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REVISED

October 22, 2024

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

SUBJECT: ADOPT SALARY ORDINANCE AMENDMENTS TO UPDATE SUBSECTIONS: 1) 1-1.1 TO INCREASE THE SALARIES FOR CLASSES REPRESENTED BY ACMEA UNITS R48, R51 AND R52, AND 2) 3-21.104 TO REMOVE REFERENCE TO ONE (1) EMPLOYEE IN THE CLASSIFICATION OF CHIEF DEPARTMENTAL HUMAN RESOURCES ADMINISTRATOR (JOB CODE 0465) IN THE SOCIAL SERVICES AGENCY

Dear Board Members:

RECOMMENDATION:

Adopt Salary Ordinance amendments to update:

- i. Article 1, Section 1-1 (Pay Rate Schedules), subsection 1-1.1 to increase the salaries for classifications represented by the Alameda County Management Employees Association (“ACMEA”), Representation Units R48, R51, and R52, by four and seventy-one hundredths percent (4.71%) effective October 13, 2024; and
- ii. Amend Article 3, Section 3-21 (Miscellaneous), subsection 3-21.104 to remove reference to one (1) employee in the classification of Chief Departmental Human Resources Administrator (“Chief DHRA”) (Job Code (“JC”) 0465), located in the Social Services Agency (“SSA”) effective November 10, 2024, including updating Health Care Services Agency to Alameda County Health.

DISCUSSION/SUMMARY:

On October 1, 2024, in accordance with subsection 25.A.6. of the 2012-2025 Memorandum of Understanding (“MOU”) between the County of Alameda (“County”) and the Deputy Sheriffs’ Association (“DSA”), your Board approved a salary increase of four and seventy-one hundredths percent (4.71%) for classifications represented by DSA. Historically, when DSA-represented classifications receive a salary increase, the following previously unrepresented classifications in the Office of the District Attorney (“DAO”), now organized and represented by ACMEA, receive the same salary increase: 1) Inspector I (JC 8533), 2) Inspector II (JC 8535), 3) Inspector III (JC 8536), 4) Lieutenant of Inspectors (JC 8540), and 5) Captain of Inspectors (JC 8543).

On August 6, 2024, your Board certified ACMEA as the recognized employee organization for Representation Units R51 (DA Inspectors) and R52 (Supervisory DA Inspectors) which includes the above-referenced classifications. On October 3, 2024, ACMEA requested that the County maintain all past practices (status quo) with salary increases for the classifications in said Representation Units R51 (DA Inspectors) and R52 (Supervisory DA Inspectors) until the County and ACMEA negotiate a new MOU. As such, and to maintain status quo, staff recommends that the aforementioned DAO Inspector classifications receive the same salary increase of four and seventy-one hundredths percent (4.71%) effective October 13, 2024.

Moreover, when said Inspector classifications in DAO receives a salary increase, this triggers the same salary increase for the following five (5) classifications in the Public Defender's Office ("PDO"): 1) Public Defender Investigator I (JC 8576), 2) Public Defender Investigator II (JC 8577), 3) Public Defender Investigator III (JC 8579), 4) Senior Investigator, Public Defender's Office (JC 8581), and 5) Chief Investigator, Public Defender's Office (JC 8585), as stipulated in subsection 15.G. (Salary Increases for Classifications in Unit R48) of the MOU between the County and ACMEA General Government Unit. Therefore, staff recommends that the aforementioned PDO Investigator classifications also receive the same salary increase of four and seventy-one hundredths percent (4.71%) effective October 13, 2024.

Lastly, in May 2018, your Board approved a footnote provision for an additional ten percent (10%) compensation for one (1) Chief DHRA (JC 0465) in SSA when assigned, in addition to their regular assignment, oversight of facilities management and staff development that included departmental technical training with a training staff of over 50 employees. In June 2021, a review of said footnote was conducted and determined an adjustment from ten percent (10%) to eight percent (8%) compensation was warranted to include an additional Chief DHRA employee located in Alameda County Health ("AC Health") as it had similar program oversight as performed by the Chief DHRA in SSA. At that time, your Board also approved moving the original footnote from Article 3, Section 3-18 (Social Services Agency), subsection 3-18.43, to Article 3, Section 3-21 (Miscellaneous), new subsection 3-21.104.

In November 2023, the General Services Agency ("GSA") requested an amendment to subsection 3-21.104 of the Salary Ordinance to include the Chief DHRA in GSA eligible for said footnote as it was assigned oversight of GSA's operational and technical pipeline programs. In that amendment, your Board also approved updated language to indicate that the footnote would no longer apply when the Chief DHRA in SSA, AC Health, or GSA was no longer assigned the additional oversight of the aforementioned areas. The additional amendments were approved with an effective date of November 26, 2023.

After consultation with SSA, staff determined that the Chief DHRA (JC 0465) is no longer assigned to perform the additional duties. Therefore, staff recommends amending subsection 3-21.104 to remove reference to one (1) employee in the classification of Chief DHRA (JC 0465) in the SSA effective November 10, 2024, including updating Health Care Services Agency to Alameda County Health.

SELECTION CRITERIA:

N/A

FINANCING:

Funds are available in the 2024-2025 Approved Budget and will be included in future years' requested budgets to cover the costs resulting from the recommendation, as applicable.

VISION 2026 GOAL:

The recommendation meets the 10x goal pathways of **Employment for All** in support of our shared vision of a **Prosperous and Vibrant Economy**.

Very truly yours,

DocuSigned by:

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Margarita Zamora, Interim Director
Human Resource Services

cc: CAO
Auditor-Controller
County Counsel
District Attorney
Director, SSA
Public Defender

By 
Kristy van Herick, Asst. County Counsel

O-2024-36

**AN ORDINANCE AMENDING
CERTAIN PROVISIONS OF THE 2024-2025
COUNTY OF ALAMEDA SALARY ORDINANCE**

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

SECTION I

Article 1, Section 1-1, Subsection 1-1.1 of the County of Alameda Salary Ordinance is hereby amended thereto of the following job codes, titles and salaries effective October 13, 2024 as shown below:

Job Code		Title	Unit Code	Step 01	Step 02	Step 03	Step 04	Step 05	FLSA Status
8533	CA	Inspector I	R51	4983.20				6254.40	N
8535	CA	Inspector II	R51	5413.60				6755.20	N
8536	SM	Inspector III	R51	6111.20	6420.00	6727.20	7065.60	7426.40	N
8540	SM	Lieutenant of Inspectors	R52	6756.80	7096.00	7440.80	7813.60	8197.60	X
8543	SM	Captain of Inspectors	R52	7762.40	8150.40	8551.20	8987.20	9426.40	X
8576	CA	Public Defender Investigator I	R48	3,583.20	3,763.20	3,951.20	4,148.80	4,469.60	N
8577	CA	Public Defender Investigator II	R48	4,412.00	4,631.20	4,865.60	5,106.40	5,429.60	N
8579	CA	Public Defender Investigator III	R48	5,624.80	5,894.40	6,132.00	6,439.20	6,755.20	N
8581	SM	Senior Investigator, Pub Def Office	R48	6,756.80	7,096.00	7,440.80	7,813.60	8,197.60	X
8585	SM	Chief Investigator, Pub Def Office	R48	7,762.40	8,150.40	8,551.20	8,987.20	9,426.40	X

SECTION II

Article 3, Section 3-21, Subsection 3-21.104 of the County of Alameda is hereby amended to read as follows:

3-21-104 – Effective July 11, 2021, not to exceed one (1) employee in Job Code 0465, Chief Departmental Human Resources Administrator, in ~~each of the Social Services Agency (“SSA”) and~~ the Alameda County Health Care Services Agency (“HCSA/AC Health”), and effective November 26, 2023, not to exceed one (1) employee in Job Code 0465 in the General Services Agency (“GSA”), when assigned, in addition to their regular assignment, oversight of ~~staff development that includes departmental technical training with a training staff of over 50 employees;~~ Emergency Medical Services Corps and Alameda County Healthcare Pipeline programs; or operational and technical pipeline programs, in ~~SSA, HCSA, AC Health or~~ GSA, respectively, shall receive up to an additional eight percent (8%) compensation of the base pay.

This footnote shall no longer apply when the employee is no longer assigned the additional oversight of the aforementioned areas. This footnote will be subject to a review by the Director of Human Resource Services on or before July 1 of each year.

SECTION III

This ordinance shall take effect immediately, and before the expiration of fifteen days after its passage, shall be published once with the names of the members voting for and against it in the Inter-City Express, a newspaper published in the County of Alameda.

THE FOREGOING was **PASSED** and **ADOPTED** by a majority vote of the Alameda County Board of Supervisors this 12th day of November, 2024, to wit:

AYES: Supervisors Carson, Haubert, Márquez, Tam & President Miley – 5

NOES: None

EXCUSED: None



PRESIDENT, BOARD OF SUPERVISORS

File No: 31337
Agenda No: 50
Document No: O-2024-36



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

ATTEST:
Clerk, Board of Supervisors

By: R. Bailey
Deputy