

SECOND READING - CONTINUED FROM 10/6/26

AGENDA NO.____ October 6, 2026



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

October 6, 2026

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

SUBJECT: ADOPT SALARY ORDINANCE AMENDMENTS TO UPDATE SUBSECTIONS: 1) 1-1.1 TO INCREASE THE SALARIES FOR CERTAIN REPRESENTED AND UNREPRESENTED CLASSIFICATIONS; AND 2) 3-9.11 TO INCREASE THE NUMBER OF ELIGIBLE EMPLOYEES FOR THE FOOTNOTE

Dear Board Members:

RECOMMENDATION:

Adopt Salary Ordinance amendments to:

- i. Update Article 1, Section 1-1 (Pay Rate Schedules), subsection 1-1.1, to increase by five percent (5%), effective October 11, 2026, the salaries for classifications represented by: 1) the Deputy Sheriffs' Association of Alameda County ("DSA"); 2) the Alameda County Management Employees Association ("ACMEA") Sheriff's Sworn Unit ("ACMEA Sworn"); 3) ACMEA Units R51 and R53; and 4) ACMEA General Government Unit R48("ACMEA R48"); and for the following related unrepresented classifications: 5) Deputy Sheriff – Services-As-Needed (SAN) (Job Code ("JC") 8603N), 6) Sheriff's Sworn Executive Management and 7) District Attorney's Office ("DAO") classifications; and
- ii. Update Article 3, Section 3-9 (District Attorney Department), subsection 3-9.11, to increase the number of Deputy District Attorneys (JC 3300) eligible to receive an additional two and one-half percent (2.5%) of base pay when assigned to perform Team Leader functions over other Deputy District Attorneys from six (6) to twelve (12) effective October 25, 2026, and make non-substantive language cleanup.

DISCUSSION/SUMMARY:

Staff recommend amending the Salary Ordinance to increase salaries for classifications represented by certain employee organizations, as stipulated in their respective Memoranda of Understanding ("MOU"), and for related unrepresented classifications scheduled to receive the same salary increase.

Subsection 25.A.2. (General Wages Increases-Effective October 11, 2026) of the 2025-2028 MOU between the County of Alameda ("County") and DSA requires the County, effective October 11, 2026, to increase salaries to a minimum of four percent (4.0%) above the median salary as determined by the Deputy Sheriff II (JC 8604) salary survey in

An Equal Opportunity Employer

effect as of September 30, 2026, with a maximum increase of five percent (5.0%). The September 30, 2026 salary survey shows that the benchmark classification of Deputy Sheriff II (JC 8604) is one and forty-one hundredths' percent (1.41%) below the median salary of the surveyed agencies. The increase necessary to place the Deputy Sheriff II four percent (4.0%) above the median exceeds the five percent (5.0%) cap. Therefore, staff recommend increasing the salaries for classifications represented by DSA by the maximum five percent (5.0%), effective October 11, 2026.

The respective MOUs for ACMEA Sworn and ACMEA Units R51 and R52 tie their salary increases to those received by DSA-represented classifications. Subsection 18.A. (Wages) of the 2026-2029 ACMEA Sworn MOU provides that future wage increases for the classifications of Lieutenant (JC 8620), Captain (JC 8625), and Division Commander (JC 8635) will receive the same percentage increase, on the same effective date as Sergeant (JC 8617). Similarly, subsection 8.A.3. (General Wage Increase-Effective October 11, 2026) of the 2026-2029 ACMEA Units R51 and R52 MOU provides that all represented classifications will receive the same general wage increase percentage granted to Deputy Sheriff II, effective on the same date. Accordingly, staff recommend increasing the salaries for all classifications represented by ACMEA Sworn and ACMEA Units R51 and R52 by five percent (5.0%), effective October 11, 2026.

Subsection 15.G. (Salary Increases for the Public Defender Investigator Classifications in Unit R48) of the 2023-2027 ACMEA GG MOU provides that employees in the Public Defender Investigator classifications in Unit R48 will receive any salary increase that your Board grants to the Inspector II (JC 8535) classification in the DAO, effective the same date. Therefore, staff recommend increasing the salaries for the Public Defender Investigator classifications represented by ACMEA R48 by five percent (5.0%) effective October 11, 2026.

Staff also recommend applying the five percent (5.0%) increase to related unrepresented classifications that maintain established salary relationships with the represented classifications identified above. The unrepresented classifications of 1) Deputy Sheriff – Services-As-Needed (SAN) (JC 8603) and 2) Sheriff's Sworn Executive Management classifications of Assistant Sheriff (JC 0053) and Undersheriff (JC 0055) historically receive the same salary increase as DSA and ACMEA Sworn, respectively. Similarly, the unrepresented DAO classifications of Assistant Chief of Inspectors (JC 8544), Chief of Inspectors (JC 8545), and Director, Victim Witness Program (JC 8575) receive the same salary increase as the represented DAO Inspector classifications in ACMEA Units R51 and R52. Therefore, staff recommend increasing the salaries for these related unrepresented classifications by five percent (5.0%) effective October 11, 2026.

Separately, DAO requested an amendment to subsection 3-9.11 of the Salary Ordinance to increase the number of Deputy District Attorneys (JC 3300) eligible to receive an additional two and one-half percent (2.5%) of base pay for performing Team Leader functions over other Deputy District Attorneys from six (6) to twelve (12). Team Leaders provide real-time training, guidance, and ongoing support to Deputy District Attorneys while helping maintain ethical compliance and promote consistent and efficient operations across prosecution units. The expansion is necessary to support newly hired and reassigned attorneys and address increasing operational demands, caseloads, and

case complexity. Staff concur with the request and recommend amending subsection 3-9.11 of the Salary Ordinance to increase the number of eligible employees from six (6) to twelve (12), effective October 25, 2026.

SELECTION CRITERIA:

N/A

FINANCING:

Funds are available in the respective departments' Fiscal Year 2026-2027 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:



24C63D8E074A48D
Margarita Zamora

Director of Human Resource Services

c: CAO
Auditor-Controller
County Counsel
Sheriff
District Attorney
Public Defender

SECOND READING - CONTINUED FROM 10/6/26

Andrea L. Weddle, Interim County Counsel

By: Kristy van Herick

Ordinance No.

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 October 11, 2026 as shown below:

JC	MC	Title	Unit	Step 01	Step 02	Step 03	Step 04	Step 05	FLSA
0053	EM	Assistant Sheriff	051					13877.60	X
0055	EM	Undersheriff	051					15039.20	X
8533	CA	Inspector I	R51	5441.60				6830.40	N
8535	CA	Inspector II	R51	5912.00				7376.80	N
8536	SM	Inspector III	R51	6673.60	7010.40	7345.60	7715.20	8109.60	N
8540	SM	Lieutenant of Inspectors	R52	7378.40	7748.80	8125.60	8532.80	8952.00	X
8543	SM	Captain of Inspectors	R52	8476.80	8900.80	9338.40	9813.60	10293.60	X
8544	SM	Assistant Chief of Inspectors	046	8900.80	9338.40	9813.60	10293.60	10807.20	X
8545	SM	Chief of Inspectors	046	9756.80	10234.40	10740.00	11289.60	11836.80	X
8575	SM	Director, Victim Witness Program	046	7378.40	7748.80	8125.60	8532.80	8952.00	X
8576	CA	Public Defender Investigator I	R48	3912.80	4109.60	4315.20	4530.40	4880.80	N
8577	CA	Public Defender Investigator II	R48	4818.40	5057.60	5312.80	5576.00	5928.80	N
8579	CA	Public Defender Investigator III	R48	6142.40	6436.80	6696.80	7032.00	7376.80	N
8581	SM	Senior Investigator, Pub Def Office	R48	7378.40	7748.80	8125.60	8532.80	8952.00	X
8585	SM	Chief Investigator, Pub Def Office	R48	8476.80	8900.80	9338.40	9813.60	10293.60	X
8601	NM	Deputy Sheriff's Recruit	013					4212.80	N
8602	NM	Deputy Sheriff I	013			4564.00	4787.20	5022.40	N
8603N	NM	Deputy Sheriff SAN	U13	57.68	60.54	63.59	66.76	70.13	N
8604	NM	Deputy Sheriff II	013	5315.20	5610.40	5860.00	6165.60	6454.40	N
8617	NM	Sergeant	S13			6992.00	7345.60	7704.80	N
8620	SM	Lieutenant	026			8486.40	8911.20	9351.20	X

JC	MC	Title	Unit	Step 01	Step 02	Step 03	Step 04	Step 05	FLSA
8625	SM	Captain	027	8852.80	9293.60	9753.60	10247.20	10752.00	X
8635	SM	Division Commander	028	10188.00	10688.80	11218.40	11791.20	12364.00	X

SECTION I

Article 3, Section 3-9 (District Attorney Department), subsection 3-9.11 of the County of Alameda Salary Ordinance is hereby amended to read as follows:

3-9.11 – Effective ~~December 21, 2014~~October 25, 2026, not to exceed ~~six positions~~under twelve (12) employees in Job Code 3300~~PA~~, when assigned to perform the function of a Team Leader over other ~~Deputy District Attorney~~employees in Job Code 3300 in the District Attorney's Office shall receive up to an additional two and one-half percent (2.5%) compensation of base pay.

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.