

# SECOND READING - CONTINUED FROM 3/17/26

AGENDA NO. \_\_\_\_\_ March 17, 2026



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

March 17, 2026

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

SUBJECT: ADOPT: 1) ONE (1) SIDELETTER OF AGREEMENT ("SLA") BETWEEN THE COUNTY OF ALAMEDA ("COUNTY") AND THE ALAMEDA COUNTY MANAGEMENT EMPLOYEES ASSOCIATION SHERIFF'S NON-SWORN UNIT ("ACMEA"); AND 2) SALARY ORDINANCE AMENDMENTS TO UPDATE SUBSECTIONS 1-1.1 AND 3-21.112

Dear Board Members:

## **RECOMMENDATIONS:**

- A. Adopt one (1) Sideletter of Agreement ("SLA") between the County of Alameda ("County") and the Alameda County Management Employees Association Sheriff's Non-Sworn Unit ("ACMEA") amending Appendix A of the 2023-2027 ACMEA Memorandum of Understanding ("MOU").
- B. Adopt Salary Ordinance ("SO") amendments to update:
  1. Article 1 (Applicable Pay Rates), Section 1-1 (Pay Rate Schedules), subsection 1-1.1 to: i) update the management designation for the Sheriff's Fleet Services Supervisor (Job Code ("JC") 8756) classification to Supervisory Management ("SM"); and ii) reflect salary adjustments for the classifications of Identification Supervisor (JC 1286) and Sheriff's Fleet Services Supervisor (JC 8756) by 2.65% and 2.14%, respectively, effective April 12, 2026; and
  2. Article 3 (Notes Applicable to Positions and Classifications Listed in Article 2 Preceding), Section 3-21 (Miscellaneous), subsection 3-21.112 to extend the footnote through March 27, 2027.

## **DISCUSSION/SUMMARY:**

On April 29, 2025, your Board approved item #27, the 2023-2027 successor MOU between the County and ACMEA. Following adoption of the MOU, the Sheriff's Fleet Services Coordinator classification was revised and retitled to Sheriff's Fleet Services Supervisor. While the Sheriff's Fleet Services Coordinator carried a management designation of Professional Administrator ("PA"), the Sheriff's Fleet Services Supervisor (JC 8756), as a first-line supervisory classification, should be designated as SM. Accordingly, staff recommend updating the management designation through the attached Salary Ordinance amendment.

In addition, in subsection 19.C. (Salary Compaction Review) of the 2023-2027 ACMEA MOU, every November 1 and each year thereafter through the term of the MOU, the County will conduct a compaction study of ACMEA-represented supervisors to determine if there is a salary compaction of less than eight percent (8%) between the appropriate subordinate-level

classifications. If there is salary compaction of less than eight percent (8%), the County will recommend a salary adjustment to address said compaction and offer to meet and confer with ACMEA regarding the proposed changes.

Staff determined that there is compaction for the Identification Supervisor (JC 1286) and the Sheriff's Fleet Services Supervisor (JC 8756) and the respective subordinate classifications. Accordingly, staff recommend salary adjustments of 2.65% for the Identification Supervisor (JC 1286) and 2.14% for the Sheriff's Fleet Services Supervisor (JC 8756), effective April 12, 2026 as outlined in the attached Salary Ordinance amendment. The parties agreed to the aforementioned updates and have memorialized those revisions in the attached SLA. Accordingly, staff recommend that your Board approve the attached SLA.

Lastly, on December 16, 2025, your Board approved item #37, a footnote for the Supervising Child Support Attorney (JC 3160). The footnote provides that when designated to serve as the Director of Child Support Services ("DCSS") (JC 3170), the employee shall receive an additional ten percent (10%) compensation of the base pay effective November 23, 2025. The footnote is scheduled to sunset on March 28, 2026, and be deleted from the SO on that date. The executive recruitment for the DCSS position remains in progress. To ensure continuity of leadership and allow the Acting DCSS to continue serving until the permanent DCSS is appointed, staff recommend extending the footnote through March 27, 2027, as reflected in the attached SO amendment.

**SELECTION CRITERIA:**

N/A

**FINANCING:**

Funds are available in the respective Agency/Department Fiscal Year 2025-2026 Approved Budget and will be requested in future years' budgets to cover the costs resulting from the recommendations 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  
Human Resource Services

- c: County Administrator
- Auditor-Controller
- County Counsel
- Sheriff
- Acting Director of Child Support Services

**SIDELETTER OF AGREEMENT**  
**Between**  
**THE ALAMEDA COUNTY MANAGEMENT EMPLOYEES ASSOCIATION**  
**SHERIFF'S NON-SWORN UNIT (029)**  
**and**  
**THE COUNTY ALAMEDA**

**February 5, 2026**

The County of Alameda ("County") and the Alameda County Management Employees Association ("ACMEA") Non-Sworn Unit have met and conferred and reached agreement on this Sideletter of Agreement ("Agreement") to the 2023-2027 Memorandum of Understanding ("MOU").

In accordance with subsection 19.C (Salary Compaction Review), the County conducted a study of ACEMA represented supervisory classifications to determine if there is salary compaction of less than eight percent (8%) between the appropriate subordinate level classifications. The County found that the Identification Supervisor (JC 1286) and Sheriff's Fleet Services Supervisor (JC 8756) have less than eight percent (8%) compaction.

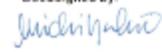
This Agreement amends Appendix A to change the title of Sheriff's Fleet Services Coordinator to Sheriff's Fleet Services Supervisor (JC 8756), change the management designation from PA to SM for the Sheriff's Fleet Services Supervisor, and increases the salaries of the Identification Supervisor (JC 1286) by 2.65% and Sheriff's Fleet Services Supervisor (JC 8756) by 2.14% effective two (2) pay periods after Board of Supervisor approval.

The parties agree to following Appendix A amendments as follows:

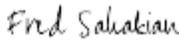
ITEM	MC	TITLE	Effective Date	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05
1286	SM	Identification Supervisor						
			06/08/2025	3774.40	3946.40	4144.80	4349.60	4568.00
			04/12/2026	<u>3874.40</u>	<u>4051.20</u>	<u>4254.40</u>	<u>4464.80</u>	<u>4688.80</u>
			06/07/2026	<del>3925.60</del> <u>4029.60</u>	<del>4104.00</del> <u>4213.60</u>	<del>4310.40</del> <u>4424.80</u>	<del>4523.20</del> <u>4643.20</u>	<del>4750.40</del> <u>4876.00</u>
			06/06/2027	<del>4082.40</del> <u>4190.40</u>	<del>4268.00</del> <u>4382.40</u>	<del>4483.20</del> <u>4601.60</u>	<del>4704.00</del> <u>4828.80</u>	<del>4940.80</del> <u>5071.20</u>
8756	PA <u>SM</u>	Sheriff's Fleet Services <del>Coordinator</del> <u>Supervisor</u>						
			06/08/2025	2889.60				3511.20
			04/12/2026	<u>2951.20</u>				<u>3586.40</u>
			06/07/2026	<del>3004.80</del> <u>3069.60</u>				<del>3662.00</del> <u>3729.60</u>
			06/06/2027	<del>3124.80</del> <u>3192.00</u>				<del>3798.40</del> <u>3878.40</u>

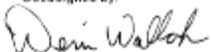
**FOR COUNTY OF ALAMEDA**

DocuSigned by:  
  
 Gil Dong, Labor Relations Analyst      2/5/2026  
 Date

DocuSigned by:  
  
 Michi Yoshii      2/5/2026  
 Labor Relations Manager      Date

**FOR ACMEA**

Signed by:  
  
 Fred Sahakian, ACMEA President      2/5/2026  
 Date

DocuSigned by:  
  
 Dennis Wallach      2/5/2026  
 Senior Labor Relations Consultant      Date

Ordinance No.

By Kristy van Herick  
Kristy van Herick, Assistant County Counsel

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 as listed below:

ITEM    MC    TITLE

JOB CODE	MC	Effective Date	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	FLSA STATUS	
1286	SM	<b>Identification Supervisor</b>							
		06/08/2025	3774.40	3946.40	4144.80	4349.60	4568.00	X	
		04/12/2026	<u>3874.40</u>	<u>4051.20</u>	<u>4254.40</u>	<u>4464.80</u>	<u>4688.80</u>	X	
		06/07/2026	<del>3925.60</del> <u>4029.60</u>	<del>4104.00</del> <u>4213.60</u>	<del>4310.40</del> <u>4424.80</u>	<del>4523.20</del> <u>4643.20</u>	<del>4750.40</del> <u>4876.00</u>	X	
		06/06/2027	<del>4082.40</del> <u>4190.40</u>	<del>4268.00</del> <u>4382.40</u>	<del>4483.20</del> <u>4601.60</u>	<del>4704.00</del> <u>4828.80</u>	<del>4940.80</del> <u>5071.20</u>	X	
8756	PASM	<b>Sheriff's Fleet Services <del>Coordinator</del> Supervisor</b>							
		06/08/2025	2889.60				3511.20	X	
		04/12/2026	<u>2951.20</u>				<u>3586.40</u>	X	
		06/07/2026	<del>3004.80</del> <u>3069.60</u>				<del>3652.00</del> <u>3729.60</u>	X	
		06/06/2027	<del>3124.80</del> <u>3192.00</u>				<del>3798.40</del> <u>3878.40</u>	X	

**SECTION II**

Article 3, Section 3-21, Subsection 3-21.112 of the County of Alameda is hereby amended to read as follows:

3-21.112 – Effective November 23, 2025, not to exceed one (1) employee in JC 3160 in the Alameda County Child Support Services who is designated to serve in JC 3170 while also serving as the Attorney of Record shall be compensated an additional ten percent (10%) of the base pay. This provision shall sunset effective ~~March 28, 2026~~ March 27, 2027, and shall 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.