

SECOND READING - CONTINUED FROM 6/30/26

AGENDA NO. _____ June 30, 2026



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

June 30, 2026

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

SUBJECT: ADOPT SALARY ORDINANCE AMENDMENTS FOR CERTAIN CLASSES WITH DEEP SALARY RANGES REPRESENTED BY THE ALAMEDA COUNTY MANAGEMENT EMPLOYEES ASSOCIATION SHERIFF'S NON-SWORN UNIT BY UPDATING SUBSECTIONS 1-1.1 TO ADJUST THE SALARY RANGES; AND 3-17.36 TO DELETE SALARY ADMINISTRATION CRITERIA FOR SAID CLASSES

Dear Board Members:

RECOMMENDATION:

Adopt Salary Ordinance amendments to update:

- i. Article 1, Section 1-1 (Pay Rate Schedules), subsection 1-1.1, to reflect salary range adjustments for specified management classifications with deep salary ranges and establish salary levels within the salary ranges of the specified classifications represented by the Alameda County Management Employees' Association ("ACMEA") Sheriff's Non-Sworn ("NS") Unit effective July 19, 2026, including the new rates effective June 6, 2027 as salary levels; and
- ii. Article 3, Section 3-17 (Sheriff's Department), subsection 3-17.36, to delete salary administration criteria for said classifications effective July 19, 2026.

DISCUSSION/SUMMARY:

In accordance with the County's Recruitment Enhancement Project, Initiative 11 (Provide More Flexibility in the Promotion of Employees), staff completed the initial preparation and analysis required to proceed with the automation of merit salary adjustments for employees in specified classifications with deep salary ranges represented by ACMEA NS Unit, similar to the project completed for the ACMEA General Government and Confidential Units in 2025. Staff and ACMEA NS Unit reached agreement to adjust the salary ranges and establish salary levels within the ranges for nine (9) management classifications. As such, staff recommend that your Board approve amendments to the Salary Ordinance as outlined in the attached Ordinance for the specified classifications to: 1) amend the salary ranges; 2) establish salary levels within the salary ranges for new rates effective July 19, 2026 and June 6, 2027; and 3) delete the salary administration criteria.

Following your Board's approval of the attached Salary Ordinance amendments, staff will move forward with placing employees in classifications with deep salary ranges represented by ACMEA NS Unit who are not at the top of the salary range for their respective classifications at the appropriate salary level and, if applicable, credited with hours towards advancement to the next salary level. Thereafter, subsequent salary merit increases will follow the general salary administration criteria.

SELECTION CRITERIA:

N/A

An Equal Opportunity Employer

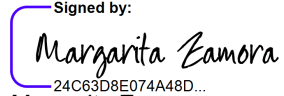
FINANCING:

Funds are available in the Alameda County Sheriff's Office's Fiscal Year 2025-2026 Approved Budget and will be requested in future years' budgets to cover the costs resulting from the recommendation.

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,

Signed by:

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Margarita Zamora
Director of Human Resource Services

c: CAO
Auditor-Controller
County Counsel
Sheriff

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

Ordinance No.

O-2026-21

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 as shown below:

Item		Job Title	Effective Date	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7
0405	PA	Crime Analyst	07/19/26	\$3,441.60	\$3,613.60	\$3,794.40	\$3,984.00	\$4,183.20	\$4,392.00	\$4,612.00
			06/06/27	\$3,579.20	\$3,758.40	\$3,946.40	\$4,143.20	\$4,350.40	\$4,568.00	\$4,796.80
0406	SM	Senior Crime Analyst	07/19/26	\$4,154.40	\$4,362.40	\$4,580.80	\$4,809.60	\$5,050.40	\$5,303.20	
			06/06/27	\$4,320.80	\$4,536.80	\$4,764.00	\$5,001.60	\$5,252.80	\$5,515.20	
1289	SM	Cntrl ID Buereau Biometric Dir	07/19/26	\$5,612.00	\$5,892.80	\$6,187.20	\$6,496.80	\$6,821.60		
			06/06/27	\$5,836.80	\$6,128.80	\$6,434.40	\$6,756.80	\$7,094.40		
1290	PA	Det and Corr Ombudsperson	07/19/26	\$4,376.00	\$4,594.40	\$4,824.00	\$5,064.80	\$5,318.40		
			06/06/27	\$4,551.20	\$4,778.40	\$5,016.80	\$5,267.20	\$5,531.20		
8167	SM	Animal Services Supervisor	07/19/26	\$3,085.60	\$3,240.00	\$3,401.60	\$3,572.00	\$3,750.40		
			06/06/27	\$3,208.80	\$3,369.60	\$3,537.60	\$3,715.20	\$3,900.80		
8724	SM	Emergency Services Supervisor	07/19/26	\$4,728.80	\$4,965.60	\$5,213.60	\$5,474.40	\$5,748.00		
			06/06/27	\$4,917.60	\$5,164.00	\$5,422.40	\$5,693.60	\$5,977.60		
8725	SM	Emergency Services Manager	07/19/26	\$5,438.40	\$5,710.40	\$5,996.00	\$6,296.00	\$6,610.40		
			06/06/27	\$5,656.00	\$5,939.20	\$6,236.00	\$6,548.00	\$6,875.20		
8756	SM	Sheriff's Fleet Services Supervisor	07/19/26	\$3,068.80	\$3,222.40	\$3,383.20	\$3,552.00	\$3,729.60		
			06/06/27	\$3,191.20	\$3,351.20	\$3,518.40	\$3,694.40	\$3,878.40		
8758	SM	Sheriff's Accreditation Supervisor	07/19/26	\$3,849.60	\$4,042.40	\$4,244.80	\$4,456.80	\$4,680.00		
			06/06/27	\$4,003.20	\$4,204.00	\$4,414.40	\$4,635.20	\$4,867.20		

SECTION II

Article 3, Section 3-17, subsection 3-17.36 of the County of Alameda Salary Ordinance is hereby amended as follows effective July 19, 2026:

3-17.36 – Employees in Job Codes ~~0405, 0406, 1289 (effective 7/21/24), 1290 (effective 6/9/24), 8549N, 8561N, 8724, 8725, and 8751N, 8756 and 8758 (effective 7/21/24)~~ may be compensated at any biweekly amount in the salary range for that classification as determined by the Sheriff.

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 **14th** day of **July, 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: 31777

Agenda No: 75

Document No: O-2026-21



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