		<i>NEW YEAR'S OBSERVED 01/02/23</i>	
01/08/23	01/21/23	02/03/23	23-03
		<i>MARTIN Luther KING'S BIRTHDAY OBSERVED 01/16/23</i>	
01/22/23	02/04/23	02/17/23	23-04
02/05/03	02/18/23	03/03/23	23-05
		<i>LINCOLN'S BIRTHDAY OBSERVED 02/13/23</i>	
02/19/23	03/04/23	03/17/23	23-06
		<i>WASHINGTON'S BIRTHDAY OBSERVED 02/20/23</i>	
03/05/23	03/18/23	03/31/23	23-07
=====			
03/19/23	04/01/23	04/14/23	23-08
04/02/23	04/15/23	04/28/23	23-09
04/16/23	04/29/23	05/12/23	23-10
04/30/23	05/13/23	05/26/23	23-11
05/14/23	05/27/23	06/09/23	23-12
05/28/23	06/10/23	06/23/23	23-13
		<i>MEMORIAL DAY OBSERVED 05/29/23</i>	
=====			
06/11/23	06/24/23	07/07/23	23-14
06/25/23	07/08/23	07/21/23	23-15
		<i>INDEPENDENCE DAY 07/04/23</i>	
07/09/23	07/22/23	08/04/23	23-16
07/23/23	08/05/23	08/18/23	23-17
08/06/23	08/19/23	09/01/23	23-18
08/20/13	09/02/23	09/15/23	23-19
09/03/23	09/16/23	09/29/23	23-20
		<i>LABOR DAY OBSERVED 09/04/23</i>	
		<i>ADMISSION DAY OBSERVED 09/08/23 (*)</i>	
=====			
09/17/23	09/30/23	10/13/23	23-21
10/01/23	10/14/23	10/27/23	23-22
		<i>COLUMBUS DAY OBSERVED 10/09/23 (*)</i>	
10/15/23	10/28/23	11/09/23	23-23
10/29/23	11/11/13	11/22/23	23-24
		<i>VETERAN'S DAY OBSERVED 11/10/23</i>	
11/12/23	11/25/23	12/08/23	23-25
		<i>THANKSGIVING OBSERVED 11/23/23 AND 11/24/23</i>	
11/26/23	12/09/23	12/22/23	23-26

(*) Not applicable to all employees, please refer to the applicable MOU