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REVISED

April 1, 2025

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

SUBJECT: ADOPT A SALARY ORDINANCE AMENDMENT TO UPDATE ARTICLE 6, SECTION 6-8 (POSITIONS DESIGNATED BILINGUAL)

Dear Board Members:

RECOMMENDATION:

Adopt a Salary Ordinance amendment to update Article 3, Section 6-8 (Positions Designated Bilingual) to include a provision to compensate employees who are required to perform bilingual services on an as-needed basis.

DISCUSSION/SUMMARY:

Section 6-8 (Positions Designated Bilingual) currently consists of a bilingual pay provision that compensates employees who are in positions designated as requiring bilingual fluency on an ongoing basis. However, there are circumstances when an agency/department may require employees to use their bilingual skills on an as-needed basis. There are various Memoranda of Understanding between the County of Alameda and employee organizations that provide for such compensation on an as-needed basis. As such, staff recommend establishing such a provision for the unrepresented management employees, similar to the provision established for the Alameda County Management Employees Association General Government Unit, as outlined in the attached Salary Ordinance.

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.

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:

A stylized, handwritten signature of Margarita Zamora in black ink, enclosed within a blue DocuSign signature box. Below the signature, the text "24C63D8E074A48D..." is visible in a small, grey font.

Margarita Zamora, Director
Human Resource Services

An Equal Opportunity Employer

cc: CAO
 Auditor-Controller
 County Counsel
 Agency/Department Heads

By 
Kristy van Herick, Asst. County Counsel

Ordinance No. O-2025-21

**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 6, Section 6-8 of the County of Alameda Salary Ordinance is hereby amended by the ~~deletion of the stricken language and~~ addition of the ~~following~~-underlined language as follows:

Section 6-8. ~~POSITIONS DESIGNATED BILINGUAL~~ BILINGUAL PAY

Positions Requiring Bilingual Services:

Effective October 3, 2010, unless otherwise provided in a current, valid Memorandum of Understanding, upon recommendation of the Agency/Department Head and approval of the Director of Human Resource Services, an employee occupying a position designated as requiring fluency in a language other than English shall receive an additional compensation of \$40 per biweekly pay period.

Effective February 16, 2025, for unrepresented M-designated employees, the compensation provided in this Section shall be increased from \$55 to \$60 for an employee occupying a position designated as requiring fluency in a language other than English and from \$60 to \$65 for an employee occupying a position requiring fluency in two (2) or more languages other than English.

Effective January 7, 2024, for unrepresented non-management employees ~~in classifications related to the Service Employees International Union, Local 1021~~, the compensation provided in this Section shall be increased from \$55 to \$60 per biweekly pay period for an employee occupying a position designated as requiring fluency in a language other than English and from \$60 to \$65 per biweekly pay period for an employee occupying such a position and having proficiency in three (3) or more languages, provided that such employees are required to utilize such additional languages in the course of their duties for the County.

Bilingual Pay for Services Requested:

Effective February 16, 2025, unrepresented M-designated employees who have taken and passed a bilingual proficiency test coordinated by the Human Resource Services Department and administered by a person who has been certified as bilingually proficient (including sign language) shall be compensated sixty dollars (\$60) in any pay period in which the employee is directed by the Agency/Department Head or 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 employee's bilingual competency are not subject to the grievance procedure.

SECTION II

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 **22nd** day of **April, 2025**, to wit:

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

NOES: None

EXCUSED: None

David G. Haubert

PRESIDENT, BOARD OF SUPERVISORS

File No: 31465
Agenda No: 24
Document No: O-2025-21



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

ATTEST:
Clerk, Board of Supervisors

By: *[Signature]*

Deputy