

COUNTY OF SACRAMENTO
TO
SEIU, LOCAL 1021
WELFARE SUPERVISORY UNIT

Passed to Union
@ 1:42 pm
on 4/11/19

COUNTER-PROPOSAL TO SEIU'S AB866 UNION MEMBERSHIP PROPOSAL

April 11, 2019

Revise Article II as follows:

2.1 PAYROLL DEDUCTIONS

a. It is the intent of this term to provide for payroll deductions of Union members to be deducted from their warrants insofar as permitted by law, ~~and not to exceed \$99.99~~, including dues. The County agrees to deduct and transmit to the Union all authorized deductions from all such members within this unit who have signed a SEIU Local 1021 ~~County approved~~ authorization card or cards for such deductions, ~~so long as such authorization is not revoked in writing.~~

The County shall comply with SB 866 -for example, requests to authorize dues/other deduction(s), or requests to change status regarding such deductions, shall be directed to the Union rather than the County. The County shall rely on the Union's explanations in a certified list, submitted by a representative of the Union who has authority to bind the Union, regarding whether an authorization/change in deduction(s) has been requested by the employee. The Union shall provide the County a copy of the employee's authorization for deductions if a dispute arises about the existence or terms of authorization.

b. The written authorization must be for approved insurance and benefit programs and the amount of dues deducted from organization members' warrants shall be changed by the County upon written request of the Union.

c. The Union agrees to indemnify, defend and hold County harmless against any claims made of any nature and against any suit instituted against the County arising from its checkoff for the dues, insurance or benefit programs of the Union.

d. "Approved insurance and benefit programs" are those which County has approved as being noncompetitive or nonduplicative of County-offered programs. County reserves the right to disapprove any insurance program, in advance, if competitive or duplicative, and to cancel any Union insurance and benefit program payroll deductions where they are established without prior County approval. County may also cancel payroll deductions if the program is modified so as to become competitive or duplicative. It is understood that life insurance, except for accidental death and dismemberment, is competitive and duplicative of County-offered programs. The County agrees to permit the Union checkoff for premiums of the Union short-term

disability plan provided the short-term plan is not competitive or duplicative of the County long-term disability plan.

e. Solicitation or servicing of such insurance and benefit programs shall not interrupt on-duty supervisors nor be conducted in County facilities without prior approval of County.

2.2 UNION REPRESENTATION

a. The County recognizes and agrees to deal with designated officers and representatives of the Union on all matters relating to grievances and the interpretation of this Agreement. Only supervisory employees in the unit shall be permitted County-paid time off to represent supervisors on grievances.

b. A written list of the officers of the Union's Supervisor Chapter and the stewards serving each area, shall be furnished the County immediately after their designation, and the Union shall notify the County promptly of any changes of such officers or stewards. The officers or stewards shall not be recognized by the County until such lists or changes thereto are received by the County Executive, or his designee, and the affected department directors.

c. The County shall recognize six (6) Shop Stewards - three (3) in the Department of Health and Human Services, and three (3) in the Department of Human Assistance. Shop stewards may represent employees across departmental lines.

d. Upon request of the aggrieved supervisor, a steward as provided in Subsection c. above (or the Supervisor Chapter President) may investigate the grievance or dispute, provided it is in his area of responsibility, and assist in its presentation. He shall be allowed a reasonable time for this purpose during working hours without loss of pay, subject to prior notification and approval by his immediate supervisor. For investigations which take him physically outside his regular work area, such notification shall be on a form prescribed by the County, which will state the amount of time spent for the purpose. When a steward is investigating grievances within his regular work area, the prior notification and approval may be oral and the form need not be used. However, the steward shall accurately record on his employee time sheet all on-duty time spent investigating grievances. The assignment of more than one (1) steward (or the Supervisor Chapter President) on County-paid time to handle a grievance shall be subject to prior approval of the County Executive or his representative and approval shall not be unreasonably delayed or withheld.

e. The Supervisor Chapter President, if a member of the unit, shall be allowed reasonable time off for the purpose of representation under this Agreement. The Supervisor Chapter President may designate a recognized steward or officer to use president time for the purpose of representation under this Agreement.

~~2.3 AGENCY SHOP CONDITION OF EMPLOYMENT~~

~~All employees in the representation unit shall, as a condition of continued employment, beginning with the second full pay period after notice is given to~~

employees in accordance with Section 2.7 and until the termination of the Agreement, either:

- a. ~~Become a member of the Union; or~~
- b. ~~Pay to the Union a fair share fee for services rendered by the Union in an amount equal to the monthly periodic dues of the regular membership, less costs which are not related to the administration of this Agreement and the representation of employees, but in no event to exceed 90% of the regular membership dues; provided, however, that each employee will have available to him/her membership in the Union on the same terms and conditions as are available to every other member of the Union; or~~
- c. ~~(1) Execute a written declaration that the employee is a member of a bona fide religion, body, or sect which holds a conscientious objection to joining or financially supporting any public employee organization as a condition of employment; and~~
 - ~~(2) Pay a sum equal to the agency fee described in Section 2.4 b. to a non-religious, non-labor charitable fund chosen by the employee from those charities listed within United Way or CHAD. The employee shall furnish written proof to the County and the Union that this contribution has been made.~~
- d. ~~Any solicitations or representations made to employees for the purposes~~
of
~~Union membership or payment of fair share fees shall clearly state that such membership or requirements for fair share fee relate solely to the Union and to no other organization.~~

~~2.4 SEPARATION FROM UNIT EXCEPTION~~

~~The condition of employment specified above shall not apply during periods of separation from the representation unit by any such employee but shall reapply to such employee commencing with the third full pay period following the return of the employee to the representation unit. The term separation includes transfer out of the unit, layoff, and leaves of absence with a duration of more than two (2) full pay periods. The condition of employment specified above shall not apply to newly hired employees until the beginning of the third full pay period of employment.~~

~~2.5 FAIR SHARE SERVICE FEE DETERMINATION AND DISCLOSURE~~

~~Only the costs of the following activities shall be considered by the Union when making a determination of the amount of the fair share service fee of non-members:~~

- a. ~~Expenditures for labor contract negotiations on behalf of employees in the unit (for example, the fees and expenses of the Union representative and staff support, including research of and preparation for a negotiating position).~~

- b. ~~Expenditures for contract administration (for example, meetings and discussions with management concerning grievances under the contract, meetings with employees as part of grievance resolution, and costs of representatives for arbitration, shorthand reporters, or attorneys in enforcing the Agreement and staff support including research and preparation).~~

~~2.6 EXPENDITURES NOT INCLUDABLE IN DETERMINATION OF THE FAIR SHARE FEE~~

a. ~~Under no circumstances shall expenditures for the following purposes and activities be included in any way in the calculation or determination of the fair share fee:~~

- ~~(1) Lobbying or other political activity, including support for individual candidates or political parties.~~
- ~~(2) Organizing and recruiting activities outside of the Welfare Supervisory Unit.~~
- ~~(3) Payments to affiliates, except for payments for activities under Section 2.6 above.~~
- ~~(4) Social activities.~~
- ~~(5) Charitable and philanthropic activities.~~
- ~~(6) Insurance and other benefit programs.~~
- ~~(7) Any strike or concerted activity fund.~~

b. ~~Costs other than those described in Section 2.6 above shall not be considered when making a determination of the fair share service fee of non-members.~~

~~2.7 FAIR SHARE FEE EXPLANATION AND NOTICE OF RIGHT TO CHALLENGE~~

~~Within sixty (60) calendar days after the end of its fiscal year, the Union shall mail to the County and to each employee within the bargaining unit a "Fair Share Fee Explanation and Notice of Right to Challenge." Such notice shall also be given to all new employees hired into the unit prior to the solicitation or collection of any membership dues or fair share fees. Such notice shall include:~~

- a. ~~An accounting prepared and signed by an auditor, who is a certified public accountant, for the overall purpose of providing an itemization of the expenditures of the Union in detail necessary for an employee to be able to reasonably determine what portion of regular membership dues would be allocable to the cost of negotiation and contract administration as defined in Section 2.6 above.~~

~~(1) The accounting will utilize data from the prior fiscal year and shall include the following information:~~

~~(a) A breakdown of the Union's actual revenue by source.~~

~~(b) A breakdown of each major category within the Union's budget and indicating the actual expenditures within each category including the portion of each category allocable to the costs of negotiation and contract administration as defined in Section 2.6.~~

~~(c) Where Union expenditures are for employee compensation, the auditor shall determine what portion of the employee's salary is clearly allocated to the actual negotiation and contract administration as defined in Section 2.6.~~

~~(d) The auditor shall prepare a statement itemizing which of the Union's expenditures are clearly allocated to negotiation and contract administration as defined in Section 2.6 and which expenditures are not so allocated.~~

~~(e) The auditor shall then calculate the proportion of dues which are clearly allocable to negotiation and contract administration as defined in Section 2.6, expressed as a percentage of regular membership dues.~~

~~(2) To enable the auditor to prepare the accounting, the Union shall provide the auditor access to all records reasonably necessary for such preparation including a record of the employee's activities in sufficient detail to enable the auditor to make the necessary determination in Subsection a. above. In the event that payments are made to any other organization, the auditor shall be provided access to such organizations' records when reasonably necessary to prepare the above accounting.~~

~~b. The amount of the fair share service fee: Such fee shall not exceed the proportion of dues calculated in Section 2.8 a.(1)(e) above.~~

~~c. Instructions on filing a challenge to the amount of the fair share service fee with the Union:~~

~~(1) Non members who wish to challenge collection of the fair share fee because the amount identified contains expenditures for activities not within the definition of Section 2.6, or because the procedures set forth herein have not been complied with, must file a "Fair Share Fee Challenge Petition" with the Union and with a copy to the County.~~

- ~~_____ (2) The petition shall be signed by the challenger or the challenger's agent under penalty of perjury and must state with specificity the particular expenditures or procedures being challenged. The petition must include the name, address, and social security number of the challenger. Such petition must be submitted no later than thirty (30) days after the postmark of the Fair Share Fee Explanation and Notice of Right to Challenge for such petition to be valid.~~
- ~~_____ (3) During the pendency of the challenge, the amount of the fair share fee reasonably in dispute shall be placed in an escrow account established by the Union.~~
- ~~_____ (4) The dispute described in the challenge petition shall be heard by the Union within thirty (30) calendar days after the closing of the challenge period referenced in this section. If the written response of the Union is not satisfactory to the employee, such employee shall have the right to refer the matter to binding arbitration in accordance with procedures established by the Union.~~
- ~~_____ (5) The arbitrator shall be selected in accordance with the procedures of the American Arbitration Association.~~
- ~~_____ (6) The costs of the arbitration shall be borne by the Union.~~
- ~~_____ (7) At the Union's sole discretion, the hearing of all appropriately submitted and valid challenge petitions may be consolidated into one (1) arbitration.~~

~~**2.8 FAILURE TO PROVIDE FAIR SHARE FEE EXPLANATION AND NOTICE OF RIGHT TO CHALLENGE**~~

~~Should the Union fail to provide the information needed for the annual accounting required by Section 2.8 a.(2), or fail to provide to each employee and to the County the required annual Fair Share Fee Explanation and Notice of Right to Challenge set forth above within the required sixty (60) days after the end of its fiscal year, the County shall have the right to give the Union two (2) pay periods notice to provide the required notice. If the Union fails to provide the required notice by the expiration of the two (2) pay periods, then the County shall make no further payroll deductions of any kind on behalf of the Union (dues, fair share fees, insurance, et cetera) until such time as the Union provides the required notice.~~

~~**2.9 LABOR ORGANIZATION ANNUAL REPORT**~~

~~Annually, the Union shall file with the Office of Labor Relations a fully completed copy of the U.S. Department of Labor LM-2 (Labor Organization Annual Report) which shall serve as the required financial disclosure pursuant to Government Code Section 3502.5 (d). If the Union has paid or distributed all or a portion of the dues or fees collected to any other organization for the purpose of providing direct and ongoing representation to employees in the unit, the Union shall also be required to submit fully~~

~~completed LM-2 forms from those employee organizations at the same time the Union submits its completed LM-2. All LM-2's submitted pursuant to this section shall be signed by a certified public accountant and shall be made available to employees in the unit.~~

~~2.10 FAILURE TO FILE LABOR ORGANIZATION ANNUAL REPORTS~~

~~The Union shall submit the required LM-2('s) no later than sixty (60) calendar days after the end of its fiscal year. If the Union fails to provide the County with the required LM-2('s), then the County shall have the right to give the Union two (2) pay periods notice to provide the required LM-2('s). If the Union fails to provide the required LM-2('s) at the expiration of the two (2) pay periods, then the County shall make no further payroll deductions of any kind on behalf of the Union (dues, fair share fees, insurance, et cetera) until such time as the Union provides the required LM-2('s).~~

~~2.11 JUST CAUSE FOR TERMINATION~~

~~The parties agree that any failure of an obligated employee to pay a fair share service fee shall constitute reasonable and just cause for discharge.~~

~~2.12 PROCEDURE FOR FAIR SHARE TERMINATION~~

~~The procedure in cases of discharge for violation of the obligation to pay a fair share service fee shall be as follows:~~

- ~~a. The Union shall notify the employee (a copy to the appointing authority) of non-compliance by certified mail, return receipt requested. Said notice shall detail the non-compliance by explaining that the employee is delinquent in not tendering a fair share service fee, specifying the amount of the delinquency, and warning the employee that unless such fees are tendered within thirty (30) calendar days, the Union will request that the employee be terminated as provided in this section.~~
- ~~b. If the employee fails to comply, the Union shall file with the appointing authority, in writing, proof of compliance with Subsection a., the specific charges, and a demand that the employee be terminated. The charges shall include:
 - ~~(1) A statement that it is proposed that the employee be discharged from employment;~~
 - ~~(2) A statement of the cause of the proposed discharge of the employee;~~
 - ~~(3) A statement in ordinary and concise language of all specified facts or omissions upon which the cause is based;~~
 - ~~(4) A copy of the Union's documents relevant to the proposed action or a statement advising the employee and his/her appointing authority~~~~

~~of the time and place where they may have access to such documents.~~

- ~~e. In the case of a regular employee, the appointing authority shall serve a copy of the written charges upon the employee either personally or by certified mail, return receipt requested. The appointing authority shall give written notice to the Union and the employee of the scheduled date of a hearing by the appointing authority.~~
- ~~d. In the case of a temporary employee, the notice and copy of charges shall constitute a final termination notice. A hearing shall be held only if requested in writing within ten (10) days of the service or mailing of the notice and charges.~~
- ~~e. The parties to the hearing shall be the Union and the employee.~~
- ~~f. The appointing authority shall determine whether the Union has established cause to terminate the employee because of the violation of this section. If the appointing authority determines that there is cause for termination of the employee, the appointing authority shall terminate said employee within ten (10) days after making such determination. A permanent employee may appeal the order of termination through the discipline arbitration procedure (Article XVIII of this Agreement).~~
- ~~g. The Union shall bear all costs of terminating the employee, including all costs of the County in defending any appeal of an employee from the County's termination of such employee for failure to pay a fair share service fee. Such reimbursed costs shall not include payment of the attorney selected by the County to prosecute and defend the termination action.~~
- ~~h. This provision shall be controlling for this section only. The hearing cost provisions in Sections 5.18 and 17.17 of this Agreement are exclusive to their respective articles.~~

2.13 INDEMNIFICATION

The Union shall indemnify and save the County harmless against any and all claims, demands, suits, orders, judgments or other forms of liability that shall arise out of or by reason of, action taken or not taken by the County under this article.

2.14 PAYROLL AUTHORIZATION REQUIREMENTS

a. The authorization for payroll deductions described in this subsection shall specifically require the employee to agree to hold the County harmless from all claims, demands, suits or other forms of liability that may arise against the County for or on account of any deduction made from the wages of such employee.

~~b. It is agreed that agency shop fair share fees and charitable contributions specified herein shall be deducted from the salary of each employee covered by this section who files with the County a written authorization requesting such deduction be made.~~

2.15 UNION NOTICES AND MEETINGS

a. The Union may use County conference rooms and similar building facilities for meetings with employees in the unit it represents; may post material on bulletin boards located (as provided below) to serve employees in the unit it represents; and may visit work locations to confer with its members regarding grievances or other business within the scope of representation or otherwise provided for within this Agreement.

b. Use of County meeting facilities requires reasonable advance notice to the appropriate County official and is subject to County use of such facilities; provided however, that once scheduled, such Union meetings may not be canceled by the County except under emergency situations. The County may establish reasonable regulations governing the use of County facilities as provided by this section.

c. At each office location a bulletin board shall be provided. No publication shall be posted by the Union which indicates County action or approval when none has been given.

d. Duly authorized representatives of the Union shall be permitted, at all times that employees in the unit it represents are working, to enter offices to transact business within the scope of representation and to observe conditions under which employees are employed and carry out their responsibilities; provided, however, that the Union representative shall, upon arrival at the facility, notify the manager in charge of the areas he wishes to visit. Access shall not be unreasonably denied. If denied, the reason or reasons for denial must be stated.

e. The Union may transmit reasonable amounts of written materials through the affected departments' intra-office mail systems, except as prohibited by law.

2.16 LIST OF SUPERVISORS

Within ten (10) business days of each complete pay period, the County shall furnish to the Union a list by name, class, and department of supervisors employees covered by this Agreement with the following information: name, job classification, work address, work location, department, available contact information (including work/home/personal telephone number(s), and personal email address), most recent date of hire, current wage rate, employee identification number, employment status, hours of work, and gross pay. The information is given to the Union for its exclusive use for the sole purpose of conducting union business and are to be kept confidential. The Union agrees to not release any employee mailing address to any other party without the written

consent of the employee. Such list shall be furnished no later than January 1 of each calendar year.

2.17 CLASSIFICATION STUDIES

a. The County, when developing proposed new or revised class specifications which directly change the classification of positions occupied by employees represented by the Union, shall notify the Union of the new specifications proposals. The County shall meet with the Union upon request regarding such proposed class specification changes. The County shall mail the Union copies of the final draft of the new specifications at least seven (7) days in advance of scheduled agenda date for Civil Service Commission action.

b. Upon approval of the classification change by the Commission and the Board of Supervisors, the County shall meet and confer with the Union upon request regarding the salary of the class. The salary established by the County shall remain in effect unless modified by negotiation between the Union and the County. Neither the classification nor the salary shall be subject to determination by the grievance procedure.

Date _____

Chris Bolshazy
Chief Negotiator
Welfare Supervisory Unit

Adrian Johnson
Chief Negotiator
County of Sacramento

Johnson. Adrian

From: Burr. Judy
ent: Thursday, July 19, 2018 10:49 AM
To: (jason@majlabor.com); Young. Alisa; Anthony Salvemini; Autsen. Adam; Bailey. Nanette; Belinda Malone; Bob Jarvis; Brian Rice; Buerger. Steven; Burstiner. Mark; Chris Darker (cdarker@upec792.com); chris.bolshazy@seiu1021.org; Christina Matranga; CNA; Cress. Joseph; Data Center Local 39; David Mastagni; Dee Contreras (deecon45@aol.com); DEP-Fong. Wayne; Richards. Diane (SacSheriff); Dubey. Adam; Franklin. Shauna (DA); G Alvarado; Gamboa. Kymberly-Renee; Greg Stuber; Hannon. Thomas; Yedey. Hazel; Hernandez. Sonia; Jacob Lindsey; Anderson. Janine; Jennifer Oliver; Jerry Camous; Johnson. Kelsey; K Akins; Kathleen N. Mastagni Storm (kathleen@mastagni.com); Ken Akins Teamsters; Kim Chang; Kim Gillingham (kingillingham@hotmail.com); Laino. John; Gordon. LaToya; Laura Strand; Lozada. Ray; Manes. Richard; Mark B. Salvo; Mark Merin; Marlin Weinberger; Matthew Schaefer; Mickelson. Kevin (SacSheriff); Mrizek. Thomas; Nereyda Rivera; Newell. Kelly; Osborn. Douglas; Parnell. Teryl; paul goyette (goyettep@goyette-assoc.com); Rafael Ruano; Reyna Kwong; Manes. Richard; Riggelman. Mercedes; Padilla. Robert; Robert Ward; Ruiz. Diana; Ryan Heron; Scherita Adams; sharon.riddlespriger@seiu1021.org; Sharp. Mike; Sheffield. Laura; Shuker. Randy; Soloman. Andrew (DA); Stephan. Mark; Steve Allen (sallen@upec792.com); Stuber. Greg; Ted Somera; Thiessen. Todd (SacSheriff); Palmeri. Thomas; Timothy Gonzales; Timothy Sowards; Von Aspern. David; Wendy Pelletier; Wheeler. Todd; Zerbe. Jeremy (DA)
Cc: Devine. David; Maccini. Ron; Mitchell. Catherine; Connolly. Matt; De Leon. Vanessa; Johnson. Adrian; 'batgrp@gmail.com'; Don Turko; Peterson. Monica (SacSheriff); Ross. Frank; Hsieh. Joseph
Subject: Change to Union Dues Process
Attachments: Change to Union Dues Process RLM.pdf; Certification Email Template.docx; Union Dues Team Contacts.xls
Importance: High

Good morning, please see the attached.

*Thank you
On Behalf of the Office of Labor Relations
Judy Burr, ASO I
700 H Street Suite 7650
916-874-7095
Fax 916-854-9444
Mail Code 09-7650*

Office of Labor Relations
Robert Bonner, Director



County Executive
Navdeep S. Gill

County of Sacramento

Date: July 19, 2018
To: Sacramento County Recognized Employee Organizations
From: Robert Bonner
CC: David Devine, Ron Maccini, Catherine Mitchell, Chief Negotiators
Subject: **Change to Union Dues Process**

As a result of SB 866 and the Supreme Court decision in Janus v. AFSCME, the County has changed and simplified the process for requesting, changing or stopping union dues. The Payroll Deduction Authorization form is no longer required. In its place is a certification email which should be sent to the HR Service Team Contact (see attachment A.) Also attached is the updated list of HR Service Team Contacts for your reference (see attachment B.)

Union dues requests will only be processed if received from the Authorized Union contact. Any employee requesting to start or stop their dues will be referred back to their union. Union dues will be effective the pay period after receipt of certified email. Requests for dues processing will be not be made retroactively. Any requests for changes in the past must be handled by the union and the employee. Any errors in union dues, either by the union or the County, must be handled by the union and will not be processed in payroll.

The Electronic Union Dues report will continue to be provided. New employees or employees new to a union will continue to be notified of the union contact information.

If you have any questions, please contact Susan Saika in the Department of Personnel Services at saikas@saccounty.net, or (916) 874-2815.

Attachments: Certification Email
Union Dues Team Contacts

Hello,

Please process the certified request for union dues for the following employee(s):

Employee Name	Employee PIN	Action (Sign Up, Change, Cancel)	Wage Type	Unit Code (if applicable)	Amount (if applicable)	Effective Date/ Pay Period

Please note that all union dues are effective the pay period after receipt of request. Any retroactive changes must be processed by the union and cannot be deducted via County Payroll.

UNION DUES TEAM CONTACTS (as of 7/19/18)

Please send the Certification Email (union dues requests) and any questions regarding individual members via email to the following contact(s) for the member's team.			
Send requests for mass changes for all members (annual change, etc.) to: COMPASS Services Team at uniondata@saccounty.net, or mail to 700 H Street, Room 5720, Sacramento, 95814, or mail code 09-4667.			
BRADSHAW SERVICES TEAM'S DEPARTMENTS AND CONTACTS' INFORMATION			
DEPARTMENTS	CONTACT	EMAIL	PHONE # FAX # ADDRESS
Agricultural Commission/Weights/Meas	Jessica Caddick	caddickj@saccounty.net	875-4386 875-4336 9850 Goethe Road
Animal Care & Regulation	Kong Xiong (Back-up)	xionggong@saccounty.net	875-4348 875-4336 Sacramento, CA 95827
Cooperative Extension	Kristopher Borders	bordersk@saccounty.net	875-4341 875-4336 Interoffice Mail Code: 61-006
Dept of Flood Management			
Department of General Services			
Development and Code Services			
Environmental Management Department			
Multi Agency Collaboration			
Municipal Services Agency			
Office of Economic Development			
Planning & Environmental Review Division			
Regional Parks			
Transportation			
Waste Management and Recycling			
Water Resources			
SD Dept of Internal Services			
SD Dept of Policy and Planning			
SD Dept of Sac Reg Co Sanit Dist Ops			
SD Sac Area Sewer District			
PARKWAY SERVICES TEAM'S DEPARTMENTS AND CONTACTS' INFORMATION			
DEPARTMENTS	CONTACTS	EMAIL	PHONE # FAX # ADDRESS
Health Services	Debbie Fong (Primary)	fongd@saccounty.net	875-0329 875-1206 7001A East Parkway, Room 100
Probation Department	Jennifer Magdaleno	magdalenoj@saccounty.net	875-1376 875-1206 Sacramento, CA 95823
Child, Family & Adult Services			Interoffice Mail Code: 37-100P
ELECTED OFFICIALS SERVICES TEAM'S DEPARTMENTS AND CONTACTS' INFORMATION			
DEPARTMENTS	CONTACTS	EMAIL	PHONE # FAX # ADDRESS
Assessor's Office	Yolanda Pena (Primary)	penay@saccounty.net	874-6708 874-9086 700 H Street, Room 5720
District Attorney	Yvonne Wiley (Back-up)	wiley@saccounty.net	874-7534 874-9086 Sacramento, CA 95814
Office of the Sheriff	Felicia Thompson, Mgr.	thompsonf@saccounty.net	874-6715 874-8029 Interoffice Mail Code: 09-4667
Retirement Administration			

UNION DUES TEAM CONTACTS (as of 7/19/18)

FAMILIES FIRST SERVICES TEAM'S DEPARTMENTS AND CONTACTS' INFORMATION			
DEPARTMENTS	CONTACTS	EMAIL	PHONE# FAX # ADDRESS
Child Support Services	Debbie Smathers	smathersd@saccounty.net	875-3090 875-3539 2033 Howe Avenue, Suite 120
First Five Sacramento Commission	Tanya Hawes (Back-up)	hawest@saccounty.net	875-3507 875-3539 Sacramento, CA 95825
Human Assistance			Interoffice Mail Code: 61-120
WEST SERVICES TEAM'S DEPARTMENTS AND CONTACTS' INFORMATION			
DEPARTMENTS	CONTACTS	EMAIL	PHONE# FAX # ADDRESS
Department of Airports	Yvonne Wiley (Primary)	wiley@saccounty.net	874-7534 874-9086 700 H Street, Room 5720
Board of Supervisors	Yolanda Pena (Back-up)	penay@saccounty.net	874-6708 874-9086 Sacramento, CA 95814
Board of Supervisors Staff (listed as CEO)	Miriam Correale	correalem@saccounty.net	874-0605 874-9086 Interoffice Mail Code: 09-4667
Budget and Debt Mgt (listed as CEO)	Yen Nguyen	nguyeny@saccounty.net	874-4500 874-9086
Civil Service Commission	Lani Obispo	obispol@saccounty.net	874-6376 874-9086
Clerk of the Board	Becky Vasquez	vasquezre@saccounty.net	874-5043 874-9086
Conflict Criminal Defenders	Felicia Thompson, Mgr.	thompsonf@saccounty.net	874-6715 874-8029
Coroner			
County Clerk Recorder (CCR)			
County Counsel			
County Executive Cabinet (listed as CEO)			
County Executive Office (CEO)			
Compliance (listed as CCR)			
Emergency Services (listed as CEO)			
Department of Finance			
Department of Technology (DTECH)			
Personnel Services			
Public Defender			
Revenue Recovery			
Voter Registration & Elections			