



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

Human Resource Services

October 3, 2023

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

SUBJECT: ADOPT SALARY ORDINANCE AMENDMENTS TO UPDATE SUBSECTION 1-1.1 TO INCREASE THE SALARIES FOR CLASSES REPRESENTED BY 1) TEAMSTERS, 2) DSA, 3) ACMEA SHERIFF'S SWORN UNIT, 4) CERTAIN CLASSES REPRESENTED BY ACMEA PROBATION DEPT MANAGERS, 5) PD INVESTIGATOR CLASSES & 6) UNREPRESENTED INSPECTOR & ATTORNEY CLASSES/DEPUTY SHERIFF SAN & ADD SUBSECTION 3-21.109

Dear Board Members:

RECOMMENDATIONS:

Adopt Salary Ordinance amendments to:

- i. Update Article 1, Section 1-1 (Pay Rate Schedules), subsection 1-1.1 to increase the salaries for:
 - 1) Classifications represented by Teamsters Local Union 856 ("Teamsters") and specific classifications represented by the Alameda County Management Employees Association ("ACMEA") Probation Department Managers Representation Unit 075 ("ACMEA Probation") related to Teamsters, by four and one-half percent (4.5%) retroactive to October 1, 2023 and effective February 4, 2024, respectively;
 - 2) Classifications represented by the County of Alameda ("County") Deputy Sheriffs' Association ("DSA"), classifications represented by the ACMEA Sheriff's Sworn Unit ("ACMEA Sworn") Unrepresented Inspector classifications related to DSA, and Public Defender Investigator classifications in the ACMEA General Government Unit ("ACMEA GG") related to the Unrepresented Inspector classifications, by five percent (5.0%) retroactive to October 1, 2023;
 - 3) Unrepresented classification of Deputy Sheriff SAN (Job Code ("JC") #8603N) retroactive to October in years 2020 to 2023 as outlined in the attached Salary Ordinance amendment;
 - 4) Unrepresented Attorney classifications related to the International Federation of Professional and Technical Engineers ("IFPTE"), Local 21 Public Defender Chapter ("PD") or the IFPTE, Local 21 Alameda County Counsels Association ("ACCA"), by six percent (6.0%) and a five percent (5.0%) special salary adjustment retroactive to June 25, 2023. In addition, said Unrepresented Attorney classifications will receive salary increases of five percent (5.0%) effective February 4, 2024 and four percent (4.0%) effective February 2, 2025; and
- ii. Amend Article 3, Section 3-21 (Miscellaneous) to add a new subsection 3-21.109 to provide a one-time payment of up to four thousand dollars (\$4,000) to employees in said Unrepresented Attorney classifications who are in paid status in the pay period containing August 1, 2023 and based on the date of hire. The new subsection shall sunset on January 20, 2024 and be deleted from the Salary Ordinance upon the sunset date.

DISCUSSION/SUMMARY:

Staff recommends amending the Salary Ordinance to increase the salaries for classifications represented by certain employee organizations as stipulated in their respective Memoranda of Understanding (“MOU”) as well as various Unrepresented classifications related to said employee organizations scheduled to receive the same salary increases. In the 2019-2025 MOU between Teamsters and the County, Section 12. (Wages), subsection 12.A. (Wage Increases), item 4. stipulates that effective October 1, 2023, the County shall increase salaries to the median salary, as determined by the Teamsters salary survey in effect as of September 1, 2023. The salary survey results as of September 1, 2023 indicate that the benchmark classification of Deputy Probation Officer II (“DPO II”), JC 6110, is four and one-half percent (4.5%) below the median salary of the surveyed agencies. As such, all classifications represented by Teamsters will receive a four and one-half percent (4.5%) salary increase retroactive to October 1, 2023.

Moreover, ten (10) classifications represented by ACMEA Probation have salary increases tied to the same Teamsters salary survey, with a later effective date. Specifically, Section 15. (Wages for Representation Unit 075), subsection 15.D. (Wage Increases for Classifications Tied to Deputy Probation Officer II, Job Code 6110NM, Benchmark Classification), item 5. of the 2020-2025 MOU between ACMEA Probation and the County stipulates that effective February 4, 2024, specific ACMEA Probation- classifications shall receive the same wage increase percentage as granted on October 1, 2023 to the benchmark classification of DPO II, JC 6110. Therefore, staff recommends increasing the salaries for the ten (10) ACMEA Probation- represented classifications by four and one-half percent (4.5%) effective February 4, 2024.

Further, the 2012-2025 MOU between the County and DSA stipulates in Section 25. (Wages), subsection 25.A.5. of that effective October 1, 2023, the County shall increase the salaries to two percent (2.0%) above the median salary as determined by the Deputy Sheriff II (JC #8604) salary survey in effect as of September 30, 2023, provided, however, that in no event shall the increase exceed five percent (5.0%). The salary survey as of September 30, 2023 indicates that the benchmark classification of Deputy Sheriff II (JC #8604) is four and one-tenths (4.1%) below the median salary of the surveyed agencies. As such, classifications represented by DSA will receive the maximum of a five percent (5.0%) salary increase retroactive to October 1, 2023.

In addition, Section 22. (Wages) of the 2021-2026 MOU between the County and ACMEA Sworn stipulates that future wage increases, beginning in 2015 for the classifications Lieutenant (JC #8620), Captain (JC #8625) and Division Commander (JC #8635) will be the same percentage amount and effective on the same date as the increases granted to the class of Sergeant (JC #8617). As such, all classifications represented by the ACMEA Sworn will also receive the same salary increase as DSA of five percent (5.0%) retroactive to October 1, 2023.

Historically, when the DSA-represented classifications receive a salary increase, this triggers the same salary increase for the following Unrepresented Inspector classifications: 1) Inspector I (JC #8533), 2) Inspector II (JC #8535), 3) Inspector III (JC #8536), 4) Lieutenant of Inspectors (JC #8540), 5) Captain of Inspectors (JC #8543), 6) Assistant Chief of Inspectors (JC #8544), 7) Chief of Inspectors (JC #8545), and 8) Director, Victim Witness Program (JC #8575) in the Office of the District Attorney (“Office of DA”). Moreover, when said Unrepresented Inspector classifications receives a salary increase, that also triggers the same salary increase for the following five (5) classifications of: 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 the ACMEA GG MOU subsection 15.G. (Salary Increases for Classifications in Unit R48). Therefore, staff recommends that said Unrepresented Inspector and Public Defender Investigator classifications receive the same five percent (5.0%) salary increase retroactive to October 1, 2023.

Also, staff recommends updating the salary schedules for the unrepresented classification of Deputy Sheriff SAN (JC #8603N) from October 2020 to October 2023 as outlined in the Salary Ordinance amendment. The Deputy Sheriff SAN classification (JC #8603N) was erroneously left off the salary schedules and did not receive the corresponding wages increases as granted to DSA for that time period.

Further, specific Unrepresented Attorney classifications in the Department of Child Support Services, Office of County Counsel, Office of the Public Defender, Office of DA, and the Alameda County Employees’ Retirement Association historically receive the same salary increase as IFPTE, Local 21 PD and ACCA. As such, staff recommends that said Unrepresented Attorney

classifications receive the same six percent (6.0%) wage increase and the five percent (5.0%) special salary adjustment retroactive to June 25, 2023; as well as salary increases of five percent (5.0%) effective February 4, 2024 and four percent (4.0%) effective February 2, 2025.

Lastly, staff recommends adding subsection 3-21.109 to the Salary Ordinance to provide the same one-time payment of up to four thousand dollars (\$4,000) as IFPTE, Local 21 PD and ACCA, to employees in the Unrepresented Attorney classifications who are in paid status in the pay period containing August 1, 2023 and based on the date of hire. And, that said new subsection shall sunset on January 20, 2024 and be deleted from the Salary Ordinance upon the sunset date.

SELECTION CRITERIA:

N/A

FINANCING:

Funds are available in the 2023-2024 Approved Budget and will be included in future years' requested budgets to cover the costs resulting from these actions.

VISION 2026 GOAL:

The Salary Ordinance amendments meet 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:

Margarita Zamora

24C63D9E074A48D...
Margarita Zamora, Acting Director
Human Resource Services

- c: CAO
- Auditor-Controller
- County Counsel
- Chief Probation Officer
- Sheriff
- Public Defender
- District Attorney
- Director of Child Support Services
- Chief Executive Officer, ACERA

By 
Kristy van Herick, Asst. County Counsel

O-2023-53

AN ORDINANCE AMENDING
CERTAIN PROVISIONS OF THE 2023 – 2024
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 as shown below:

Job Code		Title	Unit Code	Effective Date	Step 01	Step 02	Step 03	Step 04	Step 05	FLSA Status
6105	NM	Deputy Probation Officer, Trainee	072	10/1/2023					2,864.80	N
6107N	NM	Probation Intern SAN	037	10/1/2023	22.15				23.01	N
6108	NM	Deputy Probation Officer I	072	10/1/2023	3,476.80	3,653.60	3,832.80	4,037.60	4,246.40	N
6110	NM	Deputy Probation Officer II	072	10/1/2023	3,832.80	4,037.60	4,246.40	4,455.20	4,680.80	N
6112N	NM	Deputy Probation Officer SAN	072	10/1/2023					59.65	N
6115	NM	Deputy Probation Officer III	072	10/1/2023	4,246.40	4,455.20	4,680.00	4,919.20	5,147.20	N
6120	PA	Special Services Supervisor	075	2/4/2024	4,631.20	4,852.00	5,084.80	5,335.20	5,587.20	X
6121	SM	Camp Supervisor, Probation	075	2/4/2024	4,428.80	4,636.00	4,867.20	5,096.00	5,331.20	X
6122	SM	Unit Supervisor, Probation	075	2/4/2024	4,838.40	5,070.40	5,308.80	5,574.40	5,831.20	X
6123	SM	Section Supervisor Prob Dept	075	2/4/2024	5,193.60	5,449.60	5,732.00	6,018.40	6,310.40	X
6124	SM	Deputy Chief Probation Officer	075	2/4/2024	6,646.40				8,079.20	X
6126	PA	Division Director	075	2/4/2024	5,346.40	5,612.80	5,902.40	6,200.00	6,500.80	X
6230	SM	Assist Superintendent, Prob	075	2/4/2024	4,893.60	5,140.00	5,398.40	5,667.20	5,951.20	X
6235	SM	Superintendent, Probation	075	2/4/2024	6,000.00	6,297.60	6,624.00	6,958.40	7,283.20	X
6260	SM	Asst Camp Director	075	2/4/2024	5,232.00	5,472.80	5,745.60	6,011.20	6,308.00	X
6270	SM	Camp Superintendent	075	2/4/2024	5,708.80	5,998.40	6,301.60	6,620.00	6,933.60	X
8601	NM	Deputy Sheriff Recruit	013	10/1/2023					3541.60	N
8602	NM	Deputy Sheriff I	013	10/1/2023			3836.80	4024.00	4222.40	N
8603N	NM	Deputy Sheriff SAN	U13	10/4/2020	42.60	44.73	46.97	49.32	51.79	N
8603N	NM	Deputy Sheriff SAN	U13	10/3/2021	44.10	46.30	48.62	51.06	53.61	N
8603N	NM	Deputy Sheriff SAN	U13	10/2/2022	46.18	48.48	50.91	53.46	56.14	N
8603N	NM	Deputy Sheriff SAN	U13	10/1/2023	48.49	50.90	53.46	56.13	58.95	N
8604	NM	Deputy Sheriff II	013	10/1/2023	4468.80	4716.00	4926.40	5183.20	5426.40	N
8617	NM	Sergeant	S13	10/1/2023			5878.40	6175.20	6477.60	N
8620	SM	Lieutenant	026	10/1/2023			7134.40	7492.00	7860.80	X
8625	SM	Captain	027	10/1/2023	7442.40	7813.60	8199.20	8615.20	9039.20	X
8635	SM	Division Commander	028	10/1/2023	8565.60	8986.40	9431.20	9912.00	10394.40	X
8533	CA	Inspector I	046	10/1/2023	4759.20				5972.80	N

Job Code		Title	Unit Code	Effective Date	Step 01	Step 02	Step 03	Step 04	Step 05	FLSA Status
8535	CA	Inspector II	046	10/1/2023	5170.40				6451.20	N
8536	SM	Inspector III	046	10/1/2023	5836.00	6131.20	6424.80	6748.00	7092.00	N
8540	SM	Lieutenant of Inspectors	046	10/1/2023	6452.80	6776.80	7106.40	7462.40	7828.80	N
8543	SM	Captain of Inspectors	046	10/1/2023	7413.60	7784.00	8166.40	8583.20	9002.40	X
8544	SM	Assistant Chief of Inspectors	046	10/1/2023	7784.00	8166.40	8583.20	9002.40	9452.00	X
8545	SM	Chief of Inspectors	046	10/1/2023	8532.80	8950.40	9392.80	9873.60	10352.00	X
8575	SM	Dir, Victim Witness Program	046	10/1/2023	6452.80	6776.80	7106.40	7462.40	7828.80	X
8576	CA	Public Defender Investigator I	R48	10/1/2023	3422.40	3593.60	3773.60	3962.40	4268.80	N
8577	CA	Public Defender Investigator II	R48	10/1/2023	4213.60	4423.20	4646.40	4876.80	5185.60	N
8579	CA	Public Defender Investigator III	R48	10/1/2023	5372.00	5629.60	5856.00	6149.60	6451.20	N
8581	SM	Senior Investigator, Pub Def Off	R48	10/1/2023	6452.80	6776.80	7106.40	7462.40	7828.80	X
8585	SM	Chief Investigator, Pub Def Off	R48	10/1/2023	7413.60	7784.00	8166.40	8583.20	9002.40	X
0045	SM	Chief Asst District Attorney	051	6/25/2023	11,318.40				13,327.20	X
				2/4/2024	11,884.00				13,993.60	
				2/2/2025	12,359.20				14,553.60	
1340	PA	Chief Counsel, ACERA	066	6/25/2023	9,308.80				12,263.20	X
				2/4/2024	9,774.40				12,876.00	
				2/2/2025	10,165.60				13,391.20	
1342	PA	Associate Counsel, ACERA	066	6/25/2023	6,150.40				9,989.60	X
				2/4/2024	6,457.60				10,488.80	
				2/2/2025	6,716.00				10,908.00	
3127	SM	Sr Assistant Public Defender	068	6/25/2023	11,036.00				12,263.20	X
				2/4/2024	11,588.00				12,876.00	
				2/2/2025	12,051.20				13,391.20	
3130	SM	Chief Asst Public Defender	051	6/25/2023	10,266.40				13,327.20	X
				2/4/2024	10,780.00				13,993.60	
				2/2/2025	11,211.20				14,553.60	
3140	EM	Public Defender	071	6/25/2023	10,732.80				14,638.40	X
				2/4/2024	11,269.60				15,370.40	
				2/2/2025	11,720.00				15,985.60	
3150	PA	Child Support Attorney I	U15	6/25/2023	4,163.20				6,313.60	X
				2/4/2024	4,371.20				6,629.60	

Job Code		Title	Unit Code	Effective Date	Step 01	Step 02	Step 03	Step 04	Step 05	FLSA Status
				2/2/2025	4,546.40				6,894.40	
3151	PA	Child Support Attorney II	U15	6/25/2023	6,313.60				7,593.60	X
				2/4/2024	6,629.60				7,973.60	
				2/2/2025	6,894.40				8,292.80	
3152	PA	Child Support Attorney III	U15	6/25/2023	7,973.60				8,984.80	X
				2/4/2024	8,372.00				9,434.40	
				2/2/2025	8,707.20				9,812.00	
3153	PA	Child Support Attorney IV	U15	6/25/2023	9,184.80				9,989.60	X
				2/4/2024	9,644.00				10,488.80	
				2/2/2025	10,029.60				10,908.00	
3160	SM	Spvg, Child Support Attorney	U15	6/25/2023	8,364.80				11,015.20	X
				2/4/2024	8,783.20				11,565.60	
				2/2/2025	9,134.40				12,028.00	
3240	SM	Sr. Deputy County Counsel	U65	6/25/2023	8,364.80				11,015.20	X
				2/4/2024	8,783.20				11,565.60	
				2/2/2025	9,134.40				12,028.00	
3245	SM	Asst County Counsel	U65	6/25/2023	9,308.80				12,263.20	X
				2/4/2024	9,774.40				12,876.00	
				2/2/2025	10,165.60				13,391.20	
3250	SM	Chief Asst County Counsel	051	6/25/2023	10,266.40				13,327.20	X
				2/4/2024	10,780.00				13,993.60	
				2/2/2025	11,211.20				14,553.60	
3260	EM	County Counsel	071	6/25/2023	11,267.20				14,638.40	X
				2/4/2024	11,830.40				15,370.40	
				2/2/2025	12,304.00				15,985.60	
3400	PA	Asst DA II / Sr. Deputy DA II	046	6/25/2023	9,308.80				12,263.20	X
				2/4/2024	9,774.40				12,876.00	
				2/2/2025	10,165.60				13,391.20	

SECTION II

Article 3, Section 3-21 of the County of Alameda Salary Ordinance is hereby amended by the addition of subsection 3-21.109 as follows:

3-21.109 – Employees in Job Codes 0045, 1340, 1342, 3127, 3130, 3140, 3150, 3151, 3152, 3153, 3160, 3240, 3245, 3250, 3260, and 3400 who are in paid status in the pay period containing August 1, 2023 shall receive a one-time lump sum gross payment of up to four thousand dollars (\$4000) based on the date of hire as follows:

<u>Date of Hire</u>	<u>One-Time Payment Amount</u>
<u>Prior to March 5, 2023</u>	<u>\$4,000</u>
<u>March 5, 2023 through April 1, 2023</u>	<u>\$3,000</u>
<u>April 2, 2023 through April 29, 2023</u>	<u>\$2,000</u>
<u>April 30, 2023 through May 27, 2023</u>	<u>\$1,000</u>

This subsection shall sunset effective January 20, 2024 and be deleted from the Salary Ordinance upon the sunset date.

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 10th day of **October, 2023**, to wit:

AYES: Supervisors Carson, Marquez, Tam & President Miley – 4

NOES: None

EXCUSED: Supervisor Haubert– 1

Walter Miley

PRESIDENT, BOARD OF SUPERVISORS

File No: 31082
Agenda No: 28
Document No: O-2023-53



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 Baugh*
Deputy