

MEMORANDUM  
OF  
UNDERSTANDING

BETWEEN THE

TEAMSTERS LOCAL UNION 856



AND THE

COUNTY OF ALAMEDA



August 25, 2019 through August 16, 2025

2019 – 2025
MEMORANDUM OF UNDERSTANDING
Between the
TEAMSTERS LOCAL UNION 856
And
COUNTY OF ALAMEDA

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**2019 – 2025  
MEMORANDUM OF UNDERSTANDING  
Between the  
TEAMSTERS LOCAL UNION 856  
And  
COUNTY OF ALAMEDA**

THIS MEMORANDUM OF UNDERSTANDING is entered into by the Director of Human Resource Services of the County of Alameda, a political subdivision hereinafter named as "County," and the Teamsters Local Union 856, hereinafter named as "Union," as a recommendation to the Board of Supervisors of the County of Alameda concerning the conditions of employment to be in effect during the period August 25, 2019 through August 16, 2025, for those employees working in Representation Units R072 and R037 referred to and further described in Section 1 (Recognition) of this Memorandum of Understanding hereinafter "MOU".

**SECTION 1. RECOGNITION**

**1.A. EXCLUSIVE BARGAINING REPRESENTATIVE.** The County recognizes the Union as the exclusive bargaining representative for:

1. All full-time permanent and probationary employees in Bargaining Unit R072 in classifications more particularly enumerated in Appendix A of this MOU.
2. All services-as-needed Probation Interns in Bargaining Unit R037 in classifications as specifically enumerated in Appendix A.

**1.B. NEW CLASSIFICATIONS.** On an as-needed basis, representatives of the County and the Union shall meet for the purpose of assigning newly-created Civil Service classifications to appropriate bargaining units. Such placement shall be by mutual consent. In case of disagreement, an arbitrator shall decide the matter and if the disagreement involves another employee organization, the arbitrator shall be agreed upon by all parties. Costs of such arbitrations shall be borne equally between the parties to the disagreement.

**SECTION 2. NO DISCRIMINATION**

**2.A. DISCRIMINATION PROHIBITED.** No person shall be appointed, reduced or removed, or in any way favored or discriminated against because of his/her political or religious opinions or affiliations, or because of age, race, sex, gender identity, national origin, sexual orientation or religion, military and veteran status and, to the extent prohibited by law, physical/mental disabilities, medical conditions, and/or any other protected class as defined by Federal and State law. Complaints arising pursuant to the provisions of this Section shall only be processed according to the Uniform Complaint Procedure contained in Appendix C which is incorporated by reference to this MOU.

**2.B. NO DISCRIMINATION BECAUSE OF UNION ACTIVITY.** Neither County nor Union shall interfere with, intimidate, restrain, coerce, or discriminate against employees covered by this agreement because of the exercise of rights to engage or not engage in Union activity.

- 2.C. RIGHT TO CHANGE UNIFORM COMPLAINT PROCEDURE.** The County reserves the right to change the Uniform Complaint Procedure referenced in Appendix C during the term of this agreement, subject to the duty to meet and confer.

**SECTION 3. UNION SECURITY**

- 3.A. NOTICE OF RECOGNIZED UNION.** Each County department or agency shall post within the employee work or rest area a written notice which sets forth the classifications included within each representation unit referred to in Section 1 (Recognition) hereof and which includes any classification existing in the department or agency, and the name and address of the recognized employee organization for each such unit. The department or agency shall also give a written notice to persons newly employed in representation unit classifications, which notice shall contain the name and address of the employee organization recognized for such unit; the fact that the Union is the exclusive bargaining representative for the employee's unit and classification; and a copy of the current MOU to be supplied by the Union.

- 3.B. NEW EMPLOYEE ORIENTATION.** The Alameda County Probation Department's Office of Human Resources (OHR) coordinates a New Employee onboarding meeting with all new hires and for any employees internally promoted. OHR schedules employees to attend this onboarding meeting on their first day of work, typically on the first Monday of the pay period, starting at 8:00 a.m. The onboarding meeting takes place at Probation's HR Administrative Office. To satisfy the requirements as set forth under Assembly Bill (AB) 119, the County and Teamsters agree to the following:

1. The Union shall designate a specific representative who will serve as the point of contact for new employee onboarding related matters. The Union shall be responsible for updating the Probation Department's Chief Human Resources Administrator or their designee, in writing, of any changes to the designated point of contact.
2. Via email, the Alameda County Probation Department's Office of Human Resources (OHR) will provide the Union's representative with a list of new employee(s) represented by their bargaining unit who are scheduled to attend the upcoming employee onboarding, at least ten (10) calendar days prior to the meeting. This list will include any employee entering into the bargaining unit. A shorter notice may be provided under exigent circumstances, in which case the OHR will provide the information as soon as possible prior to the new employee onboarding meeting date. In this notification, the OHR shall provide the employee's name, classification, assigned Division, work location (including the office or cubicle number, if assigned), work phone number, and personal email address. If the County does not have the personal email address on file, this information shall not be provided.

In accordance with the California Public Records Act legislation Section 6254.3 (a)(3), the County will not disclose the home addresses and phone numbers of employees performing law enforcement functions.

3. The Union shall be permitted to make a presentation of up to thirty (30) minutes from 9:00 a.m. – 9:30 a.m. to employees represented by their bargaining unit on the morning they are scheduled to attend their onboarding meeting with the OHR. The OHR will



provide a separate space for the Union representative to meet with the employee(s) during this timeframe at Probation's HR Administrative Office.

If, for any reason, the Union will not be present for a scheduled new employee onboarding presentation, the designated representative shall notify the OHR at least three (3) business days prior to the scheduled onboarding session.

If for any reason the Alameda County Probation Department's Office of Human Resources (OHR) discontinues the new employee onboarding meeting, either party may request to meet and confer to negotiate a new term under AB 119.

**3.C. PAYROLL DEDUCTIONS AND PAYOVER.** Upon certification by the Union that an employee has signed an authorization for the deduction of Union membership dues, designated fees, and/or political action fund (i.e., D.R.I.V.E.) (hereinafter "contributions"), the County shall deduct the appropriate contributions as established and as may be changed from time to time by the Union from employee's pay and remit such contributions to the Union. The County shall promptly pay over to the designated payee all sums so deducted. Employee requests to cancel or change such contributions must be directed to the Union, rather than the County.

No later than December 1<sup>st</sup> of each year, the County shall provide to the Union the County's official annual calendar showing paydays for the following year. The effective date of the deductions and/or revocations of any existing authorizations for employees shall be the payday Friday following the Union's notification to the County of the deduction authorization or revocation as long as the Union has provided written notice of the authorization/revocation by Monday of the non-payroll week.

Voluntary check-off authorization for Union dues which were executed prior to June 28, 2018 shall remain in full force and effect.

The employee's earnings must be sufficient after other legal and required deductions are made to cover the amount of the dues check off authorized. When an employee is in a non-pay status for an entire pay period, no withholding will be made to cover the pay period from future earnings. In the case of an employee who is in a non-pay status during only part of the pay period, and the salary is not sufficient to cover the full withholding, no deduction shall be made. In this connection, all other legal and required deductions (including health care deductions) have priority over Union dues.

**3.D. HOLD HARMLESS.** The Union 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, and/or from complying with any Union requests for deductions or revocations made pursuant to this Section 3. (Union Security), provided that the County provides notice to the Union 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 Union'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 Union 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 Union dues or fees which the employee was obligated to pay, but failed to pay, regardless of the reasons.

- 3.E. WAIVER OF ELECTION FOR NEWLY-REPRESENTED EMPLOYEES AND NEW REPRESENTATION UNITS.** The accretion of classifications and/or employees to the representation units set forth in Section 3.B.1. (Agency Shop) of this MOU shall not require an election. The recognition of newly-established bargaining units and the inclusion of same within Section 1. (Recognition) of this MOU shall also not require.

**SECTION 4. ACCESS TO EMPLOYEES; USE OF BULLETIN BOARDS; USE OF COUNTY FACILITIES; MEETINGS**

- 4.A. ACCESS TO EMPLOYEES.** Authorized representatives of the Union shall have the right to contact individual employees working within the representation unit represented by the Union in County facilities during business hours on matters within the scope of representation, provided prior arrangements have been made for each such contact with the Agency/Department Head or a designated representative. The Agency/Department Head or the Agency/Department Head's designated representative shall grant permission for such contact if, in his/her judgment, it will not disrupt the business of the work unit involved. When contact on the work location is precluded by confidentiality of records or of work situation, health and safety of employees or the public, or by disturbance to others, the Agency/Department Head or the Agency/Department Head's designated representative shall have the right to make other arrangements for contact location removed from the work area.
- 4.B. USE OF BULLETIN BOARDS.** Reasonable space shall be provided on bulletin boards as specified by Agency/Department Heads for use by employees and the Union to communicate with departmental employees. Material shall be posted upon the bulletin board space designated and not upon 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 by the sponsor when no longer timely.
- 4.C. USE OF COUNTY FACILITIES.** County facilities may be made available for use by employees and the Union. Such use shall not occur during regular working hours other than the lunch period. Application for such use shall be made to the management person under whose control the facility is placed. Employees attending meetings under this subsection during duty hours may do so only on duly requested and authorized leave time.
- 4.D. MEETINGS.** Meetings of authorized representatives of the Union and a group of employees shall not be permitted during working hours except as provided in 4.C. (Use of County Facilities) above. The Agency/Department Head may, upon timely application, allow meetings of a representative of a recognized employee organization and a group of employees during the lunch period in County facilities and at convenient dates. No contacts shall be permitted during working hours with employees regarding membership, collection of monies, election of officers, or other similar internal employee organizational business, except as provided in subsection 5.E.1. (Shop Stewards Working Full Time) in

reference to attending New Employee Orientation. Employees attending recognized organization meetings are not on County business.

- 4.E. DATA TO UNION.** The County shall provide a list of the names, classifications, department, work location, work telephone numbers and work and personal email addresses on file with the County of all existing bargaining unit members four (4) times annually as provided in subsection 5.F. (Quarterly Reports) in accordance with the Sideletter of Agreement addressing the Union Access to New Employee Orientation.

## **SECTION 5. SHOP STEWARD**

- 5.A. PURPOSE.** The County recognizes the need and affirms the right of the Union to designate shop stewards from the employees in Bargaining Units R072 and R037. It is agreed that the Union in appointing such shop stewards does so for the purpose of promoting an effective relationship between the County administration and employees by helping to settle problems at the lowest level of supervision.
- 5.B. QUARTERLY MEETINGS.** The Probation Department agrees to meet on a quarterly basis with representatives of the Union or more frequently by mutual agreement. The purpose of the quarterly meetings is for the Probation Department administration and the Union to meet and discuss issues and matters of mutual concern in an effort to promote mutual effectiveness, efficiency and understanding.
- 5.C. ROLE OF SHOP STEWARD AND SUPERVISOR.** The shop steward recognizes the fact that the supervisor is the key person in the department and, as such, is responsible to higher management for the quality and quantity of the work. As the supervisor is the key person for management, the shop steward is the key person for the Union. They must promote and maintain good morale and friendly relations and must be willing to meet in good faith to settle grievances as they arise, exercising a positive approach. There must be mutual respect on both sides in these relations. The shop steward understands that the shop steward function does not relieve the representative from conforming to all rules of conduct and standards of performance established by law, regulation, County or department policy or MOU.
- 5.D. SELECTION OF SHOP STEWARD.** The location and number of stewards shall be mutually agreed upon by the department and the Union. The Union shall reserve the right to designate the method of selection of shop stewards. The Union shall notify the Agency/Department Head in writing of the names of the shop stewards and the area they represent. The Agency/Department Head will be notified in writing by the Union of any subsequent changes regarding shop stewards and who they are replacing.
- 5.E. SHOP STEWARD RELEASE TIME.**
- 1. SHOP STEWARDS WORKING FULL TIME.** After obtaining supervisory permission, shop stewards will be permitted to leave their normal work area during on-duty time not to exceed four (4) hours per week in order to assist in investigation of the facts and assist in presentation of a grievance or to present at the Probation Department's New Hire Orientation when a new employee in the chapter is in attendance.
  - 2. SHOP STEWARDS WORKING LESS THAN FULL TIME.** After obtaining supervisory permission, shop stewards employed two-fifths (2/5<sup>th</sup>) time or more, but less than full

time, will be permitted to leave their normal work area during on-duty time not to exceed two (2) hours per week in order to assist in investigation of facts and assist in presentation of a grievance or to present at the Probation Department's New Hire Orientation when a new employee in the chapter is in attendance.

The steward's workload may be adjusted to the extent the Agency/Department Head feels it is appropriate.

**3. RELEASE TIME REASONS.**

- a. Grievances. To obtain permission to investigate a grievance on on-duty time, the shop steward shall advise the supervisor of the grievant of his/her investigation of the facts and the general nature of the grievance. The shop steward is permitted to discuss the problem with all employees immediately concerned and, if appropriate, to attempt to achieve settlement with the supervisory personnel involved. Agencies, wards, clients, detainees and outside interested parties will not be contacted by shop stewards as part of the grievance process. The employee may be represented by a shop steward at such time as a grievance is reduced to writing.

If, in the judgment of the supervisor, because of the necessity of maintaining adequate level of services, permission cannot be granted immediately to the shop steward in order to present or investigate a grievance during on-duty time, such permission shall be granted by the supervisor no later than the next working day from the day the shop steward was denied permission.

- b. New Employee Orientation. To obtain permission to present at the Department's New Employee Orientation, the Union's designated representative shall request release time to the authorized representative in the department's Human Resources Office, at least three (3) working days prior to the orientation, who shall coordinate with the appropriate supervisors of the Union representative.
- c. Timekeeping. For leave taken under subsections 5.E.3.a. and 5.E.3.b., the shop steward shall report such time to his/her supervisor as shop steward leave (payroll code UNI) for timekeeping purposes.
- d. Meet and Confer and LMC. Stewards/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.

- 5.F. QUARTERLY REPORTS.** The County shall provide a list of the name, classification, department, work location, work telephone numbers, work and personal email address on file with the County of all existing bargaining unit members on record as of the pay period containing March 1, June 1, September 1, and December 1 of each year, respectively. The list shall be provided to the Union by the last Friday of the month in March, June, September, and December of each year, respectively. If the County does not have the personal email address on file, the information shall not be provided.

In accordance with the California Public Records Act legislation Section 6254.3 (a)(3), the County will not disclose the home addresses and phone numbers of employees performing law enforcement functions.

- 5.G. NUMBER AND CHANGES OF SHOP STEWARDS.** It is agreed that the Union and the department will maintain positions known as shop stewards within Bargaining Unit R072 and Unit R037. The shop steward shall be selected from locations throughout the County by the Union. It is agreed that the County shall not attempt to transfer any shop stewards of the Union for reasons associated with his/her duties as shop steward. If a shop steward is assigned to another position by the County, the Union shall have the right to immediately replace the individual with another shop steward. Should the Union wish to change shop stewards during a grievance procedure, it may do so provided that only one (1) steward shall be allowed time off from work at any one time to investigate or settle the grievance.
- 5.H. LIMITATIONS ON TIME OFF.** Shop Stewards shall not be permitted time off from their work assignments for the purpose of conducting general Union business.

## **SECTION 6. HOURS OF WORK; SCHEDULES AND SHIFTS; REST PERIODS**

- 6.A. HOURS OF WORK DEFINED.** Hours worked, including all hours suffered to be worked, shall include all time not under the control of the employee whether such hours are worked in the County's workplace, or in some other place where the employee is carrying out the duties of the County.
- 6.B. WORK DAY AND WORK WEEK.** Except for employees in the classification of Probation Intern.
1. The "work week base" as used herein, shall mean an amount of hours in a work week which is equivalent to the full-time hours listed for classifications as enumerated in Appendix A.
  2. The normal work day shall be eight (8) hours; the normal work week base shall be forty (40) hours.
- 6.C. WORK SCHEDULES AND SHIFTS.** Except for employees in the classification of Probation Intern, the responsible management authority shall prepare a schedule showing the days and hours each employee in his/her area is to work. Except under unforeseeable circumstances, each management authority shall make every reasonable effort to assure that no employee shall have more than one (1) change of shift in any work week and that the employee shall be off duty no less than twelve (12) hours prior to working the new shift. An employee may work planned variations of the normal workday or workweek provided that his/her immediate supervisor and the Agency/Department Head have given written approval for the planned variation program.
- 6.D. BIWEEKLY WORK SCHEDULE FOR DEPUTY PROBATION OFFICERS.** Notwithstanding subsections 7.B (How Overtime is Authorized) and 7.C (Overtime Compensation) of this MOU, in those cases in which Deputy Probation Officers working in the Probation Department and the Chief Probation Officer or his/her designee agree to a fixed flexible work schedule, the Deputy will work no more than forty (40) hours in a designated 7-day

work period. Any flexible work schedule shall begin and/or end on dates which agree with the County's biweekly pay periods. Employees will be entitled to overtime compensation only for approved time worked in excess of forty (40) hours in a 7-day period. Deputy Probation Officers subject to a flexible work schedule shall not be entitled to more than eight (8) hours off with pay on paid holidays and shall be required to makeup during the pay period in which the holidays falls the difference between eight (8) hours and the length of the work day which the employee would have been scheduled to work had the holiday been a normal work day on the adjusted schedule. The employee shall not be entitled to overtime compensation for working said holiday makeup hours. If an employee is scheduled to work less than eight (8) hours on a holiday, an employee shall be entitled to eight (8) hours of time off.

- 6.E. CLASSIFICATIONS AND POSITIONS ELIGIBLE FOR FLEXIBLE SCHEDULE.** The Chief Probation Officer or his/her designee shall, in his/her discretion, determine which, if any, classifications and positions shall be eligible for the flexible work schedule and retains the right, upon appropriate notice to the Union and after meeting and conferring if requested by the Union, to make changes in the classifications and positions eligible for such flexible schedule or to eliminate the program in its entirety.
- 6.F. REST PERIODS.** Each employee shall be granted a rest period of fifteen (15) minutes during each work period of more than three hours duration provided, however, that rest periods are not scheduled during the first or last hour of such period of work. No wage deduction shall be made nor time off charged against employees taking authorized rest periods, nor shall any rights or overtime accrue 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.G. SCHEDULED DAYS OFF.** Except for employees in the classification of Probation Intern, employees shall be scheduled so as to provide two (2) consecutive days off during their workweek. Exceptions to this provision may occur in order to accommodate a mutually agreed upon flexible work schedule where days off may not be scheduled consecutively, or when employees work overtime on their scheduled day off.
- 6.H. TELECOMMUTE POLICY.** Alameda County supports telecommuting through its County-wide telecommuting program. The Chief Probation Officer may, at his or her sole discretion, extend use of this program to Teamsters represented employees. This subsection is not subject to the grievance procedure.

## **SECTION 7. OVERTIME**

- 7.A. OVERTIME DEFINED.** Overtime work is all work performed pursuant to Section 6. (Hours of Work; Schedules and Shifts; Rest Periods), subsection 6.A. (Hours of Work Defined) in excess of the work week set forth in Section 6. (Hours of Work; Schedules and Shifts; Rest Periods), subsections 6.B. (Work Day and Work Week) and 6.C. (Work Schedules and Shifts).

Holidays which fall on an employee's regular day off shall receive compensation at the regular straight-time hourly rate.

**7.B. HOW OVERTIME IS AUTHORIZED.** All hours worked for the County shall be in accordance with the employee's assigned work schedule. Any overtime hours worked shall be pre-approved in advance by the Agency/Department Head or the Agency/Department Head's representative or, in cases of unanticipated emergency, shall be approved by the Agency/Department Head after such emergency work is performed and shall be reported to the assigned supervisor by the next business day.

**7.C. OVERTIME COMPENSATION.** All employees shall receive overtime compensation in cash, in compensating time off, or a combination thereof, at the option of the Agency/Department Head, as follows and consistent with subsection 6.H. (When Compensating Time Off May Be Taken or Paid) herein:

1. The method of compensation for cash payment of overtime worked shall be as follows:

- a. Employees covered by the overtime provisions of the Fair Labor Standards Act shall be paid time and one-half (1.5) for overtime worked as provided above based on the hourly rate defined in 7.E.2. provided, however, that time and one-half (1.5) the employee's Fair Labor Standards Act regular rate defined in 7.E.2. shall be paid for all actual hours worked in excess of 40 hours (excluding holidays and paid leave time) in an employee's designated work period.
- b. Services-as-needed Probation Interns shall be paid time and one-half (1.5) for overtime worked as provided above based on the hourly rate defined in Appendix A. provided, however, that time and one-half (1.5) shall be paid for all actual hours worked in excess of 40 hours in an employee's assigned work week.

**7.D. RATE OF OVERTIME COMPENSATION.** All employees covered by the overtime provisions of the Fair Labor Standards Act shall receive overtime compensation at a premium rate of 1-1/2 the regular straight-time hourly rate. Compensation will be made pursuant to subsection C. (Overtime Compensation) above.

**7.E. RATES DEFINED.**

1. For purposes of this Section, the hourly rate shall be defined as the regular biweekly rate divided by 80.
2. For purposes of this Section, the Fair Labor Standards Act regular rate shall be defined as follows:

An employee's regular rate shall include, in addition to his/her hourly rate as defined in subsection 7.E.1., any applicable salary ordinance footnote and any applicable premium payment pursuant to subsections 13.A. (Split Shift); 13.B. (Night Shift); 13.C. (For Standby Duty); 13.E. (For Temporary Assignment to a Higher Level Position); and 13.G. (Bilingual Pay) of this MOU.

**7.F. FRACTIONS OF LESS THAN ONE-HALF HOUR PERIOD.** Overtime payment shall be compensated in cash or time off in increments of one-tenth (0.1) hour period.

**7.G. WHEN OVERTIME SHALL BE PAID.** Cash compensation for overtime worked shall be paid not later than the completion of the pay period next succeeding the pay period in which such overtime was earned.

**7.H. WHEN COMPENSATING TIME OFF MAY BE TAKEN OR PAID.**

Effective February 7, 2021, Compensatory Time Off (“CTO”) earned may be accrued to a maximum of 120 hours, and any employee who has accumulated 120 hours of CTO shall be paid in cash for all subsequent overtime worked until such time as the employee's CTO balance is reduced below 120 hours.

Scheduling CTO shall be by mutual agreement of the employee and the Agency/Department Head provided that the agency/department may require that an employee adjust his/her work week in order to avoid overtime penalties.

An employee covered by the overtime provisions of the Fair Labor Standards Act who has accrued CTO in accordance with this subsection shall upon separation from County service be paid for unused CTO at a rate of compensation not less than the average regular rate, as defined above, received by such employee during the last three years of employment or the final regular rate received by such employee, whichever is higher. An employee shall be paid off for any unused in lieu and/or CTO, up to a maximum of 120 hours, upon resignation/reinstatement or transfer to another agency/department. An employee shall be paid off for unused in lieu and/or CTO, up to a maximum of 120 hours, prior to appointment from a position which is eligible to accrue compensatory or in lieu time off to one which is not eligible to accrue compensatory or in lieu time off.

- 1. Compensatory Time Off Accrual and Use for Non-Industrial Leave:** An employee who receives prior written approval from the Chief Probation Officer or his or her designee for continuous leave as provided in subsections 8.C. (Military Leave); 8.N. (Pregnancy & Child Bonding Leave); 8.O. (Child Bonding Leave); or the Federal Family and Medical Leave Act (FMLA) and who is required to remain off work for more than two (2) consecutive weeks, may exceed the CTO maximum accrual noted in 7.H. (When Compensatory Time Off May be Taken or Paid) above, to a maximum of 240 hours. An employee who receives approval under this subsection 7.H.1., shall utilize his or her CTO before utilizing his or her accrued vacation. Upon return from the approved leave as provided herein, the employee shall have his or her CTO balance, in excess of the 120 hours maximum accrual authorized in subsection 7.H. (When Compensatory Time Off May be Taken or Paid) paid in cash at the employee’s regular rate of pay.

**SECTION 8. LEAVES OF ABSENCE**

**8.A. LEAVE MAY NOT EXCEED NINE MONTHS.** Except for employees in the classification of Probation Intern, 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.



**8.B. NO LEAVE TO ACCEPT OUTSIDE EMPLOYMENT.** A leave of absence without pay may not be granted to a person accepting either private or public employment outside the service of the County of Alameda, except as hereinafter provided.

**8.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. When an employee receives notice that he/she is to report for military duty, as soon as reasonably practicable, he/she shall notify his/her supervisor of the effective date and duration of such leave. Upon the employee's receipt of the written military orders, the employee, or his/her agent, shall promptly present to the supervisor a copy of his/her 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 during ordered military leave, including necessary travel time. The 240-hour limit reflects the equivalent of 30 eight (8) hour days but is designated in hours to account for alternative work schedules.
2. During the period specified in 8.C.1. above, the employee shall be entitled to receive pay only for those hours which the employee would have been 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 he/she 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 he/she 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.

**8.D. TEMPORARY APPOINTMENT DUE TO MILITARY LEAVE.** An Agency/Department Head may grant an employee a leave of absence without pay from his/her position to permit such an 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.

**8.E. EDUCATIONAL LEAVE.** Except for employees in the classification of Probation Intern, 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.

**8.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.

**8.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.

**8.H. LEAVES OF ABSENCE TO ACCEPT APPOINTMENT TO ANOTHER POSITION IN THE CLASSIFIED SERVICE.**

Except for employees in the classification of Probation Intern an employee having tenure in a classification in the classified civil service who is appointed to another classification in the classified service of the County may be granted a leave of absence without pay from the position to which he/she has tenure until he/she obtains tenure to such other position, or his/her 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.

**8.I. LEAVE FOR PARTICIPATION IN EXAMINATION PROCESS.**

Upon 48 hours advance notice by the employee to his/her supervisor, an employee shall be granted paid leave while participating in an Alameda County examination which is scheduled during the employee's working hours. Sufficient paid leave shall be granted to permit the employee to travel between the workplace and the testing site. Examinations for jurisdictions other than the County of Alameda are exempted from this provision.

**8.J. LEAVE FOR PARTICIPATING IN SELECTION PROCESS.**

Upon 24 hours advance notice by the employee to his/her supervisor, an employee who has received a certification for an Alameda County employment interview shall be granted paid leave while participating in the interview scheduled during the employee's working hours. Sufficient paid leave shall be granted to permit the employee to travel between the workplace and the site of the interview. Interviews for jurisdictions other than the County of Alameda are exempted from this provision.

**8.K. LEAVE FOR JURY DUTY OR IN ANSWER TO A SUBPOENA.**

Leave of absence with pay shall be granted to a person while going to and from court and serving on jury duty or answering a subpoena as a witness. Any jury or witness fee awarded to such person shall be deposited with the County Treasurer. Any person assigned to an afternoon or evening shift shall be entitled to equal time off as a leave with pay from his/her next regularly scheduled shift for all time spent while going to and from court, serving on jury duty or answering a subpoena as a witness. Equivalent leave with pay shall be granted to any such employee who is scheduled to work a shift other than a day shift, said leave to be granted during his/her next succeeding work shift. On any day of jury service or when answering such subpoena during which an employee is excused entirely or in sufficient time to permit the employee to return to work for a minimum of one-half (1/2) of the employee's regular scheduled shift, the employee shall be required to do so and the pay provided for herein shall be reduced accordingly. When stand-by jury duty is available, the employee shall apply for such option.

- 8.L. DISABILITY LEAVE FOR OTHER EMPLOYMENT.** Anything in this MOU to the contrary notwithstanding, any person who, because of illness or injury, is incapable of performing his/her 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.
- 8.M. PERSONAL DISABILITY LEAVE.** Except for employees in the classification of Probation Intern employees with tenure shall be entitled to leaves of absence without pay for not more than two (2) segments aggregating to no more than ninety (90) calendar days within any four (4) year period of continuous employment upon presentation of acceptable proof of his/her personal disability. Before such leave, the employee must have used all accrued vacation, paid sick leave or compensating time off, unless the employee is receiving accrued vacation, paid sick leave or compensating time off as a supplement to disability insurance benefits under Section 16. (Disability Insurance Benefits) of this MOU, in which event, the employee shall be entitled to personal disability leave. But the employee's entitlement to personal disability leave shall be reduced by the hourly equivalent of the disability insurance payment (hours of personal disability deducted per pay period equals two (2) times the employee's weekly disability insurance entitlement divided by the employee's normal hourly rate) provided, however, that an employee who has exhausted paid leave balances and is receiving disability insurance only shall have personal disability leave deducted on a day-for-day basis. Such leave may be extended by mutual agreement of the employee and the Agency/Department Head.

For the purposes of this Section, time during which a person is temporarily not employed by the County, if followed by reemployment within four (4) years, shall not be considered as an interruption of continuous employment; but the period of time such employee is not employed shall not be counted in computing the four years of continuous employment for the purpose of qualifying for the two (2) segments aggregating to no more than ninety (90) calendar days.

The Agency/Department Head may require acceptable proof of the employee's ability to return to work provided that the Agency/Department Head shall notify the employee in writing of such requirement in advance. If the submitted proof is deemed unacceptable, the Agency/Department Head shall immediately notify the employee in writing of existing deficiencies in the submitted proof. Employees granted leave under this paragraph shall be returned to the same classification 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 his/her best effort herein shall not be subject to the grievance procedure.

- 8.N. PREGNANCY AND CHILD BONDING LEAVE.** An employee is entitled to receive a pregnancy and child bonding leave for up to six months. The scheduling of child bonding leave (either on FMLA or CFRA) on an intermittent basis and/or requests for a reduced workweek schedule are subject to mutual agreement by the employee and Department Head as allowed by law.

The employee shall be entitled to sick leave, when eligible, with pay accumulated pursuant to subsection 11.D. (Cumulative Sick Leave Plan) during the period of pregnancy and child

bonding leave. Sick leave must be applied when the employee is medically incapacitated. Such an employee may elect to take accrued vacation or compensating time off, when eligible, during the period of pregnancy and child bonding leave.

Notwithstanding the above, the employee is 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.

Pregnant employees working in institutional settings where it is not unreasonable to assume that the nature of the work required could jeopardize the health of the employee may be temporarily reassigned by the County to less hazardous duty or, in the event such reassignment is not feasible, may be required to extend the pregnancy leave period through provisions of subsection M. (Personal Disability Leave) above to an amount satisfactory to the County.

Once an employee's leave balances are exhausted, the County may fill the position vacated by such leave with another permanent employee. Employees returning from pregnancy and child bonding leave shall be reinstated to the same classification from which leave was taken and the County 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. Agency/Department Head shall state reason(s) for decision in writing if denying the return of such employee to the same geographical location, shift and/or same specialization within a classification, and allow, if requested, for a meeting with the Agency/Department Head to discuss the decision. Questions as to whether or not the County has used its best effort herein shall not be subject to the grievance procedure.

**8.O. CHILD BONDING LEAVE.** A prospective father, spouse, domestic partner, or adoptive parent is entitled to child bonding leave of up to 12 weeks in a twelve (12) month period, within one (1) year of the qualifying event. Child bonding leave runs concurrent with FMLA/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 Department Head as allowed by law. To be eligible for such leave, an employee must have worked at least twelve (12) months for the County and at least 1,250 hours during the twelve (12) months preceding the first day of leave. 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 to fathers, spouses, domestic partners, or adoptive parents unless they are otherwise eligible to use it as provided in subsections 11.D. (Cumulative Sick Leave Plan) and 11.I. (Family 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 his/her 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 made its best effort herein, shall not be subject to the grievance procedure.

**8.P. DEATH IN IMMEDIATE FAMILY.** A regularly scheduled employee may be granted leave by the Agency/Department Head for a period not to exceed three days because of death in the immediate family. Except for employees in the classification of Probation Intern, an additional two (2) days leave may be granted by the Agency/Department Head and charged to the employee's accrued sick leave balance in the event that one-way travel in excess of 300 road miles from the employee's residence is required. Entitlement to leave of absence under this Section shall be only for all hours the employee would have been scheduled to work for those days granted, and, insofar as the first three days are concerned, shall be in addition to any other entitlement for sick leave, emergency leave, or any other leave. For purposes of this Section, "immediate family" means mother, step-mother, father, step-father, husband, wife, domestic partner (as defined in Appendix B), son, step-son, daughter, step-daughter, brother, sister, mother-in-law, father-in-law, foster parent, foster child, grandparent, grandchild or any other person sharing the relationship of in loco parentis; and, when living in the household of the employee, a brother-in-law, and sister-in-law.

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

Paid leave under this section may be granted only for those days or fractions thereof on which the employee would have been regularly scheduled to work and would have worked but for the bereavement leave.

For employees in the classification of Probation Intern, paid leave under this section may be granted only for those days or fractions thereof on which the employee would have been regularly scheduled to work and would have worked but for the bereavement leave.

**8.Q. UNION BUSINESS LEAVE BANK.** Employees subject to the provisions of this MOU may donate vacation, compensatory time or in lieu holiday time into Union Business Leave Bank for the sole and exclusive use of the Union Stewards for attendance at meetings, seminars, conferences or conventions on behalf of the Union. The Union Stewards are expected to perform his/her duties as a representative of the Union on his/her own time. However, it is recognized that occasionally it will be necessary to attend to Union business during normal working hours. Where such activities are necessarily or reasonably to be performed during normal working hours, the Union Business Leave Bank may be utilized.

**Eligibility:**

1. Employee donations to the Union Business Leave Bank shall be made in full-day increments of eight (8) hours. Total hours donated to the Bank may not exceed 144 hours in a fiscal year.
2. The donor employee may donate vacation, compensatory time or in lieu holiday which shall be converted to the recipient employee's hourly value on a dollar-for-dollar basis when utilized. Time donated in any pay period may be used in the following pay periods. No retroactive donations will be permitted. Hours donated are not revocable.
3. Requests by the Union for use of leave from the Union Business Leave Bank for absences from duty to attend to Union business will be made in writing to the

Agency/Department Head. Requests for use from the Union Business Leave Bank will not be unreasonably denied.

4. The County will provide the Union with a Leave Bank balance on a quarterly basis.

**SECTION 9. HOLIDAYS**

**9.A. HOLIDAYS DEFINED.** Employees in the classification of services-as-needed Probation Interns are excluded from the provisions of Section 9. (Holidays) Paid holidays shall be:

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

All other days appointed by the President of the United States or the Governor of the State of California as a nation-wide or state-wide 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 or more members of the Board of Supervisors. Four floating holidays are to be scheduled by mutual agreement of the employee and his/her Agency/Department Head and taken within the calendar year. Each employee hired prior to July 1 of each year shall be entitled to the floating holidays. Employees hired on or after July 1 of any calendar year are not eligible to receive the floating holidays in that calendar year. Less than full-time employees shall be entitled to prorated floating holidays based on a proration of hours the employee is regularly scheduled to work as of January 1. Effective January 1 of the year following adoption of this MOU, 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 days of floating holidays (32 hours for 80 hour per pay period employee and 30 hours for 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.

**9.B. VALUE OF A HOLIDAY FOR PURPOSES OF TIME OFF AND/OR CASH COMPENSATION.** The value of a holiday, for purposes of time off and/or cash compensation, which falls during a pay period is one tenth (1/10) of an employee's time spent in paid status during said scheduled pay period, excluding overtime. The maximum potential

value of a holiday is eight (8) hours for a classification normally scheduled to work eighty (80) hours per pay period.

- 9.C. NUMBER OF HOLIDAYS FOR SHIFT WORKERS.** Except as provided in subsection D. (Holidays to be Observed on Work Days) hereof, no employee assigned to shift work shall receive a greater or lesser number of holidays in any calendar year than employees regularly assigned to work during the normal workweek, regardless of how the holiday is compensated. The intent of this Section is to compensate each employee for each holiday defined in Section 9.A. (Holidays Defined) whether compensation is in cash or time off.
- 9.D. HOLIDAYS TO BE OBSERVED ON WORK DAYS.** In the event that January 1; February 12, known as "Lincoln's Birthday"; July 4; 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 subsection shall fall on a Sunday, said holiday shall be observed on the following Monday. A day proclaimed as a nation-wide or state-wide public holiday, day of fast, day of mourning, or day of thanksgiving and approved in writing by three 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.
- If an employee works on both December 25 and the designated holiday; January 1 and the designated holiday; or July 4 and the designated holiday, he/she will be compensated at the premium rate for December 25, January 1, or July 4 only.
- 9.E. HOLIDAY COMPENSATION.** Holidays not worked shall be compensated at straight time for eight (8) hours. Holidays which fall on an employee's regular day off shall receive compensation at the regular straight-time hourly rate. In the event any employee shall work longer than the normal workweek as set forth in Section 6. (Hours of Work; Schedules and Shifts; Rest Periods) of this agreement by virtue of having worked a holiday as set forth above, said employee shall be compensated at a premium rate of 1.5 (time and a half) the regular straight time hourly rate, as provided in subsection 7.D. (Rate of Overtime Compensation).
- 9.F. ELIGIBILITY FOR HOLIDAY PAY.** To be eligible for holiday pay, an employee must be on paid status the employee's scheduled workday before and the employee's scheduled workday after the holiday. This subsection does not apply to floating holidays.
- 9.G. CONFORMITY WITH STATE HOLIDAYS.** In the event the legislature shall amend Section 6700 of the Government Code to change the date of a holiday listed in subsection A. (Holidays Defined) hereof is observed, employees subject to this agreement shall celebrate said holiday in conformity with the State. This subsection shall not be applied so as to increase or decrease the number of holidays set forth in subsection A. (Holidays Defined) or subsection H. (Exempt Work Situations) hereof.
- 9.H. EXEMPT WORK SITUATIONS.** Time spent in study courses, seminars, and meetings of professional groups is exempt from the provisions of this Section.

**SECTION 10. VACATION LEAVE.**

Employees in the classification of services-as-needed Probation Interns are excluded from the provisions of Section 10. (Vacation Leave).

Effective August 16, 2025, provisions of subsections 10.A. (For Persons Hired Prior to January 10, 2010) and 10.B. (For Persons Hired on or After January 10, 2010) shall no longer apply.

**10.A. FOR PERSONS HIRED PRIOR TO JANUARY 10, 2010.** Employees whose employment began prior to January 10, 2010, shall accrue vacation leave as follows:

| Vacation Accrual Rate<br>Years of Service |  | Vacation<br>Accrual<br>Rate |
|---|--|-----------------------------|
| 0 to 4 Years                              | (Through the completion of 104 full-time bi-weekly pay periods of continuous employment.)  | 2-Weeks<br>(80-Hours)       |
| 4 to 11 Years                             | (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.)  | 3-Weeks<br>(120-Hours)      |
| 11 to 20 Years                            | (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.) | 4-Weeks<br>(160-Hours)      |
| 20+ Years                                 | (After the completion of 520 full-time biweekly pay periods (20 years) of continuous employment.)  | 5-Weeks<br>(200-Hours)      |

**1. Limitation on Unused Vacation Leave Balances.** Employees whose employment began prior to January 10, 2010, maximum unused vacation leave balances allowable prior to the pay period containing January 1 of any calendar year shall be no more than two (2) times the employee's vacation accrual rate, and shall be allowable as follows:

| Accrual Service Time                             | Vacation<br>Accrual Rate | Maximum<br>Unused<br>Balance |
|--|--------------------------|------------------------------|
| 0 to 4 Years (Up to 104 biweekly pay periods.)   | 2-Weeks<br>(80 Hours)    | 4-Weeks<br>(160 Hours)       |
| 4 to 11 Years (After 104 biweekly pay periods.)  | 3-Weeks<br>(120 Hours)   | 6-Weeks<br>(240 Hours)       |
| 11 to 20 Years (After 286 biweekly pay periods.) | 4-Weeks<br>(160 Hours)   | 8-Weeks<br>(320 Hours)       |
| 20+ Years (After 520 biweekly pay periods.)      | 5-Weeks<br>(200 Hours)   | 10-Weeks<br>(400 Hours)      |

It is the responsibility of the employee and first-line supervisor to monitor vacation leave balances to make every effort to ensure that employees' vacation balances do not exceed the limitations set forth above. Effective the pay period containing January 1, 2004, and every such pay period containing January 1 thereafter, the vacation leave balance of any employee which exceeds the maximum allowable vacation balance will be paid in cash.



**10.B. FOR PERSONS HIRED ON OR AFTER JANUARY 10, 2010.** Employees whose employment began on or after January 10, 2010, shall accrue vacation leave as follows:

| Vacation Accrual Rate<br>Years of Service |  | Vacation<br>Accrual<br>Rate | Maximum<br>Balance         |
|---|--|-----------------------------|----------------------------|
| 0 to 4 Years                              | (Through the completion of 104 full-time bi-weekly pay periods of continuous employment, up to a maximum of 4-weeks.)  | 2-Weeks<br>(80-Hours)       | 4-Weeks<br>(160<br>Hours)  |
| 4 to 11 Years                             | (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 of 6-weeks.)  | 3-Weeks<br>(120-Hours)      | 6-Weeks<br>(240<br>Hours)  |
| 11 to 20 Years                            | (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 of 8-weeks.) | 4-Weeks<br>(160-Hours)      | 8-Weeks<br>(320<br>Hours)  |
| 20+ Years                                 | (After the completion of 520 full-time biweekly pay periods (20 years) of continuous employment, up to a maximum of 10-weeks.)   | 5-Weeks<br>(200-Hours)      | 10-Weeks<br>(400<br>Hours) |

**10.C. ALL EMPLOYEES EFFECTIVE AUGUST 16, 2025:** Effective August 16, 2025, all employees shall accrue vacation leave as follows:

| Vacation Accrual Rate<br>Years of Service |   | Vacation<br>Accrual<br>Rate | Maximum<br>Balance        |
|---|---|-----------------------------|---------------------------|
| 0 to 4 Years                              | (Through the completion of 104 full-time bi-weekly pay periods (4-years) of continuous employment, up to a maximum of 4-weeks.)   | 2-Weeks<br>(80-Hours)       | 4-Weeks<br>(160<br>Hours) |
| 4 to 11 Years                             | (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 of 6-weeks.) | 3-Weeks<br>(120-<br>Hours)  | 6-Weeks<br>(240<br>Hours) |
| 11 to 20 Years                            | (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, p to a maximum of 8-weeks.) | 4-Weeks<br>(160-<br>Hours)  | 8-Weeks<br>(320<br>Hours) |

| Vacation Accrual Rate<br>Years of Service |  | Vacation<br>Accrual<br>Rate | Maximum<br>Balance         |
|---|--|-----------------------------|----------------------------|
| 20+ Years                                 | (After the completion of 520 full-time biweekly pay periods (20 years) of continuous employment, up to a maximum of 10-weeks.) | 5-Weeks<br>(200-<br>Hours)  | 10-Weeks<br>(400<br>Hours) |

1. Effective August 16, 2025, 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 maximum balance falls below the 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, 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 balance.

**10.D. CASH PAYMENT UPON TERMINATION.** An employee who accrues vacation pursuant to Section 10. (Vacation Leave), 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, for unused vacation accrued to the date of his/her separation.

1. Cash Payment in Lieu of Vacation Leave: Employees covered under subsections 10.A. (For Persons Hired Prior to January 10, 2010) and 10.B. (For Persons Hired on or After January 10, 2010), shall have the primary responsibility to schedule and take sufficient vacation leave to reduce their accrued vacation leave balances to levels which do not exceed the maximum amount. 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 maximum amount. Effective August 16, 2025, this subsection 10.D.1. shall no longer apply.

**10.E. DATE WHEN VACATION CREDIT STARTS.** Vacation credit shall begin as of the date of employment. In the event the date of employment is not on the first day of the pay period, then the vacation credit for that pay period shall be prorated in accordance with the actual time worked in the pay period.

**10.F. WHEN FIRST VACATION IS DUE.** The first vacation leave for any employee shall be due only after the completion of at least one hundred thirty (130) working days of employment, except as provided in subsection 10.K. (When Vacation Leave May Be Taken) hereof.

**10.G. MAXIMUM VACATION LEAVE.** An employee shall be allowed to take one and one-half time his/her annual vacation accrual during any calendar year, provided that he/she has accumulated sufficient unused vacation leave.

An employee, with the permission of his/her Agency/Department Head, or Agency/Department Head's designee, may take vacation in excess of one and one-half (1.5) times his/her annual vacation accrual during any calendar year, if he/she has accumulated sufficient unused vacation leave.

- 10.H. DEFINITIONS.** For the purpose of this Section, "working day" shall mean any day upon which an employee would normally be required to work.
- 10.I. EFFECT OF LEAVE WITHOUT PAY ON VACATION CREDIT.** No vacation credit shall be earned during the period when an employee is absent on leave without pay.
- 10.J. EFFECT OF ABSENCE ON CONTINUOUS SERVICE.** Absence on authorized leave without pay, and time during which a person is laid off because his/her services are not needed, and time during which a person is 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 10. (Vacation Leave); but the period of time such employee is absent on authorized leave without pay or so laid off or so temporarily not employed shall not be counted in computing such years of continuous employment for the purpose of this Section 10. (Vacation Leave), provided that, for the purposes of qualifying for 20 working days' vacation leave, where a person has been employed by the County without interruption for the previous ten (10) years, all service of such employee shall be deemed to have been continuous.
- 10.K. WHEN VACATION LEAVE MAY BE TAKEN.** Paid leave may be granted 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.

Scheduling of vacation leave shall be by mutual agreement of the employee and the Agency/Department Head or the Agency/Department Head's representative. An employee shall be allowed to divide vacation leave in any calendar year into two (2) segments. An Agency/Department Head, at his/her discretion, may grant an employee additional segments of vacation. These segments are to be in addition to any segments of vacation leave used as personal leave as defined in subsection 10.L. (Personal Leave).

Deputy Probation Officers shall be allowed two "cut-off" periods per calendar year for the purpose of scheduling vacations. During a "cut-off" period, no new cases may be assigned.

Seniority in the County service among employees in a classification and working unit, consistent with department operating requirements, shall be the basis on which vacation schedule conflicts are resolved. In any calendar year the first such conflict shall be resolved in favor of the most senior employee. Subsequent vacation schedule conflicts shall be resolved in favor of the most senior employee who has not, by virtue of his/her senior position, previously had such a conflict resolved in his/her favor during the calendar year. In the event of vacation schedule conflicts among employees, all of whom have, by virtue of their senior positions, had such conflicts resolved in their favor during the calendar year, the senior employee who has had the least number of such conflicts resolved in his/her favor shall prevail.

- 10.L. PERSONAL LEAVE.** An employee shall be allowed two (2) days in any calendar year from his/her regular vacation allowance for personal leave. An Agency/Department Head shall not deny a request for this leave except for reasons critical to the operation of his/her department. Such personal leave shall be in segments of one (1) hour or more.

**10.M. RATE OF VACATION PAY.** Compensation during vacation shall be at the rate of compensation as set forth for each classification in Appendix A which such person would have been entitled to receive while in active service, including premium pay pursuant to subsections 13.A. (Split Shift), 13.B. (Night Shift), and 13.H. (Post Assignments) hereof, during such vacation period.

**10.N. VACATION PURCHASE PLAN.**

1. Only those full-time employees who accrue 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 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 a participating employee moves between a 40-hour per week position and a 37.5-hour per week position, he/she shall carry over his/her 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 10.N.1.h.iii 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 first 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.
  - j. For purposes of cash payment of vacation leave, vacation purchased pursuant to this subsection 10.N. (Vacation Purchase Plan) shall be combined with vacation accrued. Said combined vacation balance shall be subject to the cash payment in lieu of vacation leave as set forth in subsection 10.D. (Cash Payment Upon Termination) and subsection 10.D.1. (Cash Payment in Lieu of Vacation Leave) of this MOU.
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 employee's 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. Employees accruing vacation at greater than the two (2) week per year rate are not eligible to purchase vacation.
  4. The County retains the right to eliminate vacation purchase upon appropriate notice to the union, and after meeting and conferring if requested, during the term of this MOU.

**10.O. VACATION SELLBACK.**

1. Employees accruing vacation at a rate of 10 or 15 working days:

- a. Effective fiscal year 2017/2018, any employee accruing vacation at a rate of 10 or 15 working days per year may receive equivalent cash payment for five (5) vacation days per fiscal year.
  - b. Effective fiscal year 2021/2022, any employee accruing vacation at a rate of 10 or 15 working days per year may receive equivalent cash payment for ten (10) vacation days per fiscal year.
2. Employees accruing vacation at a rate of 20 working days:
- a. Effective fiscal year 2017/2018, any employee accruing vacation at a rate of 20 working days or more per year may receive equivalent cash payment for ten (10) working days per fiscal year.
  - b. Effective fiscal year 2021/2022, any employee accruing vacation at a rate of 20 working days or more per year may receive equivalent cash payment for fifteen (15) working days per fiscal year.

All such compensation subsections 10.O.1. and 10.O.2. above shall be made in 5-day segments only. This benefit shall be prorated for part-time employees based on the proportion of the normal 40-hour workweek for which the employee is regularly scheduled to work.

The process in which vacation sellback is requested and processed will be in accordance with the County's HRMS timekeeping system.

**10.P. EMPLOYEE ENTRY INTO BARGAINING UNITS COVERED BY THIS MOU.** This subsection applies to employees who come from a County representation unit where the vacation accrual limits are not subject to provisions equivalent to those in subsection 10.B. (For Persons Hired on or After January 10, 2010) or 10.C. (All Employees Effective August 16, 2025) above. These employees shall be subject to provisions outlined in subsection 10.B. (For Persons Hired on or After January 10, 2010), or if hired or enter a bargaining unit covered by this MOU on or after August 16, 2025, shall be subject to the provisions outlined in subsection 10.C. (All Employees Effective August 16, 2025).

Notwithstanding the above, upon entry into this bargaining unit, any employee who has a vacation balance in excess of the two (2) times accrual rate, shall have his/her vacation balance in excess of the maximum balance allowable as provided in subsection 10.B. (For Persons Hired on or After January 1, 2010) and 10.C. (All Employees Effective August 16, 2025) paid in cash by the pay period containing January 1 of the year following his/her appointment into the bargaining unit and the employees shall henceforth be subject to the maximum allowable vacation accrual in subsection 10.C. (All Employees Effective August 16, 2025). 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 maximum balance allowable.

**SECTION 11. SICK LEAVE.**

Employees in the classification of services-as-needed Probation Interns are excluded from the provisions of Section 11. (Sick Leave).

**11.A. SICK LEAVE DEFINED.** As used in this Section, "sick leave" means leave of absence of an employee because of illness or injury other than an industrial illness or injury which renders the employee incapable of performing assigned work or duties for the County and routine medical or dental appointment of the employee.

**11.B. EMPLOYEE DEFINED.** As used in this Section, "employee" means any person holding a regular, provisional, or temporary appointment in the County service, and otherwise subject to the provisions of this MOU.

**11.C. INDUSTRIAL SICK LEAVE WAGE CONTINUATION.** If an employee covered by these provisions of this MOU is incapacitated by illness or injury arising out of or in the course of his/her employment with the County, such employee shall be entitled to pay as provided herein.

1. **California Labor Code Section 4850.**

Starting with an injury dated January 1, 2000 or after, if any Deputy Probation Officer I, Deputy Probation Officer II, or Deputy Probation Officer III, covered by this MOU is incapacitated by illness or injury arising out of or in the course of employment, he/she shall be entitled to the benefits provided for him/her by the California Labor Code Section 4850 et seq. in lieu of sick leave. Employees, who are entitled to pay as provided in the Section, shall not be entitled to pay pursuant to Section 11.C.2. (For Employees Not Covered By the Provisions of 11.C.1.)

If an employee continues to be disabled after eligibility for 4850 benefits has expired, regular Workers' Compensation temporary disability benefits are paid. Eligible 4850 employees may supplement the temporary disability benefits with available accrued leaves, excluding sick leave, up to 100 percent of gross salary. Amount of leave necessary for this purpose is computed for each case by the County Auditor's Office.

For injury or illness occurring on or after February 20, 2011, and the employee continues to be disabled after eligibility for 4850 benefits has expired, regular workers compensation temporary disability benefits are paid. Eligible 4850 employees may supplement the temporary disability benefits with available accrued leaves, excluding sick leave, up to seventy five percent (75%) of gross salary for two hundred seventy (270) days. Amount of leave necessary is computed for each case by the County Auditor's Office.

2. **For Employees Not Covered By the Provisions of 11.C.1.** Such employee shall be entitled to receive industrial sick leave wage continuation commencing with the fourth calendar day of such incapacity equal to the difference between eighty percent (80%) of his/her normal salary and the amount of any Workers' 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 such incapacity.

- a. **Use of Accrued Leaves Prior to February 20, 2011.** For injuries occurring prior to February 20, 2011, following one (1) calendar year, cumulative sick leave may be granted to supplement temporary disability payments to provide the disabled employee a total of eighty percent (80%) of salary (amount of sick leave necessary for this purpose is computed for each case by the County Auditor's Office).

Effective for any injury that occurs on or after February 20, 2011, such injured employees shall be entitled to receive industrial sick leave wage continuation commencing with the fourth calendar day of the incapacity. The industrial sick leave wage continuation shall be equal to the difference between seventy five percent (75%) of his/her 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 two hundred seventy (270) days from the date of sickness or injury resulting in the incapacity.

- b. **Use of Accrued Leaves on or After February 20, 2011.** For injuries and illnesses occurring on or after February 20, 2011, following the 270 calendar days from the date of sickness or injury, cumulative leave balances may be granted to supplement temporary disability payments to provide the disabled employee a total of seventy five percent (75%) of salary.

In the event that the period of such incapacity shall exceed 14 calendar days, the employee so incapacitated shall be granted industrial sick leave with pay at the rate of one hundred percent (100%) of his/her normal salary for the first three calendar days of such incapacity. If the period of such incapacity does not exceed 14 calendar days, the employee so incapacitated will be eligible to receive cumulative sick leave pay, or any other accrued paid leave for scheduled work days as provided in subsection 11.E. (Sick Leave – Days or Fractions of Days) hereof, for the first three work days of such disability.

3. **When Payments Shall be Denied.** Pursuant to the Workers' Compensation provisions of the California Labor Code, and notwithstanding the foregoing provisions of this Section, however, such payments shall not be made pursuant to this subsection to an employee:

- a. who is not currently receiving temporary disability benefits under the Workers' Compensation Law;
- b. whose injury or illness has become permanent and stationary or has reached maximum medical improvement;
- c. whose injury or illness, although continuing to show improvement, is unlikely to improve sufficiently to permit the employee to perform the essential functions of the job, or the employee has been declared a "Qualified Injured Worker" (QIW);
- d. who is retired on permanent disability and/or disability retirement pension;
- e. who unreasonably refuses to accept modified or other County employment for which he/she is qualified within his/her medical restrictions;



- f. whose injury or illness has been aggravated or delayed in healing by reason 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/or
  - g. whose injury or illness is a recurrence or re-injury 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, and the employee has exhausted the industrial sick leave wage continuation granted in connection with the initial injury or illness.
4. This benefit shall be administered in accordance with State Worker's Compensation Laws.
5. **Fringe Benefit Entitlement During Industrial Injury Leave.** Employees receiving Workers' Compensation temporary disability benefits and supplementing such payments with accrued paid leave or industrial sick leave wage continuation 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.
6. **Leave for Medical Treatment.** 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 authorized under Workers' Compensation;
  - b. The therapy, diagnostic tests or treatment falls within the employee's normal working hours;
  - c. 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. Such leave shall be granted for a maximum eligibility period for up to six (6) months from the date of injury. In no event shall leave under this subsection and the employee's actual work time exceed the employee's normally scheduled workday.
- 11.D. CUMULATIVE SICK LEAVE PLAN.** Each employee shall accumulate sick leave with pay entitlement at the rate of one-half (1/2) workday for each full biweekly pay period on paid status up to a maximum accumulation of 130 workdays of unused sick leave with pay entitlement. The Agency/Department Head shall grant to such an employee, for those causes set forth in subsection A. hereof, sick leave with pay, but not in excess of his/her accumulated unused sick leave with pay entitlement.
- 11.E. SICK LEAVE - DAYS OR FRACTIONS OF DAYS.** Paid leave may be granted 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.

- 11.F. CONVERSION OF SICK LEAVE TO VACATION.** When an employee's sick leave balance accrued pursuant to subsections 11.D. (Cumulative Sick Leave Plan) and 11.G. (Sick Leave Bonus) hereof reaches 130 days, five (5) days shall be deducted from said sick leave balance and shall be converted to one (1) day of vacation. Said vacation shall be added to vacation balances accumulated pursuant to Section 10. (Vacation Leave), and shall thereafter be subject to the provisions of Section 10. (Vacation Leave).
- 11.G. SICK LEAVE BONUS.** Effective September 2, 1979, in lieu of the supplemental sick leave provision formerly in effect each employee who has been continuously employed since a date prior to July 1, 1975, shall be given a one-time non-recurring bonus of forty-four (44) days of paid sick leave entitlement. Said bonus days of paid sick leave entitlement shall be added to the balance of paid sick leave entitlement which each such employee has accrued pursuant to subsection D. (Cumulative Sick Leave Plan) hereof, and such use shall thereafter be subject to the same conditions which are applicable to accumulated leave with pay entitlement. An Agency/Department Head, in his/her sole discretion, may grant to an employee who was eligible for sick leave bonus provided herein and who has exhausted paid cumulative sick leave entitlement accrued pursuant to subsection D. (Cumulative Sick Leave Plan) hereof, including bonus sick leave, discretionary major medical supplemental paid sick leave. In the case of such an employee who, as of June 25, 1979, had completed twenty-six (26) pay periods and less than one hundred thirty (130) pay periods of continuous employment, the maximum aggregate lifetime eligibility for major medical supplemental paid sick leave shall be twenty-two (22) days. In the case of such an employee who, as of June 25, 1979, had completed one hundred thirty (130) pay periods of continuous employment, the maximum aggregate lifetime eligibility for major medical supplemental paid sick leave shall be forty-four (44) days. Major medical supplemental paid sick leave may be granted only in those instances in which: 1) the employee's absence is caused by a serious injury or illness requiring prolonged absence from work, 2) the injury or illness was not incurred in the course of employment, and 3) the employee has not incurred a break in service subsequent to June 24, 1979. The Agency/Department Head's determination to deny major medical supplemental paid sick leave shall be final and non-grievable. The words "continuously employed" as used in Section (e) hereof mean full-time County service in which no break has occurred.
- 11.H. MEDICAL REPORT.** The Agency/Department Head, as a condition of granting sick leave with pay, may require medical evidence of sickness or injury in the form of a statement from an employee's physician acceptable to the Agency/Department when the employee is absent for more than three consecutive working days or when the Agency/Department Head determines within his/her discretion that there are indications of excessive use of sick leave or sick leave abuse.

The acceptable medical evidence must be obtained from a medical practitioner currently treating the employee or a medical practitioner currently treating the employee's family member. A diagnosis is not required as medical evidence of sickness or injury unless it is reasonable to believe that the employee's condition may endanger the health or safety of other employees and/or the public.

An employee absent during what the Agency/Department Head, in his/her discretion, determines to be a sick-out shall not be eligible for sick leave pay for such an absence unless the employee submits within five workdays from the date of such absence evidence of sickness or injury consisting of declarations of the employee and a physician signed under

penalty of perjury. The Agency/Department Head, with the approval of the County Administrator, may waive the declarations requirement where there is other compelling evidence of the employee's sickness or injury.

Any dispute as to whether an Agency/Department Head has erred in determining that a concerted sick-out has occurred may be promptly appealed by the Union to the Board of Supervisors and/or the Superior Court.

- 11.I. FAMILY SICK LEAVE.** Employees are eligible to use, in any calendar year, nine (9) days of sick leave to attend to immediate family members who are ill or injured, including emergency or routine medical/dental appointments. For the purpose of this subsection, "immediate family" means, mother, stepmother, father, stepfather, husband, wife, domestic partner upon submission of a written affidavit for domestic partner as defined in Appendix B or a notarized Declaration of Domestic Partnership, Form DP-1, filed with the California Secretary of State), son, step son, daughter, step daughter, foster parent, foster child, or any other person sharing the relationship of in loco parentis; and, when living in the household of the employee, a brother, sister, brother-in-law, sister-in-law, mother-in-law, father-in-law, and grandparents.

## **SECTION 12. WAGES**

- 12.A. WAGE INCREASES.** Wage increases shall be as set forth below and continue throughout the remainder of this MOU ending August 16, 2025:

1. The County shall increase salaries for employees in the bargaining unit by the median salary as determined by the Teamsters Salary Survey in effect as of July 1, 2020 (8.24%), distributed in two (2) equal increments as follows:
  - a. Effective August 9, 2020, salaries shall be increased by 4.12% of the base salary rates that are in effect on the day before the rate increase takes effect.
  - b. Effective July 11, 2021, salaries shall be increased by 4.12% of the base salary rates that are in effect on the day before the rate increase takes effect.
2. Effective October 3, 2021, the County shall increase the salaries for employees in the bargaining unit by the median salary as determined by the Teamsters Salary Survey in effect as of September 1, 2021. Should the salary increase exceed five percent (5%), the increase shall be distributed in two (2) equal increments effective October 3, 2021 and April 3, 2022. Should the increase as determined by the salary survey be five percent (5%) or less, the total increase shall be effective October 3, 2021.
3. Effective October 2, 2022, the County shall increase the salaries for employees in the bargaining unit by the median salary as determined by the Teamsters Salary Survey in effect as of September 1, 2022. Should the salary increase exceed five percent (5%), the increase shall be distributed in two (2) equal increments effective October 2, 2022 and April 2, 2023. Should the increase as determined by the salary survey be five percent (5%) or less, the total increase shall be effective October 2, 2022.
4. Effective October 1, 2023, the County shall increase the salaries for employees in the bargaining unit by the median salary as determined by the Teamsters Salary Survey

in effect as of September 1, 2023. Should the salary increase exceed five percent (5%), the increase shall be distributed in two (2) equal increments effective October 1, 2023 and April 1, 2024. Should the increase as determined by the salary survey be five percent (5%) or less, the total increase shall be effective October 1, 2023.

5. Effective October 13, 2024, the County shall increase the salaries for employees in the bargaining unit by the median salary as determined by the Teamsters Salary Survey in effect as of September 1, 2024. Should the salary increase exceed five percent (5%), the increase shall be distributed in two (2) equal increments effective October 13, 2024 and April 13, 2025. Should the increase as determined by the salary survey be five percent (5%) or less, the total increase shall be effective October 13, 2024.

Since the annual increases will be determined on September 1 of each year, October increases specified in subsections 12.A.2 through 12.A.5 above, will be implemented as soon as practicable, after adopted by the BOS.

**12.B. TEAMSTERS SALARY SURVEY – AGENCIES AND CLASSIFICATIONS.** The County and Teamsters shall utilize the following agencies for the purpose of conducting the salary surveys to determine wages as stipulated in subsections 12.A.2. through 12.A.5. The County and Teamsters shall utilize the maximum annual base pay provided in each of the listed agencies for the journey level classifications of deputy probation officer and parole agent, youth authority as noted below:

| Agency                           | Journey Level Classification           |
|----------------------------------|--|
| California State Parole          | Parole Agent I, Youth Authority (9701) |
| City and County of San Francisco | Deputy Probation Officer               |
| Contra Costa County              | Deputy Probation Officer II            |
| County of Marin                  | Deputy Probation Officer II            |
| County of San Mateo              | Deputy Probation Officer II            |
| County of Santa Clara            | Deputy Probation Officer II            |

**12.C. ONE-TIME PAYMENT.** Effective February 7, 2021, all employees in the bargaining unit and in paid status on February 7, 2021 shall receive a one-time lump sum gross payment of \$2,500. The payment shall be made as soon as administratively possible following February 7, 2021.

**SECTION 13. PREMIUM CONDITIONS**

Employees in the classification of services-as-needed Probation Interns are excluded from the provisions of Section 13 (Premium Conditions).

**13.A. SPLIT SHIFT.** Except as otherwise provided in subsection B. (Night Shift) below, any employee required to work a split shift shall be paid at a rate of five percent (5%) over and above his/her regular straight-time hourly rate of pay for the entire number of hours so worked. For purposes of this subsection "split shift" is defined as any eight (8) hour daily tour of duty taking more than nine and one-half (9.5) consecutive hours to complete.

**13.B. NIGHT SHIFT.** Employees who are required to work at least five-eighths (5/8<sup>th</sup>) of their normal daily tour of duty after 4:30 p.m. and before 8:00 a.m. shall be paid at a rate of five percent (5%) over and above his/her normal straight-time hourly rate of pay for the entire number of hours so worked. The Night Shift premium of five percent (5%) shall be included as pensionable compensation and reported to ACERA

**13.C. FOR STANDBY DUTY.** Employees who are required to perform standby duty shall be compensated at the rate of one-eighth (1/8<sup>th</sup>) pay per eight (8) hours of standby duty.

**13.D. FOR CALL BACK.** An employee called back to work in the same workday from either standby duty or non-standby duty status after working a full workday shall be compensated at one and one-half (1.5) times the normal straight-time hourly rate for such work; provided, however, that the minimum compensation per instance shall be two (2) hours at the rate set forth herein.

**13.E. FOR TEMPORARY ASSIGNMENT TO A HIGHER-LEVEL POSITION.** An employee specifically assigned on a temporary basis to a higher-level position in which there is no appointed incumbent or in which the appointed incumbent is on paid or unpaid leave, shall be compensated at the pay rate for the higher-level position provided that all of the following criteria are met:

1. The full range of duties of the higher-level position has been specifically assigned in writing by the Agency/Department Head.
2. Assignment for out-of-class pay can only be made for the full shift of the higher-level position. Under the provisions of this Section, part-time employees can only meet the "full shift" criteria by being assigned to a higher level part-time position, or by being assigned to work the full shift of a full-time position.

Compensation for temporary assignment to a higher-level position shall be as follows:

1. The service in such position exceeds ten (10) days in any 12-month period, and payment shall be retroactive to the first day of such services in a 12-month period.
2. The rate of pay pursuant to this Section shall be calculated as though the employee has been promoted to the higher-level position. Since out-of-class pay is an assignment rather than a Civil Service appointment to the position, the employee is not eligible for step increases which apply to the higher level position, but continues to receive step increases for the lower level position, if the employee is otherwise eligible for step increases in the lower level position.
3. An employee otherwise eligible for out-of-class pay who is absent on paid leave shall be paid at the out-of-class pay rate for such paid leave, provided that:
  - a. Another person has not been hired or assigned to work on an out-of-class pay basis to the same position to which the out-of-class pay assignment has been made for the same period,

- b. Paid leave is limited to no more than five (5) days in any pay period. Paid leave in this circumstance in excess of five (5) days in a pay period shall be compensated at the employee's regular, non-out-of-class pay rate.
- c. Time worked in a higher-level assignment in excess of the work week affixed to the employee's Civil Service appointed position shall be compensated pursuant to the provisions of Section 7 (Overtime) hereof.

**13.F. REPORTING PAY.** In the event that a regular full-time employee is scheduled or directed to report for work and so reports and is told by the County that his/her services are not required, he or she will be entitled to two (2) hours pay at the normal straight-time hourly rate. If such employee is sent home through no fault of his/her own before completion of a shift, such employee will be entitled to a minimum of four (4) hours of pay at the normal straight-time hourly rate or straight-time hourly pay for hours actually worked, whichever is greater.

**13.G. BILINGUAL PAY.** Employees receiving bilingual pay will only be compensated by one (1) of the following provisions:

- 1. **Positions Designated Bilingual:** Upon the recommendation of the Agency/Department Head and the approval of the Director of Human Resource Services, a person occupying a position designated as requiring fluency in a language other than English shall receive an additional \$40 per pay period compensation.
- 2. **Bilingual Pay for Services Requested:** An employee who has taken and passed a bilingual proficiency test coordinated by the County Human Resource Services Department and administered by a person who has been certified as bilingually proficient (including sign language for the deaf) shall be compensated an additional \$40 in any pay period in which the individual is directed by the Agency/Department Head or his/her designee 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 individual's bilingual competency shall not be subject to the grievance procedure.

The parties agree to implement any changes to the bilingual pay benefit when such modifications are made for fifty percent (50%) of the County's work force.

**13.H. POST ASSIGNMENTS.** Persons working in post positions under Job Codes 6110, and 6115 in Juvenile Custodial Institutions who are unable to receive a duty free one-half (1/2) hour lunch period shall be paid an additional three percent (3%) compensation.

## **SECTION 14. MEDICAL, AND DENTAL PLANS**

### **14.A. MEDICAL PLAN COVERAGE.**

#### **1. MEDICAL PLAN COVERAGE FOR FULL-TIME EMPLOYEES**

##### **Payment of Premiums-Full-time Employees:**

- a. Effective August 30, 2015 through the remaining term of this MOU, the County and covered employees will share in the cost of health care premiums. The County

will pay ninety percent (90%) of the total premium of a Health Maintenance Organization (HMO) plan at the corresponding level of coverage (i.e., Self, Self + 1 dependent, Family) in a plan year.

- b. Effective February 1, 2022, the County shall contribute eighty-five percent (88%) of the total semi-monthly medical premium for an HMO plan at the corresponding level of coverage (i.e. Self, Self + 1 dependent, Family).
- c. Effective February 1, 2024, the County shall contribute eighty-five percent (85%) of the total semi-monthly medical premium for an HMO plan at the corresponding level of coverage (i.e. Self, Self + 1 dependent, Family).

**County Offered Medical Plan.** The County will offer a Health Maintenance Organization (“HMO”) medical plan.

2. **MEDICAL PLAN COVERAGE FOR EMPLOYEES REGULARLY SCHEDULED TO WORK LESS THAN THE NORMAL WORK WEEK:** An employee regularly scheduled to work less than the normal work week 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 option.

- a. Effective August 30, 2015 through January 31, 2022, the County’s contribution toward the provider’s premium shall be ninety percent (90%) of the entire semi-monthly premium for an HMO plan.
- b. Effective February 1, 2022 through January 31, 2024, the County’s contribution toward the provider’s premium shall be eighty-eight percent (88%) of the entire semi-monthly premium for an HMO plan.
- c. Effective February 1, 2024, the County’s contribution toward the provider’s premium shall be eighty-five percent (85%) of the entire semi-monthly premium for an HMO plan.

The County’s contribution in subsection 14.A.2.a., 14.A.2.b., and 14.A.2.c. noted above shall be 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. If an employee is not 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 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) both employed by the County. The intent of this section limits County employees who are married or in a domestic partnership (as defined in Appendix B) from both covering each other within the same medical plan. Married County employees and domestic partners (as defined in Appendix B), both employed by the County, shall be entitled to one (1) choice from the following list of medical plans:

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

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. **EFFECT OF AUTHORIZED LEAVE WITHOUT PAY ON MEDICAL PLAN COVERAGE:** Employees who were absent on authorized leave without pay, and whose medical plan coverage was allowed to lapse for a duration of three 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 cards within thirty (30) calendar days of their 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 medical plan coverage was allowed to lapse for a duration greater than three 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 any 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 among any medical plan offered by the County during the annual Open Enrollment period.



**14.B. DENTAL PLAN OPTIONS**

1. **DENTAL PLAN COVERAGE FOR FULL-TIME EMPLOYEES:** For coverage through the term of this MOU, 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 50 percent (50%) of the normal full time pay period for the job classification.

Eligible full-time employees may elect any one (1) of the following County-offered dental plan options listed below:

- a. An indemnity dental plan.
- b. A pre-paid, closed panel dental plan.
- c. A supplemental spousal dental plan option.

Married County employees or employees in domestic partnerships both employed by the County, shall be entitled to elect one (1) choice from the following list of dental plan coverages:

- (a) Up to one (1) full family indemnity dental plan together with up to one (1) supplemental Spousal dental plan.
- (b) Up to one (1) full family indemnity dental plan together with up to one (1) pre-paid closed panel dental plan.
- (c) Up to one (1) full family pre-paid closed panel dental plan.
- (d) Up to one (1) full family indemnity plan.

The maximum annual benefit paid for by the County for each covered individual is \$1,450. Effective Plan Year 2017, the maximum annual benefit paid for by the County for each covered individual shall be \$1,550.

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 MOU, 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 50 percent (50%) of the normal full-time work week for the job classification.

Should an employee fail to have been on paid status at least 50% of the normal full-time bi-weekly pay period for the job classification, such employee will be responsible for the semi-monthly premium payment for that benefit.

3. **Duplicative Coverage:** Married County employees and employees in domestic partnerships (as defined in Appendix B) both employed by the County, shall be entitled to elect 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) supplemental spousal dental plan.
  - b. Up to one (1) full family PPO/indemnity dental plan together with up to one (1) full pre-paid closed panel dental plan.
  - c. Up to one (1) full pre-paid closed panel dental plan.
  - d. Up to one (1) full family indemnity plan.

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

4. **EFFECT OF AUTHORIZED LEAVE WITHOUT PAY ON DENTAL PLAN COVERAGE:** Employees on authorized leave without pay, whose dental plan coverage lapses for three 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. Employees returning from such a leave must notify the Employee Benefits Center by completing the appropriate enrollment forms 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 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:**
- a. Employees who are enrolled in a County sponsored dental plan and who 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).
  - b. Employees enrolled in a dental plan through another source may, within thirty (30) days of losing dental coverage, enroll in a dental plan offered by Alameda County. Employees seeking dental coverage under this provision must provide proof of lost

dental coverage through a certification from the other employer or other dental provider and meet the eligibility requirements as specified in subsections 14.B.1 (Dental Plan Coverage for Full-Time Employees) and 14.B.2. (Dental Plan Coverage for Employees Regularly Scheduled to Work Less Than the Normal Work Week).

6. **OPEN ENROLLMENT**: Eligible employees may choose from a dental plan offered by the County during the annual Open Enrollment period.

14.C. **CHANGES IN MEDICAL AND DENTAL COVERAGE**. These medical and dental options as listed above shall be available to the extent that the carrier continues to offer these benefits. The County shall give notice to Teamsters Local 856 of such benefits changes. Within seven (7) days of receiving such notice, the Union may request to meet and confer 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.

The parties agree that the County may make changes during the term of this MOU to the Medical and Dental Plan which do not materially impact the health benefits upon notice to the union. Within 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. Upon receipt of such notice the Union may request to meet with the County.

**SECTION 15. ALLOWANCE FOR USE OF PRIVATE AUTOMOBILES**

15.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.

15.B. **MINIMUM ALLOWANCE**. An employee who is required by his/her Agency/Department Head to use his/her 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/her automobile.

15.C. **PREMIUM ALLOWANCE**. An employee who is required by his/her Agency/Department Head to use his/her private automobile at least ten (10) days in any month and, in connection with such use, is also regularly required to carry in his/her private automobile, County records, manuals and supplies necessary to his/her job of such bulk and weight (20 lbs. or more) that they may not be transported by hand, shall be compensated an additional twelve dollars (\$12) per month for any such month.

15.D. **REIMBURSEMENT FOR PROPERTY DAMAGE**. In the event that an employee, required or authorized by his/her 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 his/her own insurance company or from any other driver, or other source, such costs shall be paid to such employee of the County, in a sum not exceeding \$500, provided that any claims the employee may have against his/her 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 the 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 Section, 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 16. DISABILITY INSURANCE BENEFITS**

Employees in the classification of services-as-needed Probation Interns are excluded from the provisions of Section 16. (Disability Insurance Benefits)

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

**16.B. PAYMENT OF SDI PREMIUMS.** SDI premiums shall be shared equally by the employee and the County.

**16.C. EMPLOYEE OPTIONS.** There are two (2) options available to an employee who is otherwise eligible for disability insurance benefits which are as follows:

1. **Option 1:** Not applying for disability insurance benefits and using accrued paid sick leave, vacation leave, compensating time off, floating holiday pay, and/or, with consent of the Agency/Department Head, discretionary Major Medical Supplemental Paid Sick Leave, or
2. **Option 2:** Applying for disability insurance benefits and integrating accrued paid leaves with SDI benefits. Such accrued paid leaves shall include sick 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, unless the employee provides written notice to the Agency/Department Head to limit the integration to accrued sick leave only with SDI benefits. The choice to integrate accrued sick leave only with SDI benefits may not be waived by the employee or the County.
3. **AMOUNT OF SUPPLEMENT.** The amount of the supplement provided in subsection E. (Health and Dental Plan Coverage in conjunction with SDI) hereof, 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 specified in Section 13. (Premium Conditions) and applicable Salary Ordinance

footnotes, and the "weekly benefit amount" multiplied by two (2) and divided by eighty (80).

**16.D. 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 a portion 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.

**16.E. HEALTH AND DENTAL PLAN COVERAGE IN CONJUNCTION WITH SDI.** For purposes of determining eligibility for the County's hospital and medical care contributions and dental coverage, 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 full-time paid status for their regular work schedules with regard to the days for which such 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 their former work schedules, if the employee is otherwise eligible pursuant to Section 14 (Medical and Dental Plans) herein.

**16.F. HOLIDAY PAY 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, holiday pay 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.

**16.G. PERSONAL DISABILITY LEAVE IN CONJUNCTION WITH SDI.** Refer to Section 8.M. (Personal Disability Leave).

## **SECTION 17. NOTICE OF LAYOFFS**

Employees in the classification of services-as-needed Probation Interns are excluded from the provisions of Section 17. (Notice of Layoffs).

The County shall give reasonable notice to the Union before affecting any layoffs which materially affect employees represented under this agreement. Upon receiving such notice and if requested by the Union, the Agency/Department Head or designee shall meet and confer regarding the effect of the layoff.

## **SECTION 18. TWO WEEKS' NOTICE UPON TERMINATION**

In the event of the termination of an employee subject to this MOU for a cause other than intoxication on the job, gross insubordination, dishonesty, or conviction of a felony which substantially relates to the employee's job, the appointing authority or his/her designated agent shall give to such employee a written notice of termination no less than ten (10) working days prior to the effective date of said termination. In the event, however, that such employee is not on the job on the date he/she would be entitled to such notice, it shall be mailed to him on such date. Time spent on the job during such 10-day notice period by a probationary employee shall not be counted toward completion of the probationary period. The County agrees to furnish a copy of any such notice to the Union if the employee so requests in writing, but failure to receive such notice shall not invalidate such termination.

## **SECTION 19. AFFIRMATIVE ACTION; SAFETY**

**19.A. AFFIRMATIVE ACTION.** The County will continue to meet with the Union on matters pertaining to Affirmative Action.

**19.B. SAFETY.** A Departmental Safety Advisory Committee will be established to review unsafe working conditions and other safety related issues in the workplace. The Committee's objective will be to promote employee safety in the workplace, and to creatively address safety issues. The Committee will review, discuss, and make recommendations to the Department Head on a variety of safety issues of mutual concern. The Agency/Department Head, or his/her designee, shall forward a written response to the Committee within thirty (30) days of receipt of written recommendations from the Committee on safety issues.

The Committee will consist of three representatives from the Union and three representatives from the Probation Department. The Committee may be expanded upon the mutual agreement of the Union and the Probation Department, and if there is a need for additional members based on the items on the agenda. The Committee will meet every other month to consult on safety matters. Additional meetings may be convened on an as needed basis. A request for an additional meeting must be made in writing and shall occur within fifteen (15) working days of receipt of the written request.

The Probation Department and Union will alternate as chair for the meetings and prepare minutes of each meeting for distribution to all Committee members. An agenda will be prepared seven (7) days prior to each meeting, and all Committee members may submit items for the agenda.

## **SECTION 20. GRIEVANCE PROCEDURE**

**20.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, written agency/departmental rules, or in the annual Salary Ordinance that is directly relevant to the grievance or the 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 of the grievance is within the scope of representation as defined in California Government Code Section 3504.

**20.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.

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

1. **Step One:** An employee having a grievance shall first discuss it with his/her immediate supervisor/Unit Supervisor and endeavor to work out a satisfactory solution in an informal manner with such supervisor.
2. **Step Two:** 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 his/her own choice in this and all succeeding steps of this subsection C. (Departmental Review and Adjustment of Grievances) and may thereafter file a grievance in writing with his/her immediate supervisor/Unit Supervisor within seven (7) working days after the date of such informal discussion. Within seven (7) working days after the receipt of any written grievance, the immediate supervisor shall return a copy of the written grievance to the employee with his/her answer thereto in writing. 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 to the Program Manager. If the employee chooses a representative other than the union representative, it shall be the responsibility of the employee to pay for the costs of such choice.
3. **Step Three:** The Program Manager, or corresponding administrative level, shall have seven (7) working days after receipt of the written appeal in which to review and answer the grievance in writing. 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 to the division head.
4. **Step Four:** The division head, or corresponding administrative level, shall have seven (7) working days after receipt of the written appeal in which to review and answer the grievance in writing. Although no hearing is required at this step, the employee and his/her 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 to the Agency/Department Head.
5. **Step Five:** An Agency/Department Head shall have fifteen (15) working days after receipt of the written appeal in which to review, hold hearings, and answer the grievance in writing. Unless waived by the mutual agreement of the employee or his/her representative and the Agency/Department Head, a hearing is required at this step and the employee and his/her representative shall have the right to be present at and participate in any such hearing. The time limit at this step may be extended by mutual agreement between the Agency/Department Head and the employee or his/her representative.

The Union may, in its own name, file a grievance alleging that the County has failed to provide it some organizational right which is established by a resolution or ordinance of the Board of Supervisors, by written agency/department rules, state law or by this MOU as adopted by ordinance, provided that the enjoyment of such right is not made subject to the discretion of the Agency/Department Head or the County. Such Union grievances shall be filed with the Agency/Department Head and heard and determined pursuant to the provisions of the fourth step of the grievance procedure.

- 20.D. WAIVER OF APPEAL STEPS.** If the grievance is not resolved after the first-line supervisor has answered it in writing, the Union and the Agency/Department Head may by mutual agreement waive review of the grievance at the division head or equivalent level of those cases in which such level of management are without authority to resolve the grievance as requested by the employee.
- 20.E. BINDING ARBITRATION OF GRIEVANCES.** In the event that the grievance is not resolved at Step 5 of subsection C. (Departmental Review and Adjustment of Grievances) herein, the grievant or his/her representative may, within thirty (30) days after receipt of the decision of the Agency/Department Head made pursuant to said subsection C. (Departmental Review and Adjustment of Grievances) request that the grievance be heard by an arbitrator.
- 20.F. INFORMAL REVIEW BY DIRECTOR.** Prior to selection of the arbitrator and submission of the grievance for hearing by said arbitrator, the Director of Human Resource Services or his/her designated representative shall informally review the grievance and determine whether said grievance may be adjusted to the satisfaction of the employee. The Director or the Director's representative shall have ten (10) working days in which to review and seek adjustment of the grievance.
- 20.G. SELECTION OF ARBITRATOR.** The arbitrator shall be selected by mutual agreement between the Director of Human Resource Services or the Director's representative and the employee or his/her representative. If the Director and the employee or their representatives are unable to agree on the selection of an arbitrator, they shall jointly request the American Arbitration Association to submit a list of five qualified arbitrators. The Director of Human Resource Services and the employee or their representatives shall then alternately strike names from the list until only one (1) name remains and that person shall serve as arbitrator.
- 20.H. 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 or ordinance of the Board of Supervisors, the Alameda County Charter, State Law nor 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 or unenforceable.
- 20.I. PAYMENT OF COSTS.** Each party to a hearing before an arbitrator shall bear his/her own expenses in connection therewith. All fees and expenses of the arbitrator and of a reporter shall be borne one-half (1/2) by the County and one-half (1/2) by the grievant.



**20.J. EFFECT OF FAILURE OF TIMELY ACTION.** Failure by 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.

**20.K. LIMITATION ON 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.
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 his/her detriment.

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

**20.L. CLAIM FOR MONETARY RELIEF (JURISDICTIONAL LIMIT ON ANY AMOUNT IN CONTROVERSY).** Notwithstanding subsection K. (Effect of Failure of Timely Action) above, in no event shall any grievance include a claim for monetary relief or damages for more than any 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 K. (Limitation on Stale Grievance), K.1. and K.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.

**20.M. DESIGNATION OF APPEAL LEVELS.** Each Agency/Department Head shall designate in writing the positions or levels in his/her department to which the various appeals provided in subsection C. (Departmental Review and Adjustment of Grievances) hereof shall be made.

**20.N. EXCLUSION OF NON-RECOGNIZED ORGANIZATIONS.** For the purposes of this Section, the provisions of Section 1 (Recognition) of the 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. The Union shall be notified of all grievances filed pursuant to subsection 20.C.2. (Step 2). In those cases in which an employee elects to represent himself/herself or arranges for independent

representation, the County shall make no settlement or award which shall be inconsistent with the terms and conditions of this MOU. In the event the Union shall determine that such inconsistent award has been made, the Union, on its own behalf, may file a grievance pursuant to subsection C.5. (Step 5) of this Section for the purpose of amending such award. In the event any unrepresented or independently represented employee shall elect to go to arbitration under subsection E. (Binding Arbitration of Grievances) hereof, the Union may elect to be a full and equal part to such proceeding. In those cases in which an employee elects to represent himself/herself or arrange for other representation, the Union 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.

**20.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 Agency/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 subsection K. (Limitation of Stale Grievances) hereof, that the grievance is filed no later than 30 calendar days from date of issuance of the warrant complained of, that the issue would otherwise be grievable under this Section; 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 21. STANDARDS AND TRAINING FOR CORRECTIONS**

Employees in the classification of services-as-needed Probation Interns are excluded from the provisions of Section 21. (Standards and Training for Corrections).

**21.A. MEET AND CONFER ANNUALLY.** The County agrees to meet and confer annually with the Union, on the subject of continuing participation in the Standards and Training for Corrections program, hereinafter referred to as STC, prior to the Probation Department making a proposal to the Board of Supervisors that participation be renewed for subsequent fiscal years during the life of the program.

**21.B. REDUCED EXPECTATIONS AND WORKLOAD DEMANDS.** It is recognized that all eligible staff in the Deputy Probation Officer classifications will be required to complete the annual number of STC training hours as established by the Board of Corrections. Any increase in hours which may require over what has been the practice in the recent past would be given due account and consideration by supervisory and management staff in the course of the day-to-day departmental operations and task completion expectations.

**21.C. TIME SPENT IN TRAINING COURSES.** Training hours required by STC provisions and the rules of the Board of Corrections will be directed work time and would normally occur within the scheduled workweek. Time spent in such training courses, approved by supervisory management staff for attendance by the members of the Union, which extends beyond the scheduled workweek would be regarded as overtime as would any other legitimate and directed work activity. The granting of overtime would be subject to the existing provisions of the MOU and the County Administrative Code.

**21.D. REIMBURSEMENT OF MILEAGE, AND PERSONAL OR TRAVEL RELATED EXPENSES, AND TRAVEL TIME ALLOWANCE.**

When an employee is required by the Department to attend STC Post or Core training, the Probation Department will provide for reimbursement to the eligible employee for actual and reasonable costs incurred for overnight hotel accommodations, unless these costs have been pre-paid in advance by the Department. The employee will be reimbursed for overnight accommodation/lodging costs when the training is outside of Alameda County and the employee's county of residence.

The employee will be reimbursed for three meals a day for each 24-hour period of travel, for actual and reasonable costs (with receipts), or established per diem daily meal costs. Reimbursement for meals on partial days of travel or training will be made if the employee was traveling or at training during normal meal hours for that day. When meal costs are included as part of the accommodation costs, there will be no reimbursement to the employee. When no receipt is available or submitted, reimbursement will be at the County's/Department's established per diem rate.

Employees will be reimbursed for meal costs when they are enrolled and attend training for STC Core or Annual training that occurs outside of Alameda County. Meals will not be reimbursed to the employee for any training that occurs within Alameda County. All costs will be reimbursed in accordance with established procedures, consistent with approved Department Administrative Policies and Procedures.

Since training typically does not occur on Saturdays or Sundays, an employee attending such training may elect to commute to his or her home and back to the training site each weekend. Mileage costs and reasonable time necessary to travel between home and the training site during the commute will be paid to the extent that they exceed the employee's normal commute from home to his/her regular worksite. This option will be available each weekend only (i.e., from the training site on Friday afternoons and to the training site on Monday mornings) during the period of training. An employee who chooses to return home at the end of each training day, in lieu of accepting lodging accommodations during the training period, may claim mileage and related costs. The employee will be reimbursed for those mileage costs to the extent that they exceed his/her normal commute from home to his/her regular worksite. The employee, who chooses to return to his/her home on a daily basis during the core training period, will not be allowed to claim commute time.

**21.E. POTENTIAL FOR DISCIPLINARY ACTION.** A requirement for participation in the STC program is completion of a minimum number of training hours for all new and current employees according to the schedule prescribed by the State Board of Corrections. Each employee will be required to complete, within the prescribed time period, training in the amount specified by that Board. Except for reasons beyond an employee's control, if the employee fails to complete the required hours of training within the specified time period, the employee will be subject to appropriate disciplinary action.

**SECTION 22. 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, or impinged upon shall be

void and of no further effect as of the date the mandated benefit or term and conditions of employment becomes effective, and the parties hereto shall meet and confer with regard to such benefit or other term and condition of employment impacted, as soon as feasible, in order to assure that the state, federal or decisional mandate does not result in an overall increase or decrease of benefits to employees in the area so affected.

Notwithstanding any other provisions of this MOU, any issues as to whether State, Federal, or decisional law has, as set forth above, impinged upon benefits or other terms and conditions of employment set forth herein, shall be exclusively within the jurisdiction of a competent Court to decide and that no arbitrator shall have any power or jurisdiction to make any findings of fact, conclusion of law or order in that regard.

### **SECTION 23. ACCESS TO PERSONNEL FILES**

**23.A. LOCATION.** The administrative personnel file of Probation Department employees shall be maintained in the Personnel Office of the Probation Department.

**23.B. ACCESS.** An employee shall be permitted to review his/her administrative/departmental personnel file at least once annually during regular working hours except that persons occupying post positions shall not be permitted to leave their work assignment for such purpose.

The employee may review all material placed in his/her file except such material that was obtained as third-party reference material and any records of an employee relating to an investigation of possible criminal offenses. The employee shall be provided an opportunity to respond in writing to any information contained in the administrative/departmental personnel file. Such response shall become a permanent part of the employee's permanent personnel record.

**23.C. AUTHORIZATION.** When accompanied by the employee or upon written authorization by the employee, a representative of the Union shall be permitted to examine and/or obtain copies of materials in such employee's personnel file. Such reviews shall be made in the departmental Personnel Office and are subject to the presence of a member of the Personnel staff.

### **SECTION 24. DEPENDENT CARE SALARY CONTRIBUTION**

Subject to the applicable provisions of the Internal Revenue Service, employees may contribute up to \$5,000 each calendar year from their salaries for approved dependent care. (Eligible employees may only salary contribute for such expenses; there is no County contribution for dependent care.)

Reimbursements are made on a monthly basis subject to submission of itemized statements, adequate accumulation of the salary contribution, proof of payment, and applicable County administrative procedures.

## **SECTION 25. CATASTROPHIC SICK LEAVE PROGRAM**

Effective the second pay period after this MOU is approved by the Board of Supervisors, an employee may be eligible to receive donations of paid leave to be included in the employee's sick leave balance if he/she has suffered a catastrophic illness or injury which prevents the employee from being able to work. Catastrophic illness or injury is defined as a critical medical condition considered to be terminal, a long-term major physical impairment or disability.

### **Eligibility:**

1. The tenured 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 medical verification including diagnosis and prognosis 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 eight (8) hours and are irrevocable. Employees may donate unlimited amounts of time.
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.

## **SECTION 26. LIFE INSURANCE**

Except for employees in the classification of services-as-needed Probation Interns and any employee who is regularly scheduled to work less than half the normal work week for the job classification, basic group life insurance coverage of \$15,000 will be provided to each employee who meets the County of Alameda eligibility requirements as stated by the plan documents. The County shall continue to pay necessary premiums for two (2) pay periods after the employee goes on approved leave without pay.

Life Insurance is subject to eligibility requirements, age limitations, coverage exclusions, conversion rights, and all other provisions set forth in the plan document.

Voluntary employee supplemental life insurance may be purchased on a pre-tax basis through payroll deductions by the eligible employees in increments of \$10,000, not to exceed the lesser of three (3) times annual base salary or \$300,000.

Voluntary employee supplemental life insurance is subject to eligibility requirements, age limitations, coverage exclusions, conversion rights, and all other provisions set forth in the plan document.

### **SECTION 27. VISION REIMBURSEMENT PLAN**

Employees shall be eligible for vision care reimbursement subject to the following criteria: The employee is eligible for reimbursement after six (6) months of continuous employment working at least fifty percent (50%) time or more per pay period. The employee shall be reimbursed for the cost of either lens and frames or contact lenses specifically prescribed for the employee only, up to a maximum reimbursement of \$200 in each subsequent twenty-four (24) month period. Reimbursement will be made subject to applicable Auditor's Office procedures and requirements.

### **SECTION 28. DISABILITY INSURANCE POLICIES**

Employees in the classification of services-as-needed Probation Interns are excluded from the provisions of Section 28. (Disability Insurance Policies).

Disability insurance policies are available for the employee only. Coverage can be purchased either through the use of vacation sellback (up to five (5) days) or through payroll deduction. (See Section 7-4 of the Salary Ordinance for information on vacation sellback.) These policies are subject to premium costs, requirements, age limitations, coverage exclusions, and all other provisions set forth in the applicable insurer contracts.

### **SECTION 29. EDUCATIONAL STIPENDS**

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 one hundred percent (100%) of the first \$50 of an approved educational expense per employee and seventy-five percent (75%) of the expenses above \$50 to a maximum County payment of \$400 per employee per fiscal year.

The maximum County liability under this Section shall not exceed \$8,800 in any fiscal year. Employees shall receive such stipends on a first come first served basis each fiscal year.

### **SECTION 30. RETIREMENT I.D. CARDS**

Upon retirement from County service, all represented employees who hold peace officer status will be provided with one (1) "retired" I.D. card issued at County expense. Any subsequent cards

requested by the retired employee due to loss or damage will, once approved, be paid for by the retired employee.

**SECTION 31. AGENCY/DEPARTMENT HEAD**

Agency/Department Head as used herein shall mean the Agency Head, the Department Head, or the designee of the Agency Head or Department Head.

**SECTION 32. 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 or 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 33. 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 Union for the Board's consideration and approval. Upon approval, the Board shall adopt an Ordinance which shall incorporate this MOU either in full or by reference. Upon such adoption, the provisions of this MOU shall supersede and control over conflicting or inconsistent County Ordinances and Resolutions.

**SECTION 34. SCOPE 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 from August 25, 2019 to and including August 16, 2025.

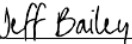
**SECTION 35. NO STRIKE**


The Union, its members and representatives agree that it and they will not engage in, authorize, sanction, or support any strike, slowdown, stoppage of work, sick-out, or refusal to perform customary duties during the term of this MOU. The term "support any strike" shall be interpreted to mean a concerted action by the Union to support any strike.

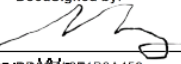
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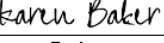
Signed and entered into this 25<sup>th</sup> day of November, 2020.

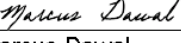
**FOR ALAMEDA COUNTY**

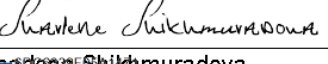
DocuSigned by:  
  
Jeff Bailey, Chief Negotiator  
IEDA

DocuSigned by:  
  
Margarita Zamora  
Labor Relations Manager

DocuSigned by:  
  
Mary Woo  
Labor Relations Analyst

DocuSigned by:  
  
Karen Baker  
Assistant Chief Probation Officer

DocuSigned by:  
  
Marcus Dawal  
Assistant Chief Probation Officer


DocuSigned by:  
  
Sharlene Shikhmuradova  
Chief Departmental Human Resources  
Administrator


DocuSigned by:  
  
Joe Angelo, Director  
Human Resource Services


Approved As To Form:  
Donna Ziegler, County Counsel

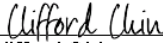
By:   
Kristy van Herick, Assistant County Counsel

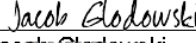
**FOR TEAMSTERS LOCAL UNION 856**

DocuSigned by:  
  
Maria Vella, Chief Negotiator

DocuSigned by:  
  
Edward Braun  
Deputy Probation Officer III

DocuSigned by:  
  
Kevin Bryant  
Deputy Probation Officer III

DocuSigned by:  
  
Clifford Chin  
Deputy Probation Officer III

DocuSigned by:  
  
Jacob Glodowski  
Deputy Probation Officer III



**APPENDIX A -  
Job Classifications**

Listed herein are those Alameda County job classifications in Representation Unit R072 and Unit R037 represented by the Teamsters Local Union 856. The wage rates shown are established by the Alameda County Board of Supervisors and are effective on the dates shown. All job classifications have a work week of 40 hours. The FLSA designation for all these job classifications is Covered (C).

| ITEM<br>(Job Code) | Unit<br>Code | TITLE                                    |         |         |         |         |         | BiWeekly<br>Hours | FLSA<br>Status |
|--------------------|--------------|--|---------|---------|---------|---------|---------|-------------------|----------------|
|                    |              | Effective Date                           | STEP 01 | STEP 02 | STEP 03 | STEP 04 | STEP 05 |                   |                |
| 6105               | R072         | <b>Deputy Probation Officer, Trainee</b> |         |         |         |         |         | 80.0              | C              |
|                    |              | 02/01/2015                               |         |         |         |         | 2060.80 |                   |                |
|                    |              | 08/14/2016                               |         |         |         |         | 2173.60 |                   |                |
|                    |              | 08/13/2017                               |         |         |         |         | 2264.80 |                   |                |
|                    |              | 02/11/2018                               |         |         |         |         | 2264.80 |                   |                |
|                    |              | 02/11/2018                               |         |         |         |         | 2360.00 |                   |                |
|                    |              | 08/12/2018                               |         |         |         |         | 2411.20 |                   |                |
|                    |              | 08/09/2020                               |         |         |         |         | 2510.40 |                   |                |
|                    |              | 07/11/2021                               |         |         |         | 2613.60 |         |                   |                |
| 6108               | R072         | <b>Deputy Probation Officer I</b>        |         |         |         |         |         | 80.0              | C              |
|                    |              | 02/01/2015                               | 2500.80 | 2627.20 | 2756.80 | 2904.00 | 3053.60 |                   |                |
|                    |              | 08/14/2016                               | 2637.60 | 2771.20 | 2907.20 | 3062.40 | 3220.80 |                   |                |
|                    |              | 08/13/2017                               | 2748.00 | 2887.20 | 3029.60 | 3191.20 | 3356.00 |                   |                |
|                    |              | 02/11/2018                               | 2748.00 | 2887.20 | 3029.60 | 3191.20 | 3356.00 |                   |                |
|                    |              | 02/11/2018                               | 2863.20 | 3008.80 | 3156.80 | 3325.60 | 3496.80 |                   |                |
|                    |              | 08/12/2018                               | 2925.60 | 3074.40 | 3225.60 | 3398.40 | 3572.80 |                   |                |
|                    |              | 08/09/2020                               | 3046.40 | 3200.80 | 3358.40 | 3538.40 | 3720.00 |                   |                |
|                    |              | 07/11/2021                               | 3172.00 | 3332.80 | 3496.80 | 3684.00 | 3873.60 |                   |                |
| 6110               | R072         | <b>Deputy Probation Officer II</b>       |         |         |         |         |         | 80.0              | C              |
|                    |              | 02/01/2015                               | 2756.80 | 2904.00 | 3053.60 | 3204.80 | 3366.40 |                   |                |
|                    |              | 08/14/2016                               | 2907.20 | 3062.40 | 3220.80 | 3380.00 | 3551.20 |                   |                |
|                    |              | 08/13/2017                               | 3029.60 | 3191.20 | 3356.00 | 3521.60 | 3700.00 |                   |                |
|                    |              | 02/11/2018                               | 3029.60 | 3191.20 | 3356.00 | 3521.60 | 3700.00 |                   |                |
|                    |              | 02/11/2018                               | 3156.80 | 3325.60 | 3496.80 | 3669.60 | 3855.20 |                   |                |
|                    |              | 08/12/2018                               | 3225.60 | 3398.40 | 3572.80 | 3749.60 | 3939.20 |                   |                |
|                    |              | 08/09/2020                               | 3358.40 | 3538.40 | 3720.00 | 3904.00 | 4101.60 |                   |                |
|                    |              | 07/11/2021                               | 3496.80 | 3684.00 | 3873.60 | 4064.80 | 4270.40 |                   |                |
| 6115               | R072         | <b>Deputy Probation Officer III</b>      |         |         |         |         |         | 80.0              | C              |
|                    |              | 02/01/2015                               | 3053.60 | 3204.80 | 3365.60 | 3537.60 | 3701.60 |                   |                |
|                    |              | 08/14/2016                               | 3220.80 | 3380.00 | 3550.40 | 3731.20 | 3904.00 |                   |                |
|                    |              | 08/13/2017                               | 3356.00 | 3521.60 | 3699.20 | 3888.00 | 4068.00 |                   |                |
|                    |              | 02/11/2018                               | 3356.00 | 3521.60 | 3699.20 | 3888.00 | 4068.00 |                   |                |
|                    |              | 02/11/2018                               | 3496.80 | 3669.60 | 3854.40 | 4051.20 | 4239.20 |                   |                |
|                    |              | 08/12/2018                               | 3572.80 | 3749.60 | 3938.40 | 4139.20 | 4332.00 |                   |                |

| ITEM<br>(Job Code) | Unit<br>Code | TITLE       | Effective Date                      |         |         |         |         | BiWeekly<br>Hours | FLSA<br>Status |  |
|--------------------|--------------|-------------|-------------------------------------|---------|---------|---------|---------|-------------------|----------------|--|
|                    |              |             | STEP 01                             | STEP 02 | STEP 03 | STEP 04 | STEP 05 |                   |                |  |
|                    |              |             | 08/09/2020                          | 3720.00 | 3904.00 | 4100.80 | 4309.60 | 4510.40           |                |  |
|                    |              |             | 07/11/2021                          | 3873.60 | 4064.80 | 4269.60 | 4487.20 | 4696.00           |                |  |
| <b>6112</b>        | <b>N</b>     | <b>R072</b> | <b>Deputy Probation Officer SAN</b> |         |         |         |         | <b>80.0</b>       | <b>C</b>       |  |
|                    |              |             | 02/01/2015                          |         |         |         | 42.90   |                   |                |  |
|                    |              |             | 08/14/2016                          |         |         |         | 45.25   |                   |                |  |
|                    |              |             | 08/13/2017                          |         |         |         | 47.15   |                   |                |  |
|                    |              |             | 02/11/2018                          |         |         |         | 47.15   |                   |                |  |
|                    |              |             | 02/11/2018                          |         |         |         | 49.13   |                   |                |  |
|                    |              |             | 08/12/2018                          |         |         |         | 50.20   |                   |                |  |
|                    |              |             | 08/09/2020                          |         |         |         | 52.27   |                   |                |  |
|                    |              |             | 07/11/2021                          |         |         |         | 54.42   |                   |                |  |
| <b>6107</b>        | <b>N</b>     | <b>R037</b> | <b>Probation Intern SAN</b>         |         |         |         |         | <b>80.0</b>       | <b>C</b>       |  |
|                    |              |             | 02/01/2015                          | 15.91   |         |         | 16.55   |                   |                |  |
|                    |              |             | 08/14/2016                          | 16.79   |         |         | 17.46   |                   |                |  |
|                    |              |             | 08/13/2017                          | 17.50   |         |         | 18.19   |                   |                |  |
|                    |              |             | 02/11/2018                          | 17.50   |         |         | 18.19   |                   |                |  |
|                    |              |             | 02/11/2018                          | 18.24   |         |         | 18.95   |                   |                |  |
|                    |              |             | 08/12/2018                          | 18.64   |         |         | 19.36   |                   |                |  |
|                    |              |             | 08/09/2020                          | 19.41   |         |         | 20.16   |                   |                |  |
|                    |              |             | 07/11/2021                          | 20.21   |         |         | 20.99   |                   |                |  |

**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 in 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 the State of California as described herein (and all other criteria have been met which establishes the domestic partnership.)

**APPENDIX C -  
Employment Discrimination**

**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 non-tenured 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 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 Human Resource Services.

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 Human Resource Services 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 Human Resource Services 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 Human Resource Services 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 Human Resource Services 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 Human Resource Services, 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 Human Resource Services 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 Human Resource Services 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 Human Resource Services 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)

**SIDELETTERS OF AGREEMENT**

Sideletters of Agreement and Letters of Understanding are provisions negotiated by the Union and the County that are separate from, and supplemental to, the Memorandum of Understanding.

These provisions are not grievable unless so specified in their language, but they are legally enforceable through the courts.

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SIDELETTER OF AGREEMENT  
BETWEEN  
TEAMSTERS, LOCAL UNION 856  
AND  
THE COUNTY OF ALAMEDA

**Alternative Childcare Assistance Program**

Intent: To restate the 1994 adoption of the Letter of Understanding between the Alameda County Board of Supervisors and the Alameda County Employees' Labor Coalition to continue the Alternative Child Care Assistance Program to address the specific need for alternative job-related childcare for County employees in the event of:

1. A child's illness which precludes the use of the employee's regular childcare arrangement; or
2. An unanticipated, temporary interruption of an employee's regular childcare arrangement (e.g., the regular provider becomes sick or has an emergency).

The purpose of this program is to provide assistance in situations which would otherwise require expenditures over and above the employee's regular childcare costs. Non-emergency or routine care during a holiday is not reimbursable under this program.

The program will begin on July 1, 1995 and will continue each fiscal year unless either party (The County or the Coalition) requests to reopen the agreement on or before May 1st of the preceding fiscal year. The maximum County liability shall not exceed \$14,000 per fiscal year.

Employee Eligibility:

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

1. Be in a non-management represented position, excluding intermittent and Services-as-Needed personnel;
2. Need job-related childcare for at least one child under 14 years of age;
3. Understand that the childcare reimbursement will be reported as income to the IRS and State Franchise Tax Board.

Reimbursements:

Eligible employees shall be:

1. Reimbursed on a first-come, first-serve basis to a maximum of \$350.00 per employee per fiscal year;
2. Reimbursed 90% at a maximum of \$80.00 per day, not to exceed \$350.00 maximum per employee per fiscal year.

Enrollment:

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

1. Identify their regular and alternative childcare arrangements. Reimbursement for alternative childcare services provided by a parent of the child, legal guardian of the child, or spouse or dependent of the employee will be denied.
2. Complete forms prepared by the Auditor-Controller's office. Forms must include the supervisor's signature indicating that employee was at work on date alternative childcare 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.

Signed and entered into this 4<sup>th</sup> day of June, 2015.

For the County of Alameda:

For the Union:

DA  
Williams  
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Edward A. Brown  
D. Kelly  
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SIDELETTER OF AGREEMENT  
BETWEEN  
TEAMSTERS, LOCAL UNION 856  
AND  
THE COUNTY OF ALAMEDA

**Assignment and Transfer Policy**

August 8, 2016

Effective September 27, 2016, the revised Probation Department Assignment and Transfer Policy as agreed to during contract negotiations, located in Section 322 of the Administrative Manual, shall be implemented and by this Sideletter of Agreement is thereby incorporated into this Memorandum of Understanding.

Through August 25, 2018, the policy will be frozen and is not subject to modification or amendments by either party, except by mutual agreement. Effective August 26, 2018, the County shall have the right to amend this policy. However, it must first give the Union at least ten (10) days advance written notice and a copy of the planned change(s). Within ten (10) days following the Union's receipt of such notice, the Union may by written notice to the County Labor Relations Division request that the County meet and confer over said changes. Said meet and confer process shall commence and conclude within the thirty (30) days following the County's receipt of the timely notice as provided herein. The county may thereafter implement the proposed changes or amendments thereto proposed to the Union during the meet and confer process.

**FOR THE COUNTY:**

*Danette M. Guidry*  
*Mark Holt*  
*Stacey Wooten*  
*Shelba Luciani*  
*Amarie P. Dwyer*

DATE: 8/8/16

*Erin Quinn Begley*  
*Jennifer Brown*

**FOR TEAMSTERS LOCAL 856:**

*[Signature]*  
*[Signature]*  
*[Signature]*  
*[Signature]*  
*[Signature]*  
*Charrell Cook*

DATE: 8/8/16

MEMORANDUM OF UNDERSTANDING NEGOTIATIONS  
BETWEEN  
TEAMSTERS, LOCAL UNION 856  
AND  
THE COUNTY OF ALAMEDA

**County Allowance / Cafeteria Plan**

**SIDELETTER OF AGREEMENT**

Each Teamster represented full time employee is eligible for a cafeteria benefit plan. To help offset employee costs toward the Cafeteria Benefit Plan, the County provides eligible employees with a County Allowance each calendar year. County contributions are made on a semi-monthly basis. This amount shall be prorated in advance of the calendar year for employees regularly scheduled to work less than full time based upon the hours which the employee has been regularly scheduled to work. An employee appointed mid-year shall be entitled to a prorated amount based upon the number of pay periods to be worked during the remainder of the calendar year, except that employees appointed during the two last full pay period and any following partial pay period prior to December 31 shall not be eligible for plan benefits until the following calendar year. The maximum sum available to an employee who reinstates shall not exceed the yearly maximum minus the sum of cafeteria plan benefits received by the employee during the portion of the calendar year subsequent to their reinstatement. The amount will be used of offset approved benefits costs. Any unused amount will be allocated to the Health Flexible Spending Account.

An employee may, through payroll deduction, contribute to his/her cafeteria benefit plan in order to pay for plan benefits with pre-tax salary. The maximum employee contribution for each year of the memorandum of understanding shall be \$3,000 unless otherwise prohibited by Federal statute.

Prior to January 1 of each year, and within the first 30 days of employment in the case of a new employee, the employee may allocate from their salary, on a pre-tax basis, an amount to the Health Flexible Spending Account. Except, as governed by the Cafeteria Plan Document, no change may be made in this allocation during the calendar year and any sums remaining unspent at the end of the year, including the pre-tax salary amount are County funds.

**COUNTY ALLOWANCE:**

Effective 2022, the County shall increase the annual contribution from \$1,000 to \$1,100 toward a cafeteria benefit plan for full-time employees.

Effective 2024 through the remaining term of the MOU, each full-time employee is eligible for a cafeteria benefit plan in the amount of \$1,200 annually.

The use of the County Allowance shall be expanded to include dependent care and adoption assistance, beginning Plan Year 2017.



This benefit is subject to the applicable provisions of the Internal Revenue Code.

**DEPENDENT CARE**

Subject to the applicable provisions of the Internal Revenue Code, employees covered by this Memorandum of Understanding are eligible to contribute from their salary on a pre-tax basis an amount up to \$5,000 each calendar year for approved dependent care unless otherwise prohibited by Federal statute. Eligible employees may only contribute salary for such expenses; there is no County contribution for dependent care outside of the County Allowance. Reimbursements are made solely on a monthly basis subject to submission of itemized statements, proof of payment, adequate accumulation of salary contributions and all applicable County Administrative procedures. Any sums remaining unspent at the end of the year are County funds.


This benefit is subject to the applicable provisions of the Internal Revenue Code.

FOR ALAMEDA COUNTY

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Date: 11/25/2020

FOR TEAMSTERS

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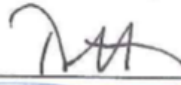

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SIDELETTER OF AGREEMENT  
BETWEEN  
TEAMSTERS, LOCAL UNION 856  
AND  
THE COUNTY OF ALAMEDA


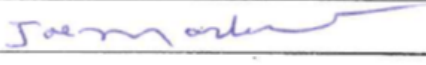
**Caseloads**

At the request of the Teamsters, Local Union 856, the Probation Department is willing to discuss caseloads solely within the context and scope of the LMC. However, any proposed changes or additions resulting from such discussions are subject to the meet and confer process prior to any binding agreement.

For the County:

  
  
 RW Luciano  
 Rick Martin  
 Rogmela Lewis  
 Cynthia Barson

For the Teamsters, Local Union 856:

  
  
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SIDELETTER OF AGREEMENT  
BETWEEN  
TEAMSTERS, LOCAL UNION 856  
AND  
THE COUNTY OF ALAMEDA

**Field Training Program**

August 8, 2016

In the event the Probation Department decides to implement a Field Training Program, the County will give the union notice and offer to meet and confer.

**FOR THE COUNTY:**

*Danuthy*  
*Michaluk*  
*Muelito*  
*Stacey Wooten*  
*Whedie Lucare*  
*Savanna P. Stuyck*

DATE: 8/8/16

*Erin Quinn-Begley*  
*Jennifer Brown*

**FOR TEAMSTERS LOCAL 856:**

*[Signature]*  
*[Signature]*  
*Edo De. B...*  
*[Signature]*  
*[Signature]*  
*[Signature]*  
*Chantell C...*

DATE: 8/8/16

SIDELETTER OF AGREEMENT  
BETWEEN  
TEAMSTERS, LOCAL UNION 856  
AND  
THE COUNTY OF ALAMEDA

**Firearms**

August 8, 2016

In the event the Probation Department decides to propose any changes or additions to the existing policy on Arming Deputy Probation Officers, the County will give the union notice and offer to meet and confer.

**FOR THE COUNTY:**

*Sam H*  
\_\_\_\_\_  
*Widening*  
\_\_\_\_\_  
*Maria Pito*  
\_\_\_\_\_  
*Stacey Wooten*  
\_\_\_\_\_  
*Nickie Licino*  
\_\_\_\_\_  
*Savanna P. Dwyer*  
\_\_\_\_\_

DATE: 8/8/16

*Smidy Quinn-Begley*  
*Jennifer Brown*

**FOR TEAMSTERS LOCAL 856:**

\_\_\_\_\_  
\_\_\_\_\_  
*Edward A. Brown*  
\_\_\_\_\_  
*Chantal*  
\_\_\_\_\_  
*Chantal*  
\_\_\_\_\_

DATE: 8/8/16



SIDELETTER OF AGREEMENT  
BETWEEN  
TEAMSTERS, LOCAL UNION 856  
AND  
THE COUNTY OF ALAMEDA

**Labor-Management Committee**

The Probation Department and the Teamsters Union Local 856 hereby agree to the following:

To establish a Labor-Management Committee for the purpose of providing a forum for information-sharing, identification of issues requiring resolution, and reviewing workplace developments. The Committee's goal is to promote the improvement of employer-employee relations in the Probation Department, and to creatively address the demands of the future while preserving the integrity and rights of the work force. Management staff of the Probation Department and Union representatives will review, discuss, and make recommendations to the Department Head on a variety of departmental issues of mutual concern in order to develop a unified system of service delivery. Management staff of the Probation Department and the Union commit to consistent attendance and full participation in the Committee.

Issues to be discussed (but are not limited to) include:

- Develop alternative ways of providing services
- Streamline services regarding court reports
- Evaluation of workload
- Possible provision of work shifts

**Committee Composition**

The Committee will consist of an equal number of management and labor representatives, up to a maximum of five representatives from each party designated by each party. The Committee may be expanded upon the mutual agreement of the Department and the Union if there is a need for additional members based on the items on the agenda.

**Meetings**

- The Committee meetings will be scheduled monthly for three hours each meeting.
- Meetings may be rescheduled by mutual agreement between the Department and the Union.
- Additional meetings may be convened on an as needed basis upon mutual agreement between the Probation Department and the Union.
- Non-attendance at a scheduled meeting by either party on two consecutive occasions or on three occasions within a six-month period will result in the suspension of the Committee until the non-offending party is satisfied that reconvening the Committee would be beneficial. The Committee meeting suspension period shall not exceed two months.

**Protocol**

- The Probation Department and the Union will alternate as chair of the meetings.
- An agenda will be prepared by the Probation Department seven days prior to each meeting. All Committee members may submit items for the agenda.
- The Probation Department will prepare minutes for each meeting for distribution to all Committee members.
- The Probation Department and the Union agree to arrive at each scheduled meeting with any and all agreed upon work product fully prepared for presentation to the Committee. Failure to arrive to a Committee meeting fully prepared on two consecutive occasions or on three occasions within a six-month period will result in the suspension of the Committee until the required work product is available. The Committee meeting suspension period shall not exceed two months.

Committee recommendations, if any, will be advisory. The Department Head or his/her designee shall forward a written response to the Committee within thirty (30) days of receipt of the written recommendations from the Committee.

The Committee will not discuss mandatory subjects of bargaining or issues related to discipline, grievances, or individual performance problems. Should a matter arise during the meeting that is grievable, the Union will not be precluded by these discussions from filing a grievance.

**Duration**

This sideletter will remain in effect from the date of ratification of the Memorandum of Understanding by the Board of Supervisors until the expiration date of the Memorandum of Understanding.

For the County:

*[Signature]*

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*[Signature]*

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*[Signature]*

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For the Teamsters, Local Union 856:

*[Signature]*

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*[Signature]*

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DATE: 12/16, 2010

**SIDELETTER OF AGREEMENT  
BETWEEN  
THE PROBATION PEACE OFFICERS' ASSOCIATION AND  
THE COUNTY OF ALAMEDA**

**Orientation for Group Counselors and  
Deputy Probation Officer Assignments**

**DEPUTY PROBATION OFFICERS:**

The panel can be comprised of Division Directors in both divisions and selected first line supervisors and the Training Manager. The panel should also include manager(s) from Administrative Services to provide an explanation on the role and responsibilities of support staff.

**First hour of instruction:** Overview from each Director regarding the expected roles and responsibilities of probation officers in accordance with the Department's mission statement and the administrative manual. Overview from Training Managers regarding the need to identify training issues.

**Second hour of instruction:** Review of unit specific functions (investigation, supervision, domestic violence, placement, etc.) with selected unit supervisors to provide an overview and instruction.

**Third hour of instruction:** Questions and answers regarding the information covered in the above two hours.

**Fourth hour of instruction:** Instruction by first line managers and directors on issues of case management using selected cases and problem situations as models for instruction.

**GROUP COUNSELORS:**

The panel can be comprised of the Juvenile Hall Director, Assistant Director, Food Service Manager, a selected number of second line supervisors and the Training Manager.

**First hour of instruction:** Overview from Director and assistant Director regarding the roles and responsibilities of counselors in accordance with the mission statement, administrative manual and Title 15. Overview from Food Service Manager regarding the importance of proper nutrition and the need for staff to encourage and support it whenever possible. The role and importance that food plays in the mental and physical development of youth. Overview from the Training Manager to support management and line staff in identifying training needs in the institutional setting.

**Second hour of instruction:** Review of specific requirements of Group Counselor position in site specific setting (Juvenile Hall, Camp Sweeney, CCDC). Promote the idea of voluntary rotation; supervisory staff to reinforce management expectations and teamwork.

**Third hour of instruction:** Questions and answers from information covered in the first two hours of instruction.

**Fourth hour of instruction:** Problem solving process to discuss cases of particular concern. Discussion of past incidents (attempted escapes, assaultive behavior, overcrowding, etc.) as models for anticipating and preventing future custodial problems.

\* Resources: All of the available manuals, guides and aides that are currently being used as tools and references in assisting probation officers and counselors in the jobs should be reviewed and used during this training.

FOR THE COUNTY:  
Mr. Brian Buchanan  
David Abel  
\_\_\_\_\_

FOR THE ASSOCIATION:  
Norman J. Santos  
\_\_\_\_\_  
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\_\_\_\_\_

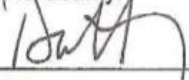

Date: 10 August 2020

SIDELETTER OF AGREEMENT  
BETWEEN  
TEAMSTERS, LOCAL UNION 856  
AND  
THE COUNTY OF ALAMEDA

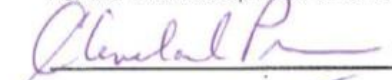

**Overtime Posting**

Except as provided herein, the Probation Department will continue to apply its existing procedures and practices for distributing overtime. This includes maintaining a list of employees who have signed up for overtime for the relevant assignment and attempting to contact employees. Unless the overtime is department-wide, overtime will first be offered to the DPO assigned to the case and, secondly, to the DPO in the unit, based upon seniority. Should the overtime assignment remain unfilled, the overtime will be offered division-wide based upon seniority. However, the Department retains the right to deviate from this procedure in emergency situations, when volunteers for the particular assignment are not available or willing to work the overtime when called, or when the Department determines that to distribute the particular overtime in question in this manner would not be reasonably practicable. In addition, the County may modify the procedure by providing the Union notice of the intended change and an opportunity to meet and confer. The meet and confer process must be completed within 30 calendar days from the date of notice to the Union.

For the County:

  
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Allu Licono  
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Roc Martinez  
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Reginald Davis  
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Cynthia Baran  
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For the Teamsters, Local Union 856:

  
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SIDELETTER OF AGREEMENT  
BETWEEN  
TEAMSTERS, LOCAL UNION 856  
AND  
THE COUNTY OF ALAMEDA

**Retired Annuitant Supervisors**

Retired annuitants assigned to and performing supervisory duties are prohibited from preparing and presenting performance evaluations of those employees so supervised unless the retired annuitant had been the employee's supervisor prior to retirement and during the majority of the current evaluation cycle. However, under those circumstances in which the retired annuitant does not meet this requirement and an evaluation is necessary, input may be provided as part of evaluation preparation provided that the evaluation is prepared and presented by a permanent departmental manager/supervisor.

For the County:

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For the Teamsters, Local Union 856:

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DATE: 12/16, 2010

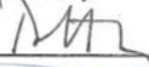

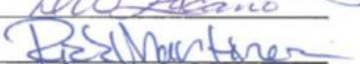
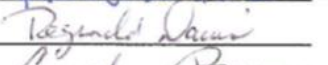
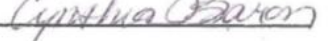
SIDELETTER OF AGREEMENT  
BETWEEN  
TEAMSTERS, LOCAL UNION 856  
AND  
THE COUNTY OF ALAMEDA

**Retirement Plan**

The County of Alameda and the Teamsters, Local 856 hereby agree that the safety retirement plan for employees covered by this Memorandum of Understanding and hired by the Probation Department on or after the first day of the pay period following adoption by the Board of Supervisors shall be modified as follows:

1. The 3% at age 50 standard safety retirement plan will not be available.
2. The employee shall be enrolled into the 2% at age 50 safety retirement plan (Govt. Code 31644) unless the employee chooses to select the alternative 3% at age 55 plan (Govt. Code 31644.2) as specified in #3 below.
3. The new employee may, at his or her option, select an alternative 3% at age 55 safety retirement plan providing that the following conditions are met:
  - a. The option to select or reject the 3% at 55 plan must be made by the employee at the point of membership into the Alameda County Retirement System and, once made, is irrevocable.
  - b. The new employee agrees to pay an additional five percent (5%) of their pensionable wages as specified by the Alameda County Employees' Retirement Association. Such payments will be credited to the employee should their retirement contributions be withdrawn.
  - c. Once the employee is fully vested in the Alameda County Retirement System at the conclusion of five years of full-time service, the additional pensionable wage cost as specified by the Alameda County Employees' Retirement Association will be reduced to three percent (3%) of pensionable wages and shall remain as such unless modified by mutual agreement of the County of Alameda and the Association or until the employee's retirement or Alameda County service is otherwise terminated.
  - d. Unit members who have been laid off and return to safety retirement status while on the reemployment eligible list shall be eligible to reinstate in the 3% @ 50 retirement plan had they been in this retirement plan at the point of lay off.

For the County:

  
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DATE: 12/16, 2019

For the Teamsters, Local Union 856:

  
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SIDELETTER OF AGREEMENT  
BETWEEN  
TEAMSTERS, LOCAL UNION 856  
AND  
THE COUNTY OF ALAMEDA

**Safety Retirement for Probation Officers Wage Restoration**

Effective August 17, 2003, the 2% wage reduction put into effect on March 19, 1989 and referenced in the "Safety Retirement for Probation Officers" sideletter of agreement dated December 8, 1988 shall cease to be a condition of participation in safety retirement.

**For the County:**

Glenn Burkheim  
Philip E. Mitchell  
Cynthia Baron  
J. [Signature]  
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**For the Union:**

Michael J. [Signature]  
D. [Signature]  
[Signature]  
[Signature]  
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**DATE:** June 30, 2003



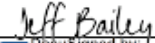
**County of Alameda  
And the  
Teamsters Local Union 856  
2019 MOU Negotiations**

SIDELETTER OF AGREEMENT  
Between  
TEAMSTERS, LOCAL UNION 856  
And  
THE COUNTY OF ALAMEDA  
2019


**POLICIES MEET AND CONFER**

In an effort to maintain updated Probation Department policies and to ensure efficient and effective communication with the Union, Probation Department shall continue to give the Union at least ten (10) days advance written notice and a copy of planned policy changes that impact wage, benefits, and terms and conditions of employment. Within ten (10) days following the Union's receipt of such notice, the Union may, by written notice to the County Labor Relations Division, require that the County meet and confer over said Probation Department policy changes. Said meet and confer process shall commence and conclude within 30 days following the County's receipt of the timely notice as provided herein. The County may thereafter implement the proposed changes or amendments thereto proposed to the Union during the meet and confer process.

FOR ALAMEDA COUNTY

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FOR TEAMSTERS

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SIDELETTER OF AGREEMENT  
BETWEEN  
TEAMSTERS, LOCAL UNION 856  
AND  
THE COUNTY OF ALAMEDA

**Share the Savings**

August 8, 2016

The parties agree that the County shall increase the existing monthly Share the Savings stipend Plan Year 2017, so that the new monthly totals shall be as follows:

- \$200 for those employees who decline all medical coverage;
- \$150 for those employees who decline Family coverage and elect Single coverage;
- \$100 for those employees who decline Family coverage and elect 2-party coverage;
- \$100 for those employees who decline 2-party coverage and elect Single coverage.

FOR THE COUNTY:

*Janett Murray*  
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*Yvonne Fin*  
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*Much 205*  
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*Stacy Wooten*  
 \_\_\_\_\_  
*Nichole Luciano*  
 \_\_\_\_\_  
*Amaria P. Dwyer*  
 \_\_\_\_\_

DATE: 8/8/16

*Smidge Guim-Begly*  
*Jennifer Brown*

FOR TEAMSTERS LOCAL 856:

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*Chantell Cole*  
 \_\_\_\_\_

DATE: 8/8/16

SIDELETTER OF AGREEMENT  
BETWEEN  
TEAMSTERS, LOCAL UNION 856  
AND  
THE COUNTY OF ALAMEDA

**Strip Search Policy**

The Probation Department currently utilizes Penal Code Section 4030 as its strip search policy. Should the Department determine that another internal policy is required, then, the Teamsters shall be notified and offered the opportunity to meet and confer regarding such a proposed policy. Within 90 days of the adoption of the MOU by the Board of Supervisors, a Penal Code 4030 Training program will be designed. Training of staff will subsequently be conducted for the then current staff within 180 days of adoption.

For the County:

*MA*  
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~~\_\_\_\_\_~~  
*W. L. ...*  
\_\_\_\_\_  
*Bob ...*  
\_\_\_\_\_  
*Reginald ...*  
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*Cynthia ...*  
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For the Teamsters, Local Union 856:

*Cleveland P.*  
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*Joe ...*  
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DATE: 12/16, 2010

SIDELETTER OF AGREEMENT  
BETWEEN  
TEAMSTERS, LOCAL UNION 856  
AND  
THE COUNTY OF ALAMEDA

**Uniforms**

In the event the Probation Department decides to implement uniforms or a uniform policy for Probation Officers, the County will give the union notice and offer to meet and confer.

**FOR THE COUNTY:**

*Dath*  
\_\_\_\_\_  
*Jindin Jim*  
\_\_\_\_\_  
*Muelito*  
\_\_\_\_\_  
*Stacey Weston*  
\_\_\_\_\_  
*Wendie Luciani*  
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*Avaara P. Stuyak*  
\_\_\_\_\_

DATE: 8/8/16

*Sindy Quinn-Begley*  
*Jennifer Brown*

**FOR TEAMSTERS LOCAL 856:**

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*Edward A. Brown*  
\_\_\_\_\_  
*Chantell*  
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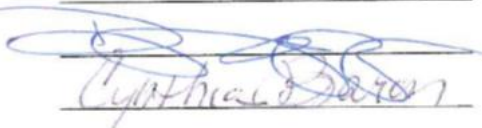
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SIDELETTER OF AGREEMENT  
BETWEEN  
TEAMSTERS, LOCAL UNION 856  
AND  
THE COUNTY OF ALAMEDA


**Urine Testing**

At the request of the Teamsters, Local Union 856, the Probation Department is willing to discuss the drug testing of juveniles within the context and scope of the LMC. However, any proposed changes, additions, and/or policy recommendations resulting from such discussions are subject to the meet and confer process.

For the County:

  
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For the Teamsters, Local Union 856:

  
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DATE: 12/29/10, 2010

SIDELETTER OF AGREEMENT  
BETWEEN  
TEAMSTERS, LOCAL UNION 856  
AND  
THE COUNTY OF ALAMEDA

**PRETRIAL PILOT**  
February 9, 2020

The parties to this Sideletter of Agreement (“Sideletter”) are the County of Alameda (the “County”) and the Teamsters, Local Union 856 (the “Union”).

This Sideletter is the result of discussions between the parties related to the impact of the County’s decision to implement the Pretrial Pilot requiring the establishment of an alternate work schedule that encompasses a twelve (12)-hour workday. Subsections 7.A. and 7.C. (Overtime Compensation) of the Memorandum of Understanding (“MOU”) between the County and the Union requires the payment of overtime over forty (40) hours in a week. In order for the Probation Department to implement the Pretrial Pilot 24/7-required staffing coverage for the Assessment Unit of the Pretrial Division, the parties agree to implement an alternate work schedule applicable to employees in the classifications of Deputy Probation Officer I (Job Code 6108) (“DPOI”); Deputy Probation Officer II (Job Code 6110) (“DPOII”); Deputy Probation Officer III (Job Code 6115) (“DPOIII”) assigned to the Probation Department Pretrial Division Assessment Unit. The Pretrial Division alternate work schedule will be a defined work period of fourteen (14) consecutive days, consisting of a twelve (12)-hour workday (thirty-six (36)-hours in a seven (7) day workweek; forty-eight (48)-hours in the alternate seven (7) day workweek of the fourteen (14) day work period), including all or part of the weekend.

The parties have conferred and consulted with one another regarding the impact and have entered into this Sideletter in a good faith effort to address the issues raised by the County and the Union in order to protect, to the fullest extent possible, wages, hours, and terms and conditions of employment of County employees represented by the Union. The parties agree to modify subsection 6.D. (Biweekly Work Schedule for Deputy Probation Officers) by adding subsection 6.D.1. to implement a biweekly work schedule under which an employee who would normally be subject to a forty (40)-hour work week, is scheduled to work eighty-four (84) hours during a fourteen (14) day work period and thus would only be entitled to overtime compensation for the time worked in excess of the scheduled eighty-four (84) hours in a biweekly pay period. During the fourteen (14)-day work period, the employee will work a schedule of eighty-four (84) hours consisting of a twelve (12)-hour workday flexible work schedule pursuant to section 207(k) of the Fair Labor Standards Act (FLSA) and Code of Federal Regulations (CFR) Part 553. The twelve (12)-hour workday flexible schedule shall be for Probation Department employees involved in law enforcement activities working in the Pretrial Pilot, that include but not limited to providing the Court with release and detention recommendations and enforcing Court orders; supervision and monitoring of clients for Court compliance, and notifying the Court regarding violations of pretrial release.

The parties agree to amend the MOU between the County and the Union as follows:

**SECTION 6. HOURS OF WORK; SCHEDULES AND SHIFTS; REST PERIODS**

6.D. **BIWEEKLY WORK SCHEDULE FOR DEPUTY PROBATION OFFICERS.** Notwithstanding subsections 7.B. and 7.C. of this MOU, in those cases in which DPOs working in the Probation Department and the Chief Probation Officer or his/her designee agree to a fixed flexible work schedule, the Deputy will work no more than forty (40) hours in a designated seven (7)-day work period. Any flexible work schedule shall begin and/or end on dates which agree with the County’s biweekly pay periods. Employees will be entitled to overtime compensation only for approved time worked in excess of forty (40) hours in a seven (7)-day period. DPOs subject to a flexible work

schedule shall not be entitled to more than eight (8) hours off with pay on paid holidays and shall be required to makeup during the pay period in which the holidays falls the difference between eight (8) hours and the length of the work day which the employee would have been scheduled to work had the holiday been a normal work day on the adjusted schedule. The employee shall not be entitled to overtime compensation for working said holiday makeup hours. If an employee is scheduled to work less than eight (8) hours on a holiday, an employee shall be entitled to eight (8) hours of time off.

The Chief Probation Officer or his/her designee shall, in his/her discretion, determine which, if any, classifications and positions shall be eligible for the flexible work schedule and retains the right, upon appropriate notice to the Union and after meeting and conferring if requested by the Union, to make changes in the classifications and positions eligible for such flexible schedule or to eliminate the program in its entirety.

1. **Overtime Payment:** Provided further, notwithstanding subsections 7.A. and 7.C. (Overtime Compensation) of this MOU, in those cases in which DPOs involved in law enforcement activities assigned to the Probation Department Pretrial Pilot, and whose duties include but not limited to providing the Court with release and detention recommendations and enforcing Court orders; supervision and monitoring of clients for Court compliance, and notifying the Court regarding violations of pretrial release, and who are scheduled to work an alternate work schedule of forty-eight (48) hours one week and thirty-six (36) hours in the next week as defined below in subsection 6.D.2. (Alternate Biweekly Work Schedule), shall be entitled to overtime compensated at the rate of one and one-half (1.5) times the hourly rate as defined in subsection 7.E.1 (Rates Defined) for all hours worked in excess of their scheduled work period of eighty-four (84) hours. Such overtime work performed in the course of the Pretrial Pilot shall be compensated in cash, in compensatory time off (subject to the maximum accrual in subsection 7.H.1 (Maximum Accrual), or a combination thereof, at the option of the Agency/Department Head.
2. **Alternate Biweekly Work Schedule:** Notwithstanding subsection 6.B. (Work Day and Work Week) of this MOU, an employee working in the Probation Department Pretrial Pilot Assessment Unit may be assigned to a biweekly (fourteen (14) consecutive day) work period, consisting of an alternate biweekly work schedule of forty-eight (48) hours one week and thirty-six (36) hours in the other week of the pay period.
3. **Absence:** An employee working in the Probation Department Pretrial Pilot Assessment Unit assigned to a biweekly (fourteen (14) consecutive day) work period, consisting of an alternate biweekly work schedule of forty-eight (48) hours one week and thirty-six (36) hours in the other week of the pay period, who is absent from work on paid leave will have twelve (12) hours subtracted from the appropriate leave balance.
4. **Holiday:** An employee working in the Probation Department Pretrial Pilot Assessment Unit assigned to a biweekly (fourteen (14) consecutive day) work period, consisting of an alternate biweekly work schedule of forty-eight (48) hours one week and thirty-six (36) hours in the other week of the pay period, who is normally scheduled to work on a day on which a holiday falls, and who is absent on that day shall be considered to be on holiday leave as provided in subsection 9.E. (Holiday Compensation) and shall not be entitled to more than eight (8) hours off for the holiday. The employee shall be required, by submission of either a compensatory time off request or vacation request (if there is no accrued compensatory time) to make up during the pay period in which the holiday falls, the difference between eight (8) hours and the length of the shift which the employee would have worked except for the holiday leave. In the event that the employee has no accrued compensatory time or vacation, the difference between eight (8) hours and the length of the shift which the employee would have worked except for the holiday leave and notwithstanding Administrative Code Section 3.16.030 shall be reported as leave of absence without pay. In the event an employee works longer than the normal work period as set forth in Section 6.D.2. (Alternate Biweekly Work Schedule) of this MOU

by virtue of having worked a holiday, said employee shall be compensated at a premium rate of one and one-half (1.5) times the regular straight time hourly rate, as provided in Section 7.D. (Rate of Overtime Compensation).

**SECTION 7. OVERTIME**

A. Overtime work is all work performed pursuant to Section 6. (Hours of Work; Schedules and Shifts; Rest Periods), subsection 6.A. (Hours of Work Defined) in excess of the work week set forth in Section 6. (Hours of Work; Schedules and Shifts; Rest Periods), subsections 6.B. (Work Day and Work Week) and 6.C. (Work Schedule and Shifts).

1. Provided further that for employees involved in law enforcement activities assigned to work in the Probation Department Pretrial Pilot working a twelve (12)-hour workday flexible work schedule, overtime work shall be defined as all work performed pursuant to subsections 7.A. and 7.C. (Overtime Compensation) in excess of the work period set forth in subsections 6.D.1. (Overtime Payment) and 6.D.2. (Alternate Biweekly Work Schedule) of this MOU and pursuant to section 207(k) of the Fair Labor Standards Act (FLSA) and CFR Part 553 regarding hours worked in excess of the one hundred seventy-one (171) hours in a twenty-eight (28) day work period.

Holidays which fall on an employee's regular day off shall be compensated at the regular straight-time hourly rate.

B. **HOW OVERTIME IS AUTHORIZED.** All hours worked for the County shall be in accordance with the employee's assigned work schedule. Any overtime hours worked shall be pre-approved in advance by the Agency/Department Head or the Agency/Department Head's representative or, in cases of unanticipated emergency, shall be approved by the Agency/Department Head after such emergency work is performed and shall be reported to the assigned supervisor by the next business day.

C. **OVERTIME COMPENSATION.** All employees shall receive overtime compensation in cash, in compensating time off, or a combination thereof, at the option of the Agency/Department Head, as follows and consistent with subsection H. (When Compensating Time Off May Be Taken or Paid) herein:

2. The method of compensation for cash payment of overtime worked shall be as follows:

- a. Employees covered by the overtime provisions of the Fair Labor Standards Act shall be paid time and one-half (1.5) for overtime worked as provided above based on the hourly rate defined in 7.E.2. provided, however, that time and one-half (1.5) the employee's Fair Labor Standards Act regular rate defined in 7.E.2. shall be paid for all actual hours worked in excess of forty (40) hours (excluding holidays and paid leave time) in an employee's designated work period.

Services as needed Probation Interns shall be paid time and one-half (1.5) for overtime worked as provided above based on the hourly rate defined in Appendix A. provided, however, that time and one-half (1.5) shall be paid for all actual hours worked in excess of forty (40) hours in an employee's assigned work week.

- c. Notwithstanding subsection 7.E.2., employees working in the Probation Department Pretrial Pilot Assessment Unit scheduled to work an alternate biweekly work schedule of forty-eight (48) hours one week and thirty-six (36) hours in the other week of the pay period as defined in subsection 6.D.1. of this MOU, shall be entitled to overtime compensation at the rate of one and one-half (1.5) times the hourly rate as defined in subsection 7.E.1., for all hours worked in excess of eighty-four (84) hours in a biweekly pay period. Such overtime shall be



compensated in cash, in compensatory time off, or a combination thereof, at the option of the Agency/Department Head.

D. **RATE OF OVERTIME COMPENSATION.** All employees covered by the overtime provisions of the Fair Labor Standards Act shall receive overtime compensation at a premium rate of 1-1/2 the regular straight-time hourly rate. Compensation will be made pursuant to subsection C. above.

E. **RATES DEFINED.**

1. For purposes of this section, the hourly rate shall be defined as follows:
  - a. For employees working a forty (40)-hour workweek, the hourly rate shall be the biweekly rate divided by eighty (80).
  - b. For employees assigned to the alternate biweekly work schedule defined in subsection 6.D.2. (Alternate Biweekly Work Schedule), the hourly rate shall be defined as the biweekly rate shown in Appendix A divided by eighty (80).
2. For purposes of this Section 7 (Overtime), the Fair Labor Standards Act regular rate shall be defined as follows:

An employee's regular rate shall include, in addition to his/her hourly rate as defined in subsection E.1., any applicable salary ordinance footnote and any applicable premium payment pursuant to subsections 13.A.B.C.E. and G. of this MOU.

F. **FRACTIONS OF LESS THAN ONE-HALF HOUR PERIOD.** Overtime payment shall be compensated in cash or time off in increments of one-tenth (1/10) hour period.

G. **WHEN OVERTIME SHALL BE PAID.** Cash compensation for overtime worked shall be paid not later than the completion of the pay period next succeeding the pay period in which such overtime was earned.

H. **WHEN COMPENSATING TIME OFF MAY BE TAKEN OR PAID.**

1. **Maximum Accrual:** Compensating time off earned on or after April 15, 1986 may be accrued to a maximum of one hundred (100) hours, and any employee who has accumulated one hundred (100) hours of compensatory time off shall be paid in cash for all subsequent overtime worked until such time as the employee's compensating time off balance is reduced below one hundred (100) hours. Notwithstanding the foregoing, an employee may exceed the one hundred (100)-hour maximum when an emergency or other unusual circumstance exist and the department/agency has obtained approval of the County Administrator's Office to grant compensating time off in excess of one hundred (100) hours.

Scheduling compensating time off shall be by mutual agreement of the employee and the Agency/Department Head provided that the agency/department may require that an employee adjust his/her work week in order to avoid overtime penalties.

An employee covered by the overtime provisions of the Fair Labor Standards Act who has accrued compensating time off in accordance with this subsection shall upon separation from County service be paid for unused compensating time off at a rate of compensation not less than the average regular rate, as defined above, received by such employee during the last three years of employment or the final regular rate received by such employee, whichever is higher. An employee shall be paid off for any unused in lieu and/or compensating time off, up to a maximum of one hundred (100) hours, upon resignation/reinstatement or transfer to another agency/department. An employee shall be paid off for unused in lieu and/or compensating time off, up to a maximum of one hundred (100) hours, prior to appointment

from a position which is eligible to accrue compensatory or in lieu time off to one which is not eligible to accrue compensatory or in lieu time off.

The parties further agree to the following provision of this Sideletter of Agreement relative to arming, payroll errors, training, overtime posting, and shift swap:

**1. Assessment Unit Armed Status**

DPOs working in the Assessment Unit may maintain armed status and may attend regular firearms proficiency and qualifications trainings. Probation Department management will ensure DPOs are available to attend such trainings, however, if there is a conflict (i.e., DPO is scheduled to work) during a scheduled training, DPOs may work a flexible schedule, work overtime hours, or a combination thereof, at the option of Probation Department management. DPOs in the Assessment Unit may maintain firearms qualifications, but they will not be issued a weapon. DPOs who were issued a weapon must return their weapon to the Rangemaster within seven (7) business days of their effective date of appointment to the Assessment Unit.

**2. Payroll Errors**

If a DPO believes there is an error on his or her paycheck, the DPO should contact the Probation Department Payroll Unit as referenced in the Department's *Administrative Manual section TBD, Payroll*.

**3. Requests for Time Off (Vacation/Holiday)**

DPOs are expected to follow the procedures outlined in the Probation Department Memorandum regarding "Vacation Planning and Time-Off Requests", dated April 13, 2020 (Attachment B).

**4. Training**

Probation Department management will ensure DPOs working in the Assessment Unit are available to attend Standards and Training for Corrections and other mandatory department trainings, however if there is a conflict, DPOs in the Assessment Unit may work a flexible schedule, work overtime hours, or a combination thereof, at the option of Probation Department management. DPOs must obtain approval from their supervisors to attend training and notify their supervisors if another DPO is needed to cover their shift.

**5. Assessment Unit Overtime Posting**

**5.A. Overtime Bid (Planned).** Overtime shifts in the Assessment Unit that result from planned time-off requests shall be offered to DPOs for bidding as soon as practical after the time-off request has been approved by the supervisor. The Overtime Bid shall first be offered to DPOs in the Assessment Unit, and secondly to DPOs in the Monitoring Unit. Overtime Bids shall be offered to DPOs via email and DPOs must respond within seven (7) days of the email date. The Overtime Bid will be granted to the DPO in the Assessment Unit based upon seniority. If no DPO in the Assessment Unit volunteers for the bid, then the bid shall be awarded to the DPO in the Monitoring Unit based upon seniority.

**5.B. Overtime Bid (Unplanned).** Notwithstanding the "Overtime Posting" Sideletter of the MOU and subsection 5.A. (Overtime Bid (Planned)) above, overtime shifts that result from unplanned time-off requests shall be first offered to DPOs in the Assessment Unit based on seniority and secondly to DPOs in the Monitoring Unit based on seniority. Supervisors shall call DPOs and offer all available overtime shifts. If the DPO does not answer the call, the supervisor shall leave a voicemail that includes the available overtime shift(s); and the callback number to reach the supervisor. If the overtime shift begins within twenty-four (24)

hours of the call, supervisors shall wait five (5) minutes before calling the DPO with the next highest seniority. If the overtime shift begins within more that twenty-four (24) hours of the call, the supervisor shall wait thirty (30) minutes before calling the next senior DPO.

- 5.C. Do Not Call (“DNC”) List.** During the last week of each month, supervisors will request via email that all DPOs in the Pretrial Division provide specific dates and any of the following shifts in which DPOs are not interested in being contacted to work as an overtime shift for the next month: morning (AM); swing; evening (PM); and/or all day. If DPOs list themselves as DNC for a specific date and/or shift, supervisors do not need to call them to offer the overtime shift.

**Probation Department management retains the right to deviate from the above overtime posting procedures in emergency situations as set forth in the “Overtime Posting” Sideletter of the MOU.**

**6. Timekeeping Examples**

Examples of various timecard scenarios and coding are as noted in Attachment A of this Sideletter.

**7. Assessment Unit Shift Swap**

Beginning July 1, 2020, DPOs working in the Assessment Unit may swap a maximum of three (3) shifts per fiscal year with other DPOs assigned to the Assessment Unit of the Pretrial Division. Shift swaps are subject to the following restrictions: 1) the participating DPO must agree to swap a full shift consisting of twelve (12) hours within the same pay period; 2) the participating DPO cannot work more than sixteen (16) consecutive hours or result in overtime hours; 3) the DPO requesting the shift swap must find another DPO in the Assessment Unit to work the requesting DPO’s scheduled twelve (12)-hour work shift within the same pay period; 4) the requesting DPO must notify the Lead or Supervisor of the shift swap in advance of the swap, provide the name and contact information of the replacement DPO, and the shift that the replacement DPO will work; and 5) the replacement DPO must work the shift as assigned and the requesting DPO must work the replacement DPO’s shift as identified on the request. Upon the completion of the Pretrial Pilot, Probation Department management and the Union shall meet and assess the shift swap benefit to evaluate its ongoing feasibility.

**8. New Shifts/Positions in the Assessment Unit**

**8.A. Shift Bid.** DPOs assigned to work in the Pretrial Division may bid on shifts in their respective units based on County seniority. Shift Bids will occur annually.

**8.B. New Shift/Position.** When a new shift/position is added to the Pretrial Assessment Unit, the new schedule resulting from the additional shift/position shall be posted and circulated to all DPOs in the Assessment Unit for their review prior to the next shift bid. All shifts shall be available for bid during the next shift bid as outlined in subsection 8.A. (Shift Bid) above.

**8.C. Change in Shift/Position.** If Probation Department management decides to alter the hours of an existing shift by one (1) or more hour(s), the shift/position shall be re-bid as outlined in subsection 8.A. (Shift Bid) above. If the reporting/work location (i.e., change to jail(s) covered due to Rover), Probation Department management will provide the employee reasonable notice of the changes. The employee may re-bid the shift/position as outlined in subsection 8.A. (Shift Bid) above.

**9. End of Pretrial Pilot**

**9.A. End of Pretrial Division.** If the Pretrial Pilot ends and the Pretrial Division ceases to be a division of the Probation Department, DPOs who transferred into the Pretrial Division shall remain employees of the Probation Department. DPOs who transferred into the Pretrial Division from another division within the Probation Department may return to a DPO

position and both Probation Department management and employee is expected to follow the transfer policy as outlined in the Department's *Administrative Manual section 322, Assignments and Transfers*.

**9.B. Pretrial Becomes Permanent Division.** If the Pretrial Pilot ends and the Pretrial Division becomes a permanent division in the Probation Department, the shifts/positions in both Assessment and Monitoring Units shall first be offered to the DPOs already working in the shifts/positions, provided that the DPO does not have any documented performance issues, and the shifts/positions shall be re-bid as outlined in subsection 8.A. (Shift Bid) above. DPOs impacted due to the elimination of positions in the Pretrial Pilot or who desire to transfer to another division, shall follow the Department's *Administrative Manual section 322, Assignments and Transfers*.

Probation Department management retains the right to amend or terminate the Pretrial Pilot, subject to meet and confer on the impacts of the decision to terminate the Pretrial Pilot.

WHEREFORE, the parties by and through their authorized agents and representatives agree to the terms of this Sideletter of Agreement subject to the approval of this Agreement by the County of Alameda Board of Supervisors.

For the County

DocuSigned by:  
*Bruce Heid, IEDA*  
87C095095718443...  
Bruce Heid, IEDA  
4/16/2020

For the Union

DocuSigned by:  
*Jim Bickert, Rains Lucia Stern*  
A020E377159345E...  
Jim Bickert, Rains Lucia Stern  
4/16/2020

## Non-County Sponsored Disability Programs



Human Resource Services

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

October 22, 2009

Joe Martinelli, Business Representative  
Teamsters Local Union No. 856  
453 San Mateo Avenue  
San Bruno, CA94066

Dear Mr. Martinelli,

During recent negotiations for the successor MOU, the Teamsters Local Union No. 856 has proposed to, "Add AFLAC or other approved disability program as a payroll deduction." Please be advised that there is a current process for any labor organization to complete when interested in a non-county sponsored disability program being offered to represented employees. The process requires that the union, in this instance, the Teamsters Local Union No. 856, be the moving party and present the non-County sponsored disability program you are interested in to the Employee Benefits Center (EBC) for review. The EBC will advise you as to the specific information that is needed for review of a non-County sponsored disability program.

This process initiated by the Teamsters Local Union No. 856 shall be completed separate and independent of the successor MOU negotiations. Any issues or disputes resulting from the process identified by the EBC shall have no impact on current MOU negotiations. Any further questions in order to proceed in this process should be directed to Ava Lavender, Employee Benefits Services Manager at 510-891-8991.

Sincerely,

A handwritten signature in cursive script that reads "Cynthia Baron".

Cynthia Baron  
Labor Relations Manager

Cc: Darrell Murray, IEDA  
Ava Lavender, Human Resource Services  
Karey Urbanski, Human Resource Services

**Flex Promotion – Letter of Commitment**



**ALAMEDA COUNTY  
PROBATION DEPARTMENT**

**DONALD H. BLEVINS**  
Chief Probation Officer

October 22, 2009

Mr. Joe Martinelli, Business Agent  
Teamsters Local Union No. 856  
453 San Mateo Avenue  
San Bruno, CA 94066

**SUBJECT: Letter of Commitment – Flex Promotions**

Dear Mr. Martinelli:

Please be advised that the Alameda County Probation Department has developed a notification process to alert managers when a Deputy Probation Officer (DPO) is eligible for a Flex promotion and that an evaluation is due. As referenced in the Administrative Manual, Section 324, Personnel Evaluations, Section E describes the process that the Office of Human Resources (OHR) administers to ensure that evaluations are completed in a timely manner.

To my knowledge, there have not been any recent delays or problems in the processing of a Flex promotion. In the event that there are any current or future issues or problems related to a Flex promotion, you have my assurance and commitment that the Alameda County Probation Department's Office of Human Resources shall endeavor to resolve the issue timely and appropriately. Please contact Ms. Debra Licano, Human Resources Director, at (510) 268-7256 if you have any concerns, issues or questions with the current process.

Yours very truly,

Donald H. Blevins  
Chief Probation Officer

cc: Cynthia Baron, Human Resource Services  
Davann Huynh, Probation Department – OHR  
Debra Licano, Probation Department – OHR  
Darrell Murray, IEDA  
Karey Urbanski, Human Resource Services

Mail Reply to Address Indicated:

- Probation Center  
400 Broadway  
Oakland, CA 94607
- Camp Wilmont Sweeney  
2600 Fairmont Drive  
San Leandro, CA 94578-1090
- 24085 Amador Street, Suite 400  
Hayward, CA 94544-1299
- Juvenile Justice Center/Administration  
2500 Fairmont Drive  
San Leandro, CA 94578
- Community Probation  
7200 Bancroft Avenue, Suite 270  
Oakland, CA 94605
- 3155 Kearney Street, Suite 100  
Fremont, CA 94538
- 24085 Amador Street, 3<sup>rd</sup> Floor  
Hayward, CA 94544
- 5672 Stoneridge Drive  
Pleasanton, CA 94588

**MINUTE ORDER**

**ALAMEDA COUNTY BOARD OF SUPERVISORS  
MINUTE ORDER**

*The following action was taken by the Alameda County Board of Supervisors on 12/15/2020*

**Approved as Recommended**  **Other**

Read title, waived reading of the Ordinances in their entirety and continue to Tuesday, 1/5/21 for second reading.

**Unanimous**  **Chan:**  **Haggerty:**  **Miley:**  **Valle:**  **Carson:**  - **5**

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

**Documents accompanying this matter:**

**Documents to be signed by Agency/Purchasing Agent:**

**File No.** 30502  
**Item No.** 31

**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

**PAY PERIOD CALENDARS THROUGH TERM OF MOU  
COUNTY OF ALAMEDA  
PAYPERIOD CALENDAR  
2019**

| <b>FROM</b> | <b>TO</b> | <b>PAYDAY</b>                                      | <b>PAY PERIOD</b> |
|-------------|-----------|--|-------------------|
| 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**

| <b>FROM</b> | <b>TO</b> | <b>PAYDAY</b>                                      | <b>PAY PERIOD</b> |
|-------------|-----------|--|-------------------|
| 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 11/20/20 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  | 01/20/13   | 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 MOUs

**COUNTY OF ALAMEDA  
PAYPERIOD CALENDAR  
2024**

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

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

**COUNTY OF ALAMEDA  
PAYPERIOD CALENDAR  
2025**

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

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