SECOND READING - CONTINUED FROM 10/20/26

AGENDA NO._____ October 20, 2026

alameda county
Human Resource Services
Our community. Your purpose.

Lakeside Plaza Building
1401 Lakeside Drive, Suite 500
Oakland, CA 94612-4305
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October 20, 2026

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

SUBJECT: ADOPT: 1) AN ORDINANCE AMENDMENT TO AMEND THE MILITARY TIME BANK ORDINANCE; 2) A SALARY ORDINANCE AMENDMENT TO UPDATE SECTION 7-10 TO INCREASE THE COUNTY ALLOWANCE FOR CERTAIN UNREP M-DESIGNATED CLASSES; AND 3) AN ADMIN CODE AMENDMENT TO UPDATE THE DENTAL MAX FOR CERTAIN UNREP M-DESIGNATED CLASSES

Dear Board Members:

RECOMMENDATIONS:

Adopt the following:

A. An Ordinance amendment to amend the Military Time Bank Program eligibility to include Operation Epic Fury, and Operation Project Freedom, and list the start date of each operation;

B. A Salary Ordinance amendment to update Article 7 (Provisions Applicable to Persons in Classifications Designated EM, SM, PA, CA, MA, OR M), Section 7-10 (Cafeteria Benefit Plan: Amount of Allocable Money) to increase the County Allowance to three thousand seven hundred dollars ($3,700) effective Plan Year ("PY") 2027 for unrepresented M-designated classifications, including some non-substantive language cleanup; and

C. An Administrative Code amendment to update Chapter 3.64 (Employee Health and Welfare Benefit Program), Section 3.64.050 (County medical and dental contribution) to increase the dental maximum to two thousand dollars ($2,000) effective PY 2027 for unrepresented M-designated classifications, including some non-substantive language cleanup.

DISCUSSION/SUMMARY:

On October 9, 2001, your Board established a Military Time Bank Program ("Program") to provide salary and benefits continuation for eligible County of Alameda ("County") employees ordered to qualifying active military duty. The Program has been amended

periodically to update military operations covered and extend its terms, thereby continuing support for eligible employees during periods of qualifying military duty.

On October 1, 2024, your Board approved Item #29, which removed Operation Freedom's Sentinel following its conclusion on August 30, 2021, and extended the Program through June 30, 2027, for eligible employees serving in support of Operation Noble Eagle. On February 28, 2026, the United States Armed Forces commenced Operation Epic Fury. On May 5, 2026, the United States Secretary of State announced that Operation Epic Fury has ended and that the United States had transitioned to Operation Project Freedom, which commenced on May 4, 2026.

To ensure that eligible County employees ordered to qualifying active military duty in support of either initiative receive salary and benefits continuation under the Program, staff recommend amending the Military Time Bank Ordinance to include Operation Epic Fury effective February 28, 2026 and Operation Project Freedom effective May 4, 2026, and including the effective date for Operation Noble Eagle for consistency.

Historically, employees in unrepresented M-designated classifications related to the Alameda County Management Employees Association General Government and Confidential Units ("ACMEA GG and C Units") received the same benefit provisions as negotiated in the ACMEA GG and C Units Memoranda of Understanding ("MOUs"). The ACMEA GG and C Units MOUs were adopted by your Board on January 14, 2025 under Item #37. In preparation for the upcoming Open Enrollment for PY 2027 benefits, staff recommend extending certain benefit provisions negotiated with ACMEA GG and C Units to the unrepresented M-designated classifications that are in effect for PY 2027: 1) an increase to the County Allowance from three thousand six hundred dollars ($3,600) in PY 2026 to three thousand seven hundred dollars ($3,700) in PY 2027, including some non-substantive language cleanup; and 2) an increase to the annual PPO Dental Maximum from one thousand nine hundred dollars ($1,900) in PY 2026 to two thousand dollars ($2,000) in PY 2027.

SELECTION CRITERIA:

N/A

FINANCING:

Funds are available in the agencies'/departments' Fiscal Year 2026-2027 Approved Budget and will be requested in future years' budgets to cover the costs resulting from the recommendations.

VISION 2026 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:
Margarita Zamora
24C63D8E074A48D...

Margarita Zamora, Director
Human Resource Services

cc: CAO
Auditor-Controller
Agency/Department Heads

Approved as to Form
Andrea L. Weddle, Interim County Counsel

By: Kristy van Herick

Kristy van Herick, Assistant County Counsel

O-2026-31

AN ORDINANCE AMENDING ORDINANCE NO. O-2024-30, AN ORDINANCE ESTABLISHING AND IMPLEMENTING A TIME BANK FOR MILITARY ABSENCES OF COUNTY EMPLOYEES DURING NOBLE EAGLE

The Board of Supervisors of the County of Alameda ordains as follows:

SECTION I

Section I, Subsection 2, of Ordinance number O-2024-30 of the County of Alameda is hereby amended to read as follows:

2. **Eligibility.** This program applies only to employees who, as members of a reserve component of the armed forces of the United States or the National Guard or Naval Militia, are ordered to active military duty from County service due to 1) Operation Noble Eagle (effective September 11, 2001), 2) Operation Epic Fury (effective February 28, 2026), or 3) Operation Project Freedom (effective May 4, 2026). This program does not apply to employees ordered to active military training, encampment, naval cruises, special exercises, or like activity for which the employee is entitled to a temporary military leave of absence pursuant to Section 395.01 of the California Military and Veterans Code. To be eligible for payments under this program, the recipient must first exhaust the 30 calendar days of salary or compensation to which the employee may be entitled pursuant to Section 395.02 of the Code as well as all accrued paid leave time, excluding sick leave but including vacation, compensating time off, in-lieu time, and floating holidays.

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.

THE FOREGOING was **PASSED** and **ADOPTED** by a majority vote of the Alameda County Board of Supervisors this **27th** day of **October, 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: **31862**
Agenda No: **42**
Document No: **O-2026-31**

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: _____
Deputy

Approved as to Form
Andrea L. Weddle, Interim County Counsel

By: Kristy van Herick

Kristy van Herick, Assistant County Counsel

Ordinance No.

O-2026-32

AN ORDINANCE AMENDING
CERTAIN PROVISIONS OF THE 2026 – 2027
COUNTY OF ALAMEDA SALARY ORDINANCE

The Board of Supervisors of the County of Alameda ordains as follows:

SECTION I

Article 7, Section 7-10 (Cafeteria Benefit Plan: Amount of Allocable Money), of the County of Alameda Salary Ordinance are hereby amended to read as follows:

7-10. CAFETERIA BENEFIT PLAN: AMOUNT OF ALLOCABLE MONEY

To help offset employee costs toward the Cafeteria Benefit Plan (as outlined in Section 7-9 (Cafeteria Benefit Plan: Purpose)), the County provides eligible employees with a County Allowance each Plan Year ("PY"). County contributions are made on a semi-monthly basis and subject to proration in advance of the PY for employees regularly scheduled to work less than full-time based upon the hours which the employee has been regularly scheduled to work.

Unrepresented Full-Time Management (M-Designated)
~~The County Allowance is three thousand five hundred dollars ($3,500) per PY. Effective PY 2026, t~~The County Allowance shall be ~~increased to~~ three thousand six hundred dollars ($3,600). Effective PY 2027, the County Allowance shall be three thousand seven hundred dollars ($3,700).

Unrepresented Full-Time Non-Management
Effective January 1, 2022, except for unrepresented Services-as-Needed (SAN); Temporary Assignment Pool (TAP); and Intermittent the County Allowance is one thousand two hundred dollars ($1,200) per PY.

Proration
The County Allowance amounts outlined above shall be prorated in advance of the calendar year for employees regularly scheduled to work less than full-time based upon the hours that the employee has been regularly scheduled to work. Employees who are hired or become eligible after January 1st shall be entitled to a prorated County Allowance amount based upon the number of pay periods to be worked during the remainder of the calendar year, except that employees appointed during the last two (2) full pay periods, and any following partial pay period, prior to December 31 shall not be eligible for plan benefits until the

following calendar year. The maximum County Allowance amount available to employees who reinstate in the same calendar year shall not exceed the respective PY amount minus the cafeteria benefit plan County Allowance amount already received by employees during that same calendar year. Effective January 1, 2014, the Plan was amended to include Dependent Care Assistance and Adoption Assistance

SECTION II

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AYES: Supervisors Fortunato Bas, Márquez, Miley, Tam & President Haubert - **5**

NOES: None

EXCUSED: None

David J. Haubert

PRESIDENT, BOARD OF SUPERVISORS

File No: **31862**
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I certify that the foregoing is a correct copy of an Ordinance adopted by the Board of Supervisors, Alameda County, State of California

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Clerk, Board of Supervisors

By: _____
Deputy

Approved as to Form
Andrea L. Weddle, Interim County Counsel

By: Kristy van Herick

Kristy van Herick, Assistant County Counsel

Ordinance No.
O-2026-33

AN ORDINANCE AMENDING
CERTAIN PROVISIONS OF THE
ALAMEDA COUNTY ADMINISTRATIVE CODE

The Board of Supervisors of the County of Alameda ordains as follows:

SECTION I

Chapter 3.64 Employee Health and Welfare Benefit Program, Section 3.64.050 (County medical and dental contribution.) of the Alameda County Administrative Code is hereby amended to read as follows:

***

3.64.050 - County medical and dental contribution.
***

B. Dental. The ~~c~~County shall contribute the total semi-monthly premium for a ~~c~~County-offered dental plan at the corresponding level of coverage (i.e., self, self + one dependent, family) provided that the employee is on paid status at least fifty percent (50%) of the normal full-time biweekly pay period. If an employee is not on paid status at least fifty percent (50%) of the normal full-time biweekly pay period for the job classification, the employee will be responsible for paying the entire semi-monthly premium payment for the benefit.

1. Unrepresented M-Designated Employees. For unrepresented M-designated employees, the annual PPO dental maximum allowable shall be ~~one thousand seven hundred fifty dollars ($1,750) per Plan Year ("PY"). Effective PY 2026, the dental maximum allowable shall be~~ one thousand nine hundred dollars ($1,900) per Plan Year ("PY"). Effective PY 2027, the dental maximum allowable shall be two thousand dollars ($2,000).

2. Unrepresented Non-Management Employees. For unrepresented non-management employees, the annual PPO dental maximum allowable one thousand nine hundred dollars ($1,900).

***

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.

THE FOREGOING was **PASSED** and **ADOPTED** by a majority vote of the Alameda County Board of Supervisors this **27th** day of **October, 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: **31862**
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Clerk, Board of Supervisors

By: _____
Deputy