

SECOND READING - CONTINUED FROM 7/8/25

AGENDA NO. _____ July 8, 2025



Lakeside Plaza Building
1401 Lakeside Drive, Suite 200
Oakland, CA 94612-4305

July 8, 2025

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

SUBJECT: ADOPT: 1) AN ORDINANCE AMENDING THE 2023-2027 ACMEA GG MOU FOR THE ACCRETION OF JOB CODES ("JCS") 0315, 1418, 5091, 5794, AND 6780; AND 2) SALARY ORDINANCE AMENDMENTS TO UPDATE SUBSECTION 1-1.1, TO UPDATE REPRESENTATION UNITS FOR SAID JCS AND ADJUST THE SALARIES FOR SPECIFIED CLASSIFICATIONS AND ABOLISH SUBSECTION 3-21.96

Dear Board Members:

RECOMMENDATIONS:

- A. Adopt an Ordinance amending the June 25, 2023 through July 3, 2027 Memorandum of Understanding ("MOU") between the Alameda County Management Employees Association General Government Unit ("ACMEA") and County of Alameda ("County") to add five (5) classifications of 1) Health Care Program Administrator ("HCPA") II (Job Code ("JC") 0315), 2) Foundation Director (JC 1418), 3) Director, Adult/Older Adult System of Care Behavioral Health (JC 5091), 4) Senior Nutritionist (JC 5794), and 5) Senior Employment Specialist (JC 6780) into Representation Unit ("Rep Unit") R45, effective August 3, 2025; and
- B. Adopt Salary Ordinance amendments to:
 - i. Update Article 1, Section 1-1 (Pay Rate Schedules), subsection 1-1.1, to 1) update the Rep Units for the classifications of HCPA II (JC 0315) and Foundation Director (JC 1418) from U15 to R45 and R15, respectively, and Director, Adult/Older Adult System of Care Behavioral Health (JC 5091), Senior Nutritionist (JC 5794), and Senior Employment Specialist (JC 6780) from U45 to R45, effective August 3, 2025; 2) add the future salary rates for the classifications based on the negotiated general wage increases in the ACMEA MOU of four percent (4%) effective December 21, 2025 and additional four percent (4%) effective December 20, 2026; 3) adjust the salaries for the classifications of Librarian I (JC 4130) by one and eight-tenths percent (1.8%), Librarian II (JC 4140) by five percent (5%), and Librarian III (JC 4175) by two and nine-tenths percent (2.9%) effective August 3, 2025; and 4) increase the minimum salary rate for classifications in JCs 0298N, 5797N, and 6790N to \$16.50 to comply with the State of California ("State") minimum wage of \$16.50 per hour retroactive to January 1, 2025; and
 - ii. Abolish Article 3, Section 21 (Miscellaneous), subsection 3-21.96 effective August 3, 2025.

DISCUSSION/SUMMARY:

In May and June 2025, the Human Resource Services ("HRS") Department received accretion authorization petitions (petition for union representation) from at least one-third (1/3) of the incumbents in the classifications of HCPA II (JC 0315) and Senior Nutritionist (JC 5794), and 100% of the incumbents in the classifications of Foundation Director (JC 1418), Director, Adult/Older Adult System of Care Behavioral Health (JC 5091), and Senior Employment Specialist (JC 6780) petitioning for representation by ACMEA. Staff evaluated said petitions and determined that representation by ACMEA for said classifications is appropriate. Staff notified the incumbents in JCs 0315, 5091, 5794, and 6780 and

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the incumbent in JC 1418 that their classification will be placed into Rep Unit R45 and R15, respectively, and that if they wished to be placed into a different rep unit, to contact staff within 10 days of the date of the notice.

Following the notifications to the employees regarding placement of their classifications into the respective rep units, staff subsequently notified ACMEA confirming such recommendations will be made to your Board. As such, staff recommend amending 1) the June 25, 2023 through July 3, 2027 MOU between ACMEA and the County to include the classifications of 1) HCPA II (JC 0315), 2) Director, Adult/Older Adult System of Care Behavioral Health (JC 5091), 3) Senior Nutritionist (JC 5794), and 4) Senior Employment Specialist (JC 6780) into Rep Unit R45, and Foundation Director (JC 1418) into Rep Unit R15, effective August 3, 2025, and 2) Salary Ordinance subsection 1-1.1 by updating the Rep Units accordingly, effective the same date, and adding the future salary rates based on the negotiated general wage increases outlined in the ACMEA MOU of four percent (4%) effective December 21, 2025 and additional four percent (4%) effective December 20, 2026.

In addition, the Alameda County Library ("ACL") submitted a request to HRS to integrate the Librarian-in-Charge ("LIC") function to the Librarian II (JC 4140) classification. Currently, ACL provides additional compensation of five percent (5%) as outlined in subsection 3-21.96 of the Salary Ordinance to employees assigned LIC. ACL identified a permanent need for the Librarian IIs to function as LIC. Staff concur with incorporating the LIC function into the Librarian II (JC 4140) classification and the job specification was updated and approved by the Civil Service Commission on March 19, 2025. Further, staff recommend incorporating the five percent (5%) additional compensation into the base salary of the Librarian II (JC 4140) classification and abolishing subsection 3-21.96 of the Salary Ordinance effective August 3, 2025.

Consequently, adjusting the salary of the Librarian II (JC 4140) classification as noted above requires salary adjustments to the lower- and higher- level classifications, Librarian I (JC 4130) and Librarian III (JC 4175), respectively, to maintain alignment and equity within the classification series. As such, staff recommend a one and eight-tenths percent (1.8%) and two and nine-tenths percent (2.9%) special salary adjustment for the classifications of Librarian I (JC 4130) and Librarian III (JC 4175) respectively, effective August 3, 2025, as outlined in the attached Salary Ordinance amendment.

Lastly, staff recommend increasing the minimum salary rate for classifications in JCs 0298N, 5797N, and 6790N to \$16.50 to comply with the State minimum wage of \$16.50 per hour retroactive to January 1, 2025.

SELECTION CRITERIA:

N/A

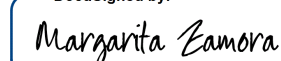
FINANCING:

Funds are available in the 2025-2026 Approved Budget and will be included in future years' requested budgets to cover the costs resulting from the recommendation(s), as applicable.

VISION 2036 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

Director of Human Resource Services

- c: CAO
- Auditor-Controller
- County Counsel
- County Librarian
- Interim Director, Alameda County Health
- Director, Social Services Agency

By Kristy van Herick
Kristy van Herick, Assistant County Counsel

Ordinance No.

O-2025-43

AN ORDINANCE AMENDING
THE JUNE 25, 2023 THROUGH JULY 3, 2027
MEMORANDUM OF UNDERSTANDING
BETWEEN THE
ALAMEDA COUNTY MANAGEMENT EMPLOYEES' ASSOCIATION
(GENERAL GOVERNMENT UNIT)
AND THE
COUNTY OF ALAMEDA

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

SECTION I

Appendix A – Classification and Salary Listing By Bargaining Unit in the June 25, 2023 through July 3, 2027 Memorandum of Understanding between the Alameda County Management Employees Association (General Government Unit) and the County of Alameda, applicable to employees in Representation Units R15, R44, R45, R48, and R49, is hereby amended by the addition thereto of the following job code, title, and salary, to be effective on the dates below.

Item	MC	Classification Title	Eff Date	Unit Code	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	FLSA Status
0315	SM	Health Care Program Administrator II	08/03/2025	R45	4,544.00	4,771.20	5,009.60	5,260.00	5,523.20	5,799.20	X
0315	SM	Health Care Program Administrator II	12/21/2025	R45	4,725.60	4,962.40	5,209.60	5,470.40	5,744.00	6,031.20	X
0315	SM	Health Care Program Administrator II	12/20/2026	R45	4,914.40	5,160.80	5,417.60	5,689.60	5,973.60	6,272.80	X
1418	PA	Foundation Director	08/03/2025	R15	4,407.20	4,625.60	4,856.80	5,100.00	5,355.20		X
1418	PA	Foundation Director	12/21/2025	R15	4,583.20	4,810.40	5,051.20	5,304.00	5,569.60		X
1418	PA	Foundation Director	12/20/2026	R15	4,766.40	5,003.20	5,253.60	5,516.00	5,792.00		X
5091	SM	Director, Adult/Older Adult System of Care Behavioral Health	08/03/2025	R45	6,445.60	6,768.00	7,106.40	7,461.60	7,834.40		X
5091	SM	Director, Adult/Older Adult System of Care Behavioral Health	12/21/2025	R45	6,703.20	7,038.40	7,390.40	7,760.00	8,148.00		X
5091	SM	Director, Adult/Older Adult System of Care Behavioral Health	12/20/2026	R45	6,971.20	7,320.00	7,686.40	8,070.40	8,473.60		X
6780	SM	Senior Employment Specialist	08/03/2025	R45	3,344.00	3,511.20	3,686.40	3,870.40	4,064.00		X
6780	SM	Senior Employment Specialist	12/21/2025	R45	3,477.60	3,652.00	3,833.60	4,025.60	4,226.40		X
6780	SM	Senior Employment Specialist	12/20/2026	R45	3,616.80	3,798.40	3,987.20	4,186.40	4,395.20		X
Item	MC	Classification Title	Eff Date	Unit Code	Step 01	Step 02	Step 03	Step 04	Step 05		FLSA Status
5794	SM	Senior Nutritionist	8/3/2025	R45	3,921.60	4,123.20	4,333.60	4,547.20	4,768.80		X
5794	SM	Senior Nutritionist	12/21/2025	R45	4,078.40	4,288.00	4,507.20	4,728.80	4,959.20		X
5794	SM	Senior Nutritionist	12/20/2026	R45	4,241.60	4,459.20	4,687.20	4,917.60	5,157.60		X

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 **July, 2025**, to wit:

AYES: Supervisors Fortunato Bas, Márquez, Miley & President Haubert - **4**

NOES: None

EXCUSED: Supervisor Tam - **1**

David G. Haubert

PRESIDENT, BOARD OF SUPERVISORS

File No: 31524
Agenda No: 71
Document No: O-2025-43



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

Approved as to Form

DONNA R. ZIEGLER, County Counsel

By Kristy van Herick
Kristy van Herick, Assistant County Counsel

Ordinance No.

O-2025-44

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 on the dates outlined below:

Item	MC	Classification Title	Eff Date	Unit Code	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	FLSA Status
0315	SM	Health Care Program Administrator II	8/03/2025	U45 R45	4,544.00	4,771.20	5,009.60	5,260.00	5,523.20	5,799.20	X
0315	SM	Health Care Program Administrator II	12/21/2025	R45	4,725.60	4,962.40	5,209.60	5,470.40	5,744.00	6,031.20	X
0315	SM	Health Care Program Administrator II	12/20/2026	R45	4,914.40	5,160.80	5,417.60	5,689.60	5,973.60	6,272.80	X
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1418	PA	Foundation Director	12/20/2026	R15	4,766.40	5,003.20	5,253.60	5,516.00	5,792.00		X
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5091	SM	Director, Adult/Older Adult System of Care Behavioral Health	12/21/2025	R45	6,703.20	7,038.40	7,390.40	7,760.00	8,148.00		X
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5794	SM	Senior Nutritionist	12/20/2026	R45	4,241.60	4,459.20	4,687.20	4,917.60	5,157.60		X
4130	NM	Librarian I	8/3/2025	011		3057.75 3112.50	3192.00 3249.75	3339.75 3399.75	3501.00 3564.00		N
4140	NM	Librarian II	8/3/2025	011		3249.75 3412.23	3411.00 3581.25	3570.00 3748.50	3741.75 3828.50		N
4175	NM	Librarian III	8/3/2025	011		3329.25 3426.00	3490.50 3591.75	3651.00 3756.75	3821.25 3932.25	4010.25 4126.50	N
0298N	NM	Special Examiner SAN	1/1/2025	054		16.00 16.50			50.00		N

Item	MC	Classification Title	Eff Date	Unit Code	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	FLSA Status
5797N	NM	Health Services Consultant SAN	1/1/2025	054	16.00 16.50				21.00		N
6790N	NM	Consultant Social Services Agency SAN	1/1/2025	054	16.00 16.50				35.00		N

SECTION II

Article 3, Section 3-21, Subsection 3-21.96 of the County of Alameda Salary Ordinance is hereby deleted effective August 3, 2025, as follows:

~~3-21.96—Effective October 22, 2017, employees in Job Code 4140 (Librarian II) when assigned to be in charge of the Albany, Castro Valley, Centerville, Dublin, Fremont Main, Irvington, Newark, Niles, San Lorenzo, or Union City library branches when there is no manager on site on a weekday (Monday through Friday) after 5:00 p.m. or on a weekend (Saturday or Sunday) will be designated Librarian in Charge (LIC). For the hours an employee is designated and assigned as LIC, that employee shall receive an additional five percent (5%) compensation.~~

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

AYES: Supervisors Fortunato Bas, Márquez, Miley & President Haubert - 4

NOES: None

EXCUSED: Supervisor Tam - 1

David G. Haubert

PRESIDENT, BOARD OF SUPERVISORS

File No: 31524

Agenda No: 71

Document No: O-2025-44



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