

# SECOND READING - CONTINUED FROM 1/27/26

AGENDA NO. \_\_\_\_\_ January 27, 2026



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

January 27, 2026

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 JCS 4969 AND 0484; AND 2) SALARY ORDINANCE AMENDMENTS TO UPDATE SUBSECTIONS 1-1.1 TO UPDATE THE REP UNIT AND SALARIES FOR JC 0484 AND INCREASE THE SALARIES FOR REP UNITS 002 AND 040, AND ABOLISH 3-12.102

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 the County of Alameda ("County") to add two (2) classifications of 1) Principal Water Resources Planner, Zone 7 (Job Code ("JC") 4969) and 2) Staff Development Manager (JC 0484) into Representation Units ("Rep Units") R53 and R49, respectively, effective February 15, 2026.
- B. Adopt Salary Ordinance ("SO") amendments to:
  - i. Update Article 1, Section 1-1 (Pay Rate Schedules), subsection 1-1.1, to update the Rep Unit for the classification of Staff Development Manager (JC 0484) from U49 to R49 effective February 15, 2026 and add the future salary rates for said classification based on the negotiated general wage increase in the ACMEA MOU of four percent (4%) effective December 20, 2026; and increase the salaries for the classifications represented by Alameda County Building and Construction Trades Council ("BTC"), Rep Unit 002, ranging from two percent (2%) to six percent (6%), effective February 1, 2026 and the unrepresented classifications in Rep Unit 040 tied to BTC of the same range, retroactive to February 2, 2025 and effective on February 1, 2026; and
  - ii. Delete and remove Article 3, Section 3-12 (Alameda County Health), subsection 3-12.102 effective February 15, 2026.

## **DISCUSSION/SUMMARY:**

In November and December 2025, the Human Resource Services ("HRS") Department received accretion authorization petitions from the incumbents in the single-position classifications of Principal Water Resources Planner, Zone 7 (JC 4969) and Staff Development Manager (JC 0484) seeking representation by ACMEA. Staff reviewed the petitions and determined that representation by ACMEA was appropriate. Staff notified the incumbents that the classifications of Principal Water Resources Planner, Zone 7 (JC 4969) and Staff Development Manager (JC 0484) would be placed into Rep Units R53 and R49, respectively. No responses were received within the required timeframe requesting placement in a different Rep Unit. Staff subsequently notified ACMEA that this recommendation would be presented to your Board.

*An Equal Opportunity Employer*

As such, staff recommend amending 1) the June 25, 2023 through July 3, 2027 ACMEA MOU to include the classifications referenced above into Rep Units R53 and R49, respectively, effective February 15, 2026; and 2) SO subsection 1-1.1 by updating the Rep Unit of Staff Development Manager (JC 0484) from U49 to R49, effective the same date, and by adding the future salary rates for Staff Development Manager (JC 0484) based on the negotiated general wage increases outlined in the ACMEA MOU of four percent (4%) effective December 20, 2026. For the Principal Water Resources Planner, Zone 7 (JC 4969) classification, the adoption of any changes to the salaries and related salary attributes due to the accretion of this classification will be reviewed and presented by Zone 7 staff to the Zone 7 Water Agency Board of Directors.

On March 25, 2025, your Board approved the MOU between BTC and the County for the term February 2, 2025 through February 10, 2029. As stipulated in subsection 11.A.2. (Future Annual Salary Increases), the annual salary increases shall be determined in accordance with subsections 11.B. (Survey Formula) and 11.C. (Survey Jurisdictions) based on surveyed rates in effect on January 1 of each year. These increases shall range from a minimum of two percent (2%) to a maximum of six percent (6%) based on survey data for the key classifications identified in Appendix A-3 (Key Classifications and Classifications Grouped by Key Classifications) and shall be applied to both the key classifications and those classifications grouped under them. Historically, unrepresented classifications tied to BTC classifications in Rep Unit 040 received the same salary increases as BTC-represented classifications. Accordingly, staff recommend your Board approve: 1) salary increases for classifications represented by BTC in Rep Unit 002 based on the survey formula ranging from two percent (2%) to six percent (6%) effective February 1, 2026 as outlined in the attached SO, and 2) apply the same salary increases to the unrepresented classifications tied to BTC in Rep Unit 040 including the increases received by the BTC-represented classifications effective February 2, 2025 and the increases to be received by BTC-represented classifications effective February 1, 2026.

Lastly, staff verified and confirmed with AC Health that subsection 3-12.102 of the SO is no longer needed. As such, staff recommend deleting and removing subsection 3-12.102 from the SO effective February 15, 2026.

**SELECTION CRITERIA:**

N/A

**FINANCING:**

Funds are available in the Fiscal Year 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 recommendations meet the 10x goal pathways of **Employment for All** in support of our shared vision of a **Prosperous and Vibrant Economy**.

Very truly yours,

Signed by:  
  
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Margarita Zamora  
Director of Human Resource Services

c: CAO  
Auditor-Controller  
County Counsel  
Director, General Services Agency  
Director, Public Works Agency

Director, Social Services Agency  
General Manager, Zone 7  
Interim Director, Alameda County Health

Approved as to Form

DONNA R. ZIEGLER, County Counsel

Ordinance No.  
O-2026-6

By Kristy van Herick  
Kristy van Herick, Assistant County Counsel

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 Unit R49 is hereby amended by the addition thereto of the following job codes, titles, and salaries, to be effective on the dates below.

Job Code	MC	Classification Title	Eff Date	Unit Code	Level 1	Level 2	Level 3	Level 4	Level 5	FLSA Status
0484	SM	Staff Development Manager	2/15/2026	R49	5,384.80	5,654.40	5,936.80	6,234.40	6,546.40	X
0484	SM	Staff Development Manager	12/20/2026	R49	5,600.00	5,880.80	6,174.40	6,484.00	6,808.00	X

SECTION II

**Appendix C – Zone 7 Classifications** 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 Unit R53 is hereby amended by the addition thereto of the following job code and title effective February 1, 2026.

Job Code	Classification Title	Unit Code	FLSA Status
4969	Principal Water Resources Planner, Zone 7	R53	X

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 **February, 2026**, 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: 31688  
Agenda No: 33  
Document No: O-2026-6



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-2026-7

AN ORDINANCE AMENDING  
 CERTAIN PROVISIONS OF THE 2025-2026  
 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:

Job Code	MC	Unit Code	Classification Title					FLSA Status
			Effective Date	Level 1	Level 2	Level 3	Level 4	
0484	SM	U49 R49	Staff Development Manager					X
			12/21/2025	5384.80	5654.40	5936.80	6234.40	6546.40
			2/15/2026					
			12/20/2026	5600.00	5880.80	6174.40	6484.00	6808.00

Job Code	MC	Unit Code	Classification Title					FLSA Status
			Effective Date	Step 01	Step 02	Step 03	Step 04	
9415	NM	002	Auto Body and Fender Worker					N
			02/01/2026					4329.60
9420	NM	002	Auto Mechanic					N
			02/01/2026					4329.60
9405	NM	002	Auto Service Worker					N
			02/01/2026	2836.00	2965.60	3113.60	3248.00	3403.20
9407	NM	002	Auto Service Worker Supervisor					N
			02/01/2026	3085.60	3223.20	3371.20	3533.60	3684.80
9232	NM	002	Automatic Guided Vehicle Tech					N
			02/01/2026				4368.00	4598.40
9617	NM	002	Bridge Mechanic					N
			02/01/2026					5188.00
9616	NM	002	Bridge Tender					N
			02/01/2026					3571.20
9615	NM	002	Bridge Utility Worker					N
			02/01/2026		3996.00	4196.80	4408.00	4624.00
9664	NM	002	Building Equip Maint Wkr (APP)					N
			02/01/2026	2501.60	2922.40	3127.20	3550.40	3968.80
9665	NM	002	Building Equip Maint Worker					N
			02/01/2026				4171.20	4395.20
9125	NM	002	Building Maintenance Laborer					N
			02/01/2026					3350.40
9140	NM	002	Building Maintenance Worker I					N

Job Code	MC	Unit Code	Classification Title					FLSA Status	
			Effective Date	Step 01	Step 02	Step 03	Step 04		Step 05
			02/01/2026				3621.60	3816.00	
9141	NM	002	<b>Building Maintenance Worker II</b>					N	
			02/01/2026					4411.20	
9218	NM	002	<b>Carpenter Assistant</b>					N	
			02/01/2026				3770.40	3952.80	
9220	NM	002	<b>Carpenter</b>					N	
			02/01/2026					4733.60	
9360	NM	002	<b>Crane Operator</b>					N	
			02/01/2026					5110.40	
9515	NM	002	<b>Crew Leader</b>					N	
			02/01/2026					4488.80	
9235	NM	002	<b>Electrician - Lineworker</b>					N	
			02/01/2026					5626.40	
9230	NM	002	<b>Electrician</b>					N	
			02/01/2026					5626.40	
9686	NM	002	<b>Energy Management Technician</b>					N	
			02/01/2026					5626.40	
9355	NM	002	<b>Heavy Equipment Operator</b>					N	
			02/01/2026					4867.20	
9465	NM	002	<b>Heavy Equipmt Mechanic</b>					N	
			02/01/2026					4943.20	
9455	NM	002	<b>Heavy Equipmt Mechanic Helper</b>					N	
			02/01/2026					4150.40	
9460	NM	002	<b>Heavy Equipmt Oiler-Greaser</b>					N	
			02/01/2026					4150.40	
9325	NM	002	<b>Heavy Truck Driver</b>					N	
			02/01/2026					4166.40	
9105	NM	002	<b>Laborer</b>					N	
			02/01/2026			2891.20	3016.00	3121.60	
2148	NM	002	<b>Land Surveyor</b>					N	
			02/01/2026			4993.60	5284.00	5536.00	
9475	NM	002	<b>Lead Heavy Equipment Mechanic</b>					N	
			02/01/2026					5179.20	
9222	NM	002	<b>Locksmith</b>					N	
			02/01/2026					4733.60	
9152	NM	002	<b>Maintenance &amp; Const Worker</b>					N	
			02/01/2026				3223.20	3378.40	
9107	NM	002	<b>Maintenance Aide I</b>					N	
			02/01/2026				1904.00	1973.60	
9108	NM	002	<b>Maintenance Aide II</b>					N	
			02/01/2026	2100.00	2175.20	2271.20	2361.60	2453.60	
9240	NM	002	<b>Painter</b>					N	
			02/01/2026					4304.80	
9403	NM	002	<b>Parking Enforcement Tech</b>					N	
			02/01/2026		2530.40	2633.60	2756.80	2868.80	
9666	NM	002	<b>Plant Mechanic</b>					N	
			02/01/2026				4386.40	4597.60	

Job Code	MC	Unit Code	Classification Title					FLSA Status
			Effective Date	Step 01	Step 02	Step 03	Step 04	
9260	NM	002	<b>Plumber</b>					N
			02/01/2026					5591.20
1096	NM	002	<b>Program Worker, BTC Rep</b>					N
			02/01/2026	1875.20				4032.80
9576	NM	002	<b>Public Works Traffic Painter</b>					N
			02/01/2026					3548.00
9670	NM	002	<b>Stationary Engineer, GSA</b>					N
			02/01/2026					5188.00
9671	NM	002	<b>Stationary Engineer, PWA</b>					N
			02/01/2026					5188.00
9630	NM	002	<b>Street Light Technician</b>					N
			02/01/2026					4166.40
9317	NM	002	<b>Street Sweeper Operator</b>					N
			02/01/2026					4375.20
2140	NM	002	<b>Survey Technician I</b>					N
			02/01/2026			3245.60	3418.40	3582.40
2145	NM	002	<b>Survey Technician II</b>					N
			02/01/2026			3616.00	3822.40	4016.00
2147	NM	002	<b>Survey Technician III</b>					N
			02/01/2026			4669.60	4936.80	5172.80
9575	NM	002	<b>Traffic Painter</b>					N
			02/01/2026					3378.40
9110	NM	002	<b>Traffic Sign Worker</b>					N
			02/01/2026					3340.80
9629	NM	002	<b>Traffic Signal Tech, Trainee</b>					N
			02/01/2026				4785.60	5032.80
9627	NM	002	<b>Traffic Signal Technician</b>					N
			02/01/2026					5285.60
9402	NM	002	<b>Transporation Srvs Attendant</b>					N
			02/01/2026	2116.80	2208.80	2308.00	2416.00	2517.60
9550	NM	002	<b>Tree Trimmer-Climber</b>					N
			02/01/2026					4375.20
9320	NM	002	<b>Truck Driver</b>					N
			02/01/2026					3594.40
9106	NM	002	<b>Vegetation Mgmt Technician</b>					N
			02/01/2026				3283.20	3443.20
9410	NM	002	<b>Yardworker</b>					N
			02/01/2026					3282.40
9665N	NM	040	<b>Building Equip Maint Worker N</b>					N
			02/02/2025				49.19	51.83
			02/01/2026				52.14	54.94
9125N	NM	040	<b>Building Maintenance LaborerN</b>					N
			02/02/2025					39.51
			02/01/2026					41.88
9220N	NM	040	<b>Carpenter SAN</b>					N
			02/02/2025					55.82
			02/01/2026					59.17

Job Code	MC	Unit Code	Classification Title					FLSA Status
			Effective Date	Step 01	Step 02	Step 03	Step 04	
9230N	NM	040	<b>Electrician SAN</b>					N
			02/02/2025					66.35
			02/01/2026					70.33
9355N	NM	040	<b>Heavy Equipment Operator SAN</b>					N
			02/02/2025					57.40
			02/01/2026					60.84
9325N	NM	040	<b>Heavy Truck Driver SAN</b>					N
			02/02/2025					49.13
			02/01/2026					52.08
9105N	NM	040	<b>Laborer SAN</b>					N
			02/02/2025			35.28	36.80	38.09
			02/01/2026			36.14	37.70	39.02
9240N	NM	040	<b>Painter SAN</b>					N
			02/02/2025					50.76
			02/01/2026					53.81
9670N	NM	040	<b>Stationary Engineer, GSA</b>					N
			02/02/2025					61.18
			02/01/2026					64.85
9402N	NM	040	<b>Transportation Svcs Attendant N</b>					N
			02/02/2025					28.16
			02/01/2026					28.85
9320N	NM	040	<b>Truck Driver SAN</b>					N
			02/02/2025					42.39
			02/01/2026					44.93

## SECTION II

**Article 3, Section 3-12 (Alameda County Health), Subsection 3-12.102** of the County of Alameda Salary Ordinance is hereby deleted effective February 15, 2026:

~~3-12.102 — Effective June 23, 2024, not to exceed one (1) employee in Job Code 0424, when assigned the additional responsibilities associated with the programmatic policy use of the Alameda County Health Social Health Information Exchange, shall receive an additional five percent (5%) compensation of the base pay. This footnote shall be reviewed by the Director of Human Resource Services on or before January 2025, and annually thereafter.~~

## 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 **February, 2026**, to wit:

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

**NOES:** None

**EXCUSED:** None

*David G. Haubert*

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**PRESIDENT, BOARD OF SUPERVISORS**

File No: 31688

Agenda No: 33

Document No: O-2026-7



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: *Z. Villa*  
Deputy