

SECOND READING - CONTINUED FROM 5/12/26

AGENDA NO. _____ May 12, 2026



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

May 12, 2026

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

SUBJECT: ADOPT: 1) ONE SIDELETTER OF AGREEMENT BETWEEN THE COUNTY AND BTC; 2) AN ORDINANCE AMENDING THE 2023-2027 ACMEA GG MOU TO ACCRETE JOB CODE 4976; 3) SALARY ORDINANCE AMENDMENTS TO UPDATE SUBSECTION 3-6.18 AND ADD NEW SUBSECTION 3-21.113; AND 4) DESIGNATE COUNTY'S LABOR NEGOTIATORS UNDER GC SECTION 54957.6

Dear Board Members:

RECOMMENDATIONS:

- A. Adopt one (1) Sideletter of Agreement ("SLA") between the County of Alameda ("County") and the Alameda County Building and Construction Trades Council ("BTC") to amend subsection 8.E. (Holiday Compensation) of the 2025-2029 BTC Memorandum of Understanding ("MOU").
- B. Adopt an Ordinance amending the June 25, 2023 through July 3, 2027 MOU ("2023-2027 MOU") between the County and the Alameda County Management Employees Association General Government Unit ("ACMEA") to add the classification of Maintenance Manager, Zone 7 (Job Code ("JC") 4976) into Representation Unit ("Rep Unit") R53 effective June 7, 2026.
- C. Adopt Salary Ordinance ("SO") amendments to:
 - i. Update Article 3, Section 3-6 (County Administrator Department), subsection 3-6.18, to update the subsection numbering from 3-6.18 to 3-6.19 retroactive to May 11, 2025; and
 - ii. Amend Article 3, Section 3-21 (Miscellaneous), to add subsection 3-21.113 establishing a footnote for one (1) employee in the Deputy Director, Community Development Agency (JC 2952) classification. The employee who assumes overall Community Development Agency ("CDA")'s surplus property and salvage responsibilities will receive an additional ten percent (10%) compensation of base pay effective June 21, 2026. The Director of Human Resource Services will review the footnote annually, on or before January of each year, beginning in 2027.
- D. In accordance with the California Government Code Section 54957.6, update the designations for the County's representatives in closed sessions for labor negotiations as follows: Margarita Zamora, Director of Human Resource Services; Michi Yoshii, Labor Relations Manager; Stacey Cue and Jeff Bailey, President and Chief Negotiator, respectively, of the Industrial Employers Distributors Association ("IEDA").

DISCUSSION/SUMMARY:

On June 27, 2023, your Board approved item #23, adopting the 2022-2025 MOU between the County and BTC. Staff later determined that language in subsection 8.E. (Holiday Compensation) was inadvertently removed during the 2022 negotiations as part of a cleanup effort and was not intended as a substantive change. As a result, the MOU omitted

An Equal Opportunity Employer

provisions authorizing compensation for employees who work on a holiday that falls on their regularly scheduled day off, either through in-lieu day off or cash compensation, as applicable based on the employee's regularly assigned work location or classification.

Staff met and conferred with BTC and agreed to restore the omitted language through a SLA. The parties have memorialized this agreement in the attached SLA. Accordingly, staff recommend that your Board approve the attached SLA.

In March 2026, Human Resource Services ("HRS") received an accretion authorization petition from the incumbent in the single-position classification of Maintenance Manager, Zone 7 (JC 4976) seeking representation by ACMEA. Staff reviewed the petition and determined that representation by ACMEA is appropriate. Staff notified the incumbent of the proposed placement into Rep Unit R53 and received no response within the required timeframe requesting an alternative placement. Staff then notified ACMEA that this recommendation will be presented to your Board. Accordingly, staff recommend amending the 2023-2027 ACMEA MOU to include this classification into Rep Unit R53 effective June 7, 2026. For this classification, any changes to salary or related salary attributes resulting from the accretion will be reviewed and presented by Zone 7 staff to the Zone 7 Water Agency Board of Directors for adoption.

In addition, on April 29, 2025, your Board approved an amendment to the SO related to the Deputy County Administrator (JC #0257), effective May 11, 2025. Staff have since identified that the subsection numbering requires revision. As such, staff recommend updating the subsection numbering from 3-6.18 to 3-6.19 retroactive to May 11, 2025.

Further, the CDA requested a footnote for one (1) employee in the classification of Deputy Director, Community Development Agency (JC 2952), when assigned responsibility for overseeing Property Salvage operations. These duties include complex County property negotiations; coordination with internal and external legal counsel on surplus property matters; management of the Surplus Property Authority Board of Supervisors committee; and advanced policy analysis requiring financial and business acumen and high-level decision-making processes. Staff reviewed the request and determined that an additional ten percent (10%) compensation is warranted. Accordingly, staff recommend adding new subsection 3-21.113 to the SO effective June 27, 2026, as outlined in the attached Ordinance. The Director of HRS will review this footnote annually, on or before January of each year, beginning January 2027.

Lastly, California Government Code Section 54957.6 requires that the County provide public notice of the designated agency representatives attending your Board's closed sessions for labor negotiations and the related employee organizations. The standing list of persons designated to represent the County in closed session labor negotiations includes Margarita Zamora, Director of Human Resource Services; Michi Yoshii, Labor Relations Manager, and Stacey Cue and Jeff Bailey, President and Chief Negotiator, respectively, of IEDA.

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:


24C63D8&E074A48D...

Margarita Zamora
Director of Human Resource Services

c: CAO
Auditor-Controller
County Counsel
Director, GSA
Director, PWA
General Manager, Zone 7
Director, CDA

SIDELETTER OF AGREEMENT
Between
THE ALAMEDA COUNTY BUILDING AND CONSTRUCTION TRADES COUNCIL
And
THE COUNTY ALAMEDA

Pay Out for Compensatory Time Off

April 1, 2026

The County of Alameda ("County") and the Alameda County Building and Construction Trades Council ("BTC") (collectively, "the Parties") have met and conferred and reached agreement on this Sideletter of Agreement ("Agreement") to the 2025-2029 Memorandum of Understanding ("MOU") regarding subsection 8.E. (Holiday Compensation). During the 2022 negotiations, the Parties agreed to remove certain provisions of subsection 8.E. (Holiday Compensation) as part of a language cleanup effort. However, the deletion inadvertently eliminated the mechanism authorizing compensation to employees who work on their regularly scheduled day off, whether in the form of an in-lieu day off or cash compensation, as applicable based on the employee's regularly assigned work location or classification.

This Agreement amends subsection 8.E. (Holiday Compensation) to restore the previously deleted sub-paragraphs authorizing such compensation.

The Parties agree to amend subsection 8.E. (Holiday Compensation) to include the following paragraphs under 8.E.3-4.:

8.E. HOLIDAY COMPENSATION.

1. For full-time employees:

- a. Holidays not worked by full-time employees shall be compensated at straight time.
- b. In the event that any employee, by virtue of having worked a holiday, as defined in this Section, should work longer than the normal work week as set forth in subsection 5.B. (Workday and Work Week), said employee shall be compensated as provided in subsections 6.B. (Overtime Work Defined) and 6.C. (Rates Defined) hereof.

2. For part-time employees:

- a. For part-time employees, the compensation for holidays not worked shall be at straight time, prorated each pay period in which a holiday occurs, based upon a proration of the hours which would have been worked within the pay period, but for the holiday, to the normal full-time pay period for the job classification.

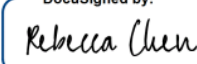
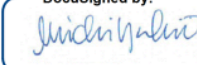
Such an employee may, in writing, with a minimum of seven (7) calendar days' notice to their Agency/Department Head elect to use accrued vacation and/or compensating time off to replace a decrease experienced in the employee's regular biweekly salary due to a prorated holiday.

- b. Less than full-time employees shall be compensated for hours worked on holidays defined herein at one and one-half (1.5) times the normal hourly rate.

3. Except in the case of employees regularly assigned to Zone 7, or the Sheriff's Department, when a holiday as set forth in subsection 8.A. (Holidays Defined) other than a day proclaimed by the President of the United States or the Governor of the State of California as a nation-wide or state-wide public holiday, day of fast, day of mourning, or day of thanksgiving and approved in writing by three or more members of the Board of Supervisors, falls on an employee's regularly scheduled day off, such employee may be given an in-lieu day off (a less than full-time employee will receive a prorated in-lieu day off) within twenty-six (26) pay periods to be scheduled by mutual agreement of the employee and the County. Should an in-lieu day off not be granted, compensation shall be paid in cash pursuant to subsections 8.E.1.a. or 8.E.2.a.

4. In the case of employees regularly assigned to Zone 7, or the Sheriff's Department, and Bridge Tenders regularly assigned to the Public Works Agency, when a holiday as set forth in subsection 8.A. (Holidays Defined) other than a day proclaimed by the President of the United States or Governor of the State of California as a nationwide or statewide public holiday, day of fast, day of mourning, or day of thanksgiving and approved in writing by three (3) or more members of the Board of Supervisors, falls on an employee's regularly scheduled day off, such employee shall be compensated in cash (a less than full-time employee will receive prorated compensation in cash) at the rate of time and one-half (1.5) the employee's normal hourly rate.

For County of Alameda

DocuSigned by:  D147C59B49B449E...	4/10/2026
Rebecca Chen Labor Relations Analyst	Date
DocuSigned by:  C47C86C107AA454...	4/10/2026
Michi Yoshii Labor Relations Manager	Date

For Building and Construction Trades Council of Alameda County

Signed by:  02E51AE4585E4DA...	4/6/2026
Tizoc Arenas Business Representative, BTC	Date
DocuSigned by:  01A4710FFB2547B...	4/6/2026
Chris Guajardo Chief Steward, BTC	Date
 7851EB1A812C4E8...	4/10/2026
Claude Joseph Public Sector Business Agent, OE 3	Date

By: Kristy van Herick
Kristy van Herick, Assistant County Counsel

Ordinance No.

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 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 June 7, 2026.

Job Code	Classification Title	Unit Code	FLSA Status
4976	Maintenance Manager, Zone 7	R53	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.

By: Kristy van Herick
Kristy van Herick, Assistant County Counsel

Ordinance No.

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 3, Section 3-6 (County Administrator Department) of the County of Alameda Salary Ordinance is hereby amended as follows:

3-6.~~18-19~~ – Effective May 11, 2025, not to exceed one (1) employee in Job Code 0257 when designated by the County Administrator to serve as the Chief Deputy, in addition to their regular assigned duties, shall receive up to an additional 5% compensation of the base salary. Chief Deputy responsibilities include major countywide special projects or assignments and oversight of significant countywide operations.

SECTION II

Article 3, Section 3-21 (Miscellaneous), Subsection 3-21.113 of the County of Alameda Salary Ordinance is hereby added as follows:

3-21.113 – Effective June 21, 2026, not to exceed one (1) employee in Job Code 2952, when assuming the overall Community Development Agency’s surplus property and salvage responsibilities, shall be compensated an additional ten percent (10%) of the base pay. This footnote will be subject to review by the Director of Human Resource Services in or before January of each year, starting 2027.

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.