alameda county
Human Resource Services
Our community. Your purpose.

Lakeside Plaza Building
1401 Lakeside Drive, Suite 500
Oakland, CA 94612-4305
TDD: (510) 272-3703

April 30, 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 TO INCREASE THE SALARIES FOR CERTAIN UNREP M-DESIGNATED AND NON-MGMT RELATED TO MGMT CLASSIFICATIONS, 3-21.111 TO PROVIDE A ONE-TIME LUMP SUM PAYMENT FOR CERTAIN UNREP M-DESIGNATED CLASSIFICATIONS, AND 3-21.85; SECTION 6-6; AND SECTION 7-20

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 certain Unrepresented M-designated and non-management related to management classifications in Representation Units 066, 067, 095, and U45 by six percent (6%) effective May 12, 2024;
ii. Article 3, Section 3-21 (Miscellaneous), subsection 3-21.111, to provide a one-time lump sum gross payment of two thousand dollars ($2,000) to eligible employees in specified Unrepresented M-designated classifications in Representation Unit 066 as outlined in Section I of the attached Salary Ordinance amendment and who are in paid status in the pay period containing May 12, 2024, including some language cleanup for clarification;
iii. Article 3, Section 3-21 (Miscellaneous), subsection 3-21.85, to add one (1) classification of Agricultural and Standards Investigator I (Job Code ("JC") 8418) and increase the number of employees from one (1) to two (2), when assigned and performing duties related to canine inspection of agricultural shipments, eligible for the additional five percent (5%) compensation of base pay, and thirty dollars ($30.00) per biweekly pay period for the care and feeding of the assigned canine effective May 26, 2024;
iv. Article 6, Section 6-6 (Longevity) to exclude the classifications of Assistant Sheriff (JC 0053) and Undersheriff (JC 0055) eligible for longevity pay, as their compensation is related to the Alameda County Management Employees Association, Sheriff's Sworn Units 026, 027 and 028 ("ACMEA Sworn"); and
v. Article 7, Section 7-20 (Retirement) to remove Representation Units 043 and 071, as the County of Alameda ("County") does not contribute the employer paid member contribution ("EPMC") for said units.

DISCUSSION/SUMMARY:

On April 16, 2024, your Board adopted the first reading to increase the salaries of specified unrepresented M-designated and non-management related to management classifications by six percent (6%) effective May 12, 2024, and providing a one-time lump sum gross payment of two thousand dollars ($2,000) to said employees who are in paid status in the pay period containing May 12, 2024. Staff erroneously excluded specified unrepresented M-designated and non-management related to management classifications in Representation Units 066, 067, and 095 and the classification of Fund Development and Grants Manager, HCSA (Job Code 0316) in Representation Unit U45 eligible for the six percent (6%) salary increase and specified unrepresented M-designated classifications in Representation Unit 066 eligible for the one-time lump sum gross payment of two thousand dollars ($2,000) [Representation Units 067

and 095 are excluded for said one-time payment since there are no incumbents in said unit and retired annuitants are not eligible, respectively]. As such, staff recommends increasing the salaries by six percent (6%) for the classifications as outlined in Section I of the attached Salary Ordinance amendment and updating subsection 3-21.111 of the Salary Ordinance to include the classifications in Representation Unit 066 as outlined in Section I of the Salary Ordinance amendment eligible for one-time lump sum gross payment of two thousand dollars ($2,000), including some language cleanup for clarification.

In addition, the Community Development Agency ("CDA") requested to expand the existing footnote as outlined in subsection 3-21.85 of the Salary Ordinance by adding the classification of Agricultural and Standards Investigator I (Job Code ("JC") 8418) and increasing the number of employees from one (1) to two (2), when assigned and performing duties related to the canine inspection of agricultural shipments, eligible for the additional compensation. There is currently only one (1) employee who can be assigned to perform such duties and given that CDA secured additional funding in this service area, the department requested to add another classification and increase the number of eligible employees to two (2). Staff concurs with said request and recommends amending subsection 3-21.85 of the Salary Ordinance to include the classification of Agricultural and Standards Investigator I (JC 8418) and increase the number of eligible employees in the list of classifications from one (1) to two (2) eligible for said footnote effective May 26, 2024.

Further, staff recommends amending Article 6, Section 6-6 (Longevity) of the Salary Ordinance to exclude the classifications of Assistant Sheriff (JC 0053) and Undersheriff (JC 0055) eligible for longevity pay, as their compensation is related to ACMEA Sworn.

Lastly, staff recommends amending Article 7, Section 7-20 (Retirement) of the Salary Ordinance to remove reference to Representation Units 043 and 071, as the County does not contribute EPMC for said units.

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 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:
Margarita Zamora
24C63D8E074A48D...

Margarita Zamora, Interim Director
Human Resource Services

cc: CAO
Auditor-Controller
CEO, ACERA
Agency/Department Heads

Approved as to Form
DONNA ZIEGLER, County Counsel

By Kristy van Henick
Kristy van Henick, Asst. County Counsel

O-2024-17

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 salary effective on May 12, 2024 as shown below:

Job Code		Classification Title	Unit Code	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
0169	EM	Chief, Executive Offcr ACERA	066	11335.20				13495.20	X
1339	PA	Compliance Officer, ACERA	066	3504.80				4697.60	X
1343	PA	Investment Analyst,ACERA	066	4606.40				5879.20	X
1345	PA	Chief Investment Officer,ACERA	066	8684.00				13887.20	X
1346	PA	Investment Officer, ACERA	066	5756.00				7347.20	X
1347	PA	Human Resources Officer, ACERA	066	4449.60				7336.00	X
1348	CA	Human Resources Specist, ACERA	066	3139.20				4948.00	X
1349	SM	Investment Ops Officer, ACERA	066	6184.00				8040.80	X
1350	CA	Exec Secretary, ACERA	066	3126.40				4755.20	X
1355	SM	Retirement Benefits Manager	066	4449.60				7336.00	X
1356	SM	Retirement Asst Benefits Mgr	066	3672.00				6234.40	X
1357	SM	Fiscal Services Ofcr, ACERA	066	6355.20				7721.60	X
1358	EM	Asst Chief Execu Offcr,ACERA	066	6487.20				10372.00	X
1359	SM	Retirement Asst Accting Mgr	066	3672.00				6234.40	X
1360	PA	Retiremt Budget Analyst, ACERA	066	4356.00				5292.00	X
1363	PA	Communications Manager,ACERA	066	3564.00				4736.80	X
1364	PA	Security Analyst, ACERA	066	3786.40				5088.00	X
1365	SM	Retirement Tech Officer, ACERA	066	6138.40				7834.40	X
1366	PA	Comp & Netwrk Sys Analst,ACERA	066	4988.80				6669.60	X
1367	PA	Comp & Netwrk Sys Spec, ACERA	066	3544.80				4750.40	X
1368	MA	Retirement Sys Prg Anyst,ACERA	066	3939.20				5711.20	X
1371	PA	Retirement Accountant III	066	3956.00	4157.60	4367.20	4599.20	4813.60	X
1372	PA	Internal Auditor, ACERA	066	4153.60				5052.00	X
1373	PA	Chief of Internal Audit, ACERA	066	4449.60				7336.00	X
1375	PA	Senior Investment Officer, ACERA	066	7347.20				9376.80	X
5018	SM	Hospital Outreach Coord,ACCFC	067	2253.60				3006.40	X
5024	SM	Program Srvs Adminstr,ACCFC	067	4186.40	4392.80	4615.20	4844.80	5088.80	X
1090	NM	Retired Annuitant I	095	16.46				94.92	N
1091	NM	Retired Annuitant II	095	16.46				169.18	N

Job Code		Classification Title	Unit Code	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
1092	NM	Retired Annuitant – Safety I	095	28.25				94.92	N
1093	NM	Retired Annuitant – Safety II	095	32.78				169.18	N
0316	SM	Fund Dev and Grants Mgr	U45	4239.20				5410.40	X

SECTION II

Article 3, Section 3-21, Subsection 3-21.111 of the County of Alameda Salary Ordinance is hereby **amended** to read as follows:

3-21.111 – Employees in classifications as outlined in Ordinance ____, ~~the April 16, 2024~~ Section II (first reading April 16, 2024), and Ordinance ____, Section I for Representation Unit 066 (first reading April 30, 2024) ~~of the Salary Ordinance amendment~~ and who are in paid status in the pay period containing May 12, 2024 shall receive a one-time lump sum gross payment of two thousand dollars ($2000). This subsection shall sunset effective December 21, 2024 and be deleted from the Salary Ordinance upon the sunset date.

SECTION III

Article 3, Section 3-21, Subsection 3-21.85 of the County of Alameda Salary Ordinance is hereby amended to read as follows:

3-21.85 – Effective ~~October 14, 2012~~May 26, 2024, not to exceed ~~one~~ two (2) employees ~~occupying a positions~~ in Job Codes 8418, 8419 and/or ~~Job Code~~ 8420 in the Agricultural/Weights and Measures Department, when assigned and performing duties related to the canine inspection of agricultural shipments, shall receive an additional five percent (5%) compensation of base pay, and ~~in addition, shall receive an additional~~ thirty dollars ($30.00) per bi-weekly pay period for the care and feeding of the assigned canine.

SECTION IV

Article 6, Section 6-6 (Longevity) of the County of Alameda Salary Ordinance is hereby amended to read as follows:

SECTION 6-6. LONGEVITY

In addition to the compensation specified in this Section, employees shall also be entitled to service awards granted by the Board of Supervisors.

A. Unrepresented non-management: Effective December 24, 2023, unrepresented non-management employees in classifications related to the Service Employees International Union, Local 1021, except for those in classifications designated as Services-As-Needed ("SAN") or Temporary Assignment Pool ("TAP") or in Representation Unit 043, are eligible for Longevity Pay as follows:

1. 10-Years of Service: Employees completing ten (10) or more years of continuous service (equivalent to or at least 20,800 and 19,500 total service hours for 80- and 75- hour classifications, respectively) shall receive an additional one percent (1.0%) compensation which shall apply to all hours in a paid status.

2. 20-Years of Service: Employees completing 20 or more years of continuous service (equivalent to or at least 41,600 and 39,000 total service hours for 80- and 75- hour classifications, respectively) shall receive an additional one percent (1.0%) compensation for a total of two percent (2.0%) which shall apply to all hours in a paid status.

B. Unrepresented management: Effective May 12, 2024, unrepresented management employees in Representation Units U15, U44, U45, U49, U50, U65, 043, 046, 051, 066, 068, 071, except for those in Job Codes 0053 and 0055 and classifications designated as SAN or TAP, are eligible for Longevity Pay as follows:

1. 10-Years of Service: Employees completing ten (10) or more years of continuous service (equivalent to or at least 20,800 and 19,500 total service hours for 80- and 75- hour classifications, respectively) shall receive an additional one percent (1.0%) compensation which shall apply to all hours in a paid status.

2. 20-Years of Service: Employees completing 20 or more years of continuous service (equivalent to or at least 41,600 and 39,000 total service hours for 80- and 75- hour classifications, respectively) shall receive an additional one percent (1.0%) compensation for a total of two percent (2.0%) which shall apply to all hours in a paid status.

SECTION V

Article 7, Section 7-20 (Retirement) of the County of Alameda Salary Ordinance is hereby amended to read as follows:

Eligible employees become members of the Alameda County Employee Retirement Association ("ACERA").

The County of Alameda ("County") contribution, or employer paid member contribution ("EPMC"), set forth in item #1 ("Classic" Members) shall be for eligible unrepresented management employees in Representation Units U15, U44, U45, U49, U50, U65, ~~043,~~ 046, 051, 066, and 068~~, 071~~, who are full-time employees on full-time paid status. If the employee is on paid status less than full-time, the County contribution shall be prorated each pay period based upon pensionable earnings within that biweekly pay period to the normal full-time biweekly pay period for the job classification.

1. "Classic" Members: Effective December 22, 2002, for employees who are "classic" members of ACERA, the County shall contribute toward the employee contribution to ACERA in an amount equal to three percent (3%) of the employee's salary.

Effective December 22, 2002, for employees who are 30-year members of ACERA and no longer make contributions to ACERA because they are 30-year members, the County shall pay an amount equal to three percent (3%) of the employee's salary to a 401(A) Plan.

2. "New" Members: Employees who are Tier 4 members of ACERA are excluded from the provision of item #1 ("Classic" Members), above.

3. EPMC Amendment: Effective May 12, 2024, for employees (except for employees in Job Codes 0053 and 0055) completing twenty (20) or more years of continuous service (equivalent to or at least 41,600 or 39,000 total service hours for 80-hour or 75-hour classifications, respectively), the County's EPMC or contribution to the 401(A) Plan as provided in item #1 (Tier 2A "Classic" Members) shall be reduced from three percent (3%) to two percent (2%).

The contributions set forth in this provision by the County to ACERA are being paid in lieu of wages and shall be reported as normal contributions and credited to member accounts. Employees shall not have the option of choosing to receive the contributed amounts directly instead of having them paid by the County to ACERA or the 401(A) Plan. The contribution shall remain the property of the County and shall not become part of the accumulated contributions of the member nor create vested rights for any member. The County's Auditor-Controller's Office shall pay to ACERA the retirement contribution from the same source of funds as used for salary compensation.

SECTION VI

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 **14th** day of **May, 2024**, to wit:

AYES: Supervisors Carson, Haubert, Tam & President Miley – **4**

NOES: None

EXCUSED: Supervisor Marquez - **1**

PRESIDENT, BOARD OF SUPERVISORS

File No: **31182**
Agenda No: **46**
Document No: **O-2024-17**

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: _____
Deputy