

SECOND READING - CONTINUED FROM 4/7/26

AGENDA NO. _____ March 24, 2026



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

March 24, 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 JOB CODES 0302 AND 3109; AND 2) SALARY ORDINANCE AMENDMENTS TO SUBSECTIONS 1-1.1 TO UPDATE THE REP UNIT AND SALARIES FOR JOB CODES 0302 AND 3109, RESTORE 3-12.8 AND 3-12.69, AMEND 3-12.103, AND CREATE NEW SUBSECTION 3-15.24

Dear Board Members:

RECOMMENDATIONS:

- A. Adopt an Ordinance amending the June 25, 2023 through July 3, 2027 Memorandum of Understanding ("MOU") between the County of Alameda ("County") and the Alameda County Management Employees Association General Government Unit ("ACMEA") to add two (2) classifications of 1) Program Support Representative (Job Code ("JC") 0302) and 2) Holistic Defense Mitigation Supervisor (JC 3109) into Representation Unit ("Rep Unit") R15, effective April 12, 2026.
- B. Adopt Salary Ordinance ("SO") amendments to:
 1. Update Article 1, Section 1-1 (Pay Rate Schedules), subsection 1-1.1, to update the Rep Unit for the classifications of 1) Program Support Representative (JC 0302) and 2) Holistic Defense Mitigation Supervisor (JC 3109) from U15 to R15 effective April 12, 2026 and add the future salary rates for these classifications based on the negotiated general wage increase in the ACMEA MOU of four percent (4%) effective December 20, 2026;
 2. Amend Article 3, Section 3-12 (Alameda County Health), to:
 - i. Restore subsections 3-12.8 and 3-12.69, to provide employees in the classifications of Physician II (JC 5137), Physician II SAN (JC 5137N), Physician III (JC 5139) and Physician III SAN (JC 5139N) an additional compensation of five percent (5%) who are Board certified in child psychiatry and who are assigned to child psychiatry, and an additional compensation of twenty-five (25%) who are assigned criminal justice mental health services, respectively, retroactive to February 15, 2026; and
 - ii. Update subsection 3-12-103 to add the Physician III SAN (JC 5139N) classification. Employees in this classification who are assigned to child psychiatry shall receive an additional four percent (4%) of base pay, and those who are assigned to adult psychiatry shall be eligible to receive an additional seven percent (7%) of base pay, retroactive to February 15, 2026. These three (3) footnotes shall remain in effect until employees are reclassified into their respective classifications of Child Psychiatrist (JC 5144), Child Psychiatrist SAN (JC 5144N), Adult Psychiatrist (JC 5145), Adult Psychiatrist SAN (JC 5145N), Forensic Psychiatrist (JC 5146), or Forensic Psychiatrist SAN (JC 5146N), as referenced in the Ordinance amendment; and

3. Amend Article 3, Section 3-15 (Public Works), to add new subsection 3-15.25 to establish a footnote for one (1) employee in the classification of Field Maintenance Supervisor (JC 9525) who possesses an active Federal Aviation Administration Part 107 Drone License (“FAA License”) and is assigned to perform related duties who shall receive an additional seven percent (7%) compensation of base pay effective April 12, 2026. The footnote will also be subject to review by the Director of Human Resource Services in or before January of each year, starting 2027.

DISCUSSION/SUMMARY:

In December 2025 and February 2026, the Human Resource Services (“HRS”) Department received accretion authorization petitions from 33.3% of the incumbents in the classification of Program Support Representative (JC 0302), and the incumbent in the single-position classification of Holistic Defense Mitigation Supervisor (JC 3109), respectively, seeking representation by ACMEA. Staff reviewed the petitions and determined that representation by ACMEA was appropriate. Staff notified all impacted incumbents that their respective classifications of Program Support Representative (JC 0302) and Holistic Defense Mitigation Supervisor (JC 3109) will be placed into Rep Unit R15 and received no responses within the required timeframe requesting placement in a different Rep Unit. Subsequently, staff notified ACMEA that this recommendation will be made to your Board.

As such, staff recommend amending: 1) the June 25, 2023 through July 3, 2027 ACMEA MOU to include the classifications referenced above into Rep Unit R15 effective April 14, 2026; and 2) the SO subsection 1-1.1 by updating the Rep Unit accordingly, effective the same date, and adding the future salary rates based on the negotiated general wage increase outlined in the ACMEA MOU of four percent (4%) effective December 20, 2026.

In addition, on February 10, 2026, your Board approved the 2025-2028 Memorandum of Understanding between the County and the Union of American Physicians and Dentists. The approved agreement included 1) deleting subsections 3-12.8 and 3-12.69 effective February 15, 2026. These subsections provided additional compensation to employees in the classifications of Physician II (JC 5137), Physician II SAN (JC 5137N), Physician III (JC 5139) and Physician III SAN (JC 5139N) of five percent (5%) who are Board certified in child psychiatry and assigned to child psychiatry, and twenty-five (25%) who are assigned to criminal justice mental health services, respectively. These provisions were deleted in anticipation of new classifications and the reclassification of affected employees. To ensure eligible employees continue to receive the applicable additional compensation while the reclassification process is underway, staff recommend restoring subsections 3-12.8 and 3-12.69 and adding clarifying language stating that they will remain in effect until the reclassification is complete, at which time they will be deleted from the SO; and 2) adding subsection 3-12.103 to temporarily provide additional compensation of four percent (4%) and seven percent (7%) of the base pay to employees in the Physician III (JC 5139) classification who are assigned to child psychiatry and adult psychiatry, respectively, effective February 15, 2026. This additional compensation remains in effect until employees are reclassified into the respective new classifications and shall sunset and be removed from the SO on the effective date of reclassification. Staff subsequently determined that the Physician III SAN (JC 5139N) classification should also be eligible for this temporary additional compensation, pending reclassification of employees in that classification to Child Psychiatrist SAN (JC 5144N) or Adult Psychiatrist SAN (5145N). Accordingly, staff recommend amending subsection 3-12.103 retroactive to February 15, 2026, as reflected in the attached SO amendment.

Lastly, at the request of the Public Works Agency (“PWA”), staff recommend establishing a footnote for one (1) employee in the classification of Field Maintenance Supervisor (JC 9525) who holds an active FAA license. This license enables the employee to legally and safely conduct aerial drone inspections and capture footage to support engineering, environmental, inspection, construction, and maintenance operations. Possession of the FAA license also permits the employee to conduct remote site assessments, assist with project planning, and document site conditions. The Field Maintenance Supervisor (JC 9525) will also train staff on proper drone flight operations and safety protocols under the authority of the license. The specialized licensure allows the employee to perform duties beyond the standard scope of the classification and significantly enhances the County ability to deliver safe and efficient

services. Accordingly, staff recommend adding the new subsection 3-15.24 to the SO effective April 12, 2026, as outlined in the attached Ordinance.

SELECTION CRITERIA:

N/A

FINANCING:

Funds are available in the respective departments' 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 of Human Resource Services

- c: CAO
Auditor-Controller
County Counsel
Interim Director, AC Health
Public Defender
Director, Public Works Agency

Ordinance No.

O-2026-11

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 on the dates outlined below:

| Job Code | MC | Unit Code | Classification Title | | | | | FLSA Status | |
|----------|----|-----------|--|----------|----------|----------|----------|-------------|----------|
| | | | Effective Date | Level 1 | Level 2 | Level 3 | Level 4 | | Level 5 |
| 0302 | PA | U45R15 | Program Support Representative | | | | | X | |
| | | | 4/12/2026 | 3,399.20 | 3,569.60 | 3,748.00 | 3,935.20 | | 4,132.80 |
| | | | 12/20/2026 | 3,535.20 | 3,712.00 | 3,897.60 | 4,092.80 | 4,298.40 | |
| 3109 | SM | U45R15 | Holistic Defense Mitigation Supervisor | | | | | X | |
| | | | 4/12/2026 | 4,942.40 | 5,188.80 | 5,448.80 | 5,720.80 | | 6,007.20 |
| | | | 12/20/2026 | 5,140.00 | 5,396.00 | 5,666.40 | 5,949.60 | 6,247.40 | |

SECTION II

Article 3, Section 3-12 (Alameda County Health) of the County of Alameda Salary Ordinance is hereby amended as follows:

3-12.8 – Employees in Job Codes 5137 and 5139 employed on or after November 1, 1986 or employees in Job Codes 5137N and 5139N employed on or after May 1, 1988, shall receive an additional five percent (5%) compensation of base pay upon establishing proof of certification from the appropriate American Specialty Board. Continuously maintaining such certification is required to remain eligible for this additional five percent (5%) compensation of base pay.

In addition to the compensation provided above, effective June 29, 1997, employees in Job Codes 5137, 5137N, 5139 and 5139N, who are Board-certified in child psychiatry, and who are regularly assigned to perform the full range of psychiatric-care related duties in a Children’s Services Unit in the Behavioral Health Department, shall receive an additional five percent (5%) compensation of base pay, upon established proof of eligibility for certification from the appropriate American Specialty Board.

This footnote will remain in effect until employees are reclassified into their respective new classifications of Child Psychiatrist (JC 5144) or Child Psychiatrist SAN (JC 5144N), and shall sunset and be removed from the Salary Ordinance on the effective date of reclassification.

3-12.69 – Effective March 30, 2025, employees in Job Codes 5139 and/or 5139N who perform the full range of criminal justice mental health services and psychiatric care duties in the Alameda County Health, Behavioral Health Department shall receive an additional 25% compensation of base pay. The compensation authorized by this footnote will be subject

to a review by the Director of Human Resource Services January of each year. This footnote will remain in effect until employees are reclassified into their respective new classifications of Forensic Psychiatrist (JC 5146) or Forensic Psychiatrist SAN (5146N) and shall sunset and be removed from the Salary Ordinance on the effective date of reclassification.

3-12.103 – Effective February 15, 2026, employees in Job Codes 5139 and 5139N who are assigned to child psychiatry shall receive an additional four percent (4%) of base pay, and who are assigned to adult psychiatry shall receive an additional seven percent (7%) of base pay. This footnote will remain in effect until employees are reclassified into their respective new classifications of Child Psychiatrist (JC 5144), Child Psychiatrist SAN (JC 5144N), ~~or Adult Psychiatrist (JC 5145)~~, or Adult Psychiatrist SAN (5145N) and shall sunset and be removed from the Salary Ordinance on the effective date of reclassification.

SECTION III

Article 3, Section 3-15 (Public Works), Subsection 3-15.24 of the County of Alameda Salary Ordinance is hereby added as follows:

3-15.24 – Effective April 12, 2026, not to exceed one (1) employee in Job Code 9525, when possessing an active Federal Aviation Administration Part 107 Drone License and when performing work associated with drone administration, oversight duties, and training staff on proper drone flight operations, shall be compensated an additional seven percent (7%) of the base pay. This footnote will be subject to review by the Director of Human Resource Services on or before January 2027, and annually thereafter.

SECTION IV

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 **21st** day of **April, 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: 31730
Agenda No: 26
Document No: O-2026-11



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