



BALLOT MEASURE SUBMITTAL FORM

Official Use Only: Date Stamp

RECEIVED
Alameda County

DEC 05 2023

Reg. of Voters

All fields with an * are required.

BALLOT MEASURE QUESTION	
Jurisdiction Name*: County of Alameda	Election Date*: March 5, 2024
<p>Note: The information as it appears within the text box will be printed on the ballot and voter guide.</p> <p>Insert ballot question text here*:</p> <p>CHARTER AMENDMENT – NOTIFICATION PERIOD OF CIVIL SERVICE EXAMINATIONS. Shall Section 36(b) of the Charter of the County of Alameda be amended to change the notification period of each civil service examination from not less than 25 days to not less than 14 calendar days?</p>	
TYPE OF MEASURE*	PERCENTAGE NEEDED TO PASS*
<input type="checkbox"/> Regular Measure <input type="checkbox"/> Parcel Tax	<input checked="" type="checkbox"/> 50% + 1 <input type="checkbox"/> 66.6667% <input type="checkbox"/> 2/3
<input type="checkbox"/> Bond Measure <input checked="" type="checkbox"/> Charter Amendment	<input type="checkbox"/> Other: Click or tap here to enter text.
FULL-TEXT OPTION*	
<p>Full Text to be printed in the Voter Information Pamphlet:</p> <p><input checked="" type="checkbox"/> YES (<i>note: must provide an MS Word file</i>)</p> <p><input type="checkbox"/> NO – Do not print, but it's accessible at: Click or tap here to enter text.</p>	
AUTHORIZED REPRESENTATIVE/CONTACT PERSON*	
<i>(office use)</i>	
Print Name: [REDACTED]	Signature: [REDACTED]
Phone #: [REDACTED]	Email: [REDACTED]
CONTACT INFORMATION	
<i>(public use)</i>	
Phone #: 510-272-3878	Email: HRSEmployeeRelations@acgov.org
	Website: Click or tap here to enter text.

All fields with an * are required.

Rev. 8/2022

COUNTY COUNSEL'S IMPARTIAL ANALYSIS OF MEASURE A

ANALYSIS BY THE COUNTY COUNSEL FOR THE COUNTY OF ALAMEDA OF THE COUNTY OF ALAMEDA CHARTER AMENDMENT REGARDING THE NOTIFICATION PERIOD FOR CIVIL SERVICE EXAMINATIONS

The County of Alameda ("County") is a charter county. The County's charter governs certain county governmental functions. The County's charter can only be amended with voter approval.

One area that the County charter governs is civil service. Per the County's charter, the civil service has two categories of service positions: classified or unclassified. For classified positions, the County's Civil Service Commission, among other duties, must provide for the preparation and holding of competitive examinations to test the fitness of all applicants for appointment to or promotion in the classified positions.

The County charter section 36(b) currently requires the Commission to provide adequate notice but not less than 25 days' notice of each competitive examination to fill a classified position. Measure A seeks to amend section 36(b) by requiring adequate notice but not less than "14 calendar days" notice of each competitive examination.

If a majority of the electors voting on the Measure vote for approval, the County's charter will be amended as described above. If the majority of electors do not vote for approval, the Measure will fail, and section 36(b)'s notice period will stay the same.

This Measure is placed on the ballot by the County's Board of Supervisors.

DONNA R. ZIEGLER
County Counsel

The above statement is an impartial analysis of Measure A, which is printed in full in this sample ballot pamphlet. If you desire an additional copy of the measure, please call the Elections Official's office at (510) 272-6933 and a copy will be mailed at no cost to you. You may also access the full text of the measure on the Alameda County website at the following address: www.acvote.org.

ARGUMENT IN FAVOR OF MEASURE A

In a bid to modernize its hiring practices and stay competitive in the Bay Area job market, the County of Alameda (County) proposes Measure A. The current 25-day job announcement posting requirement has proven counterproductive, impeding the County's ability to swiftly attract and hire top-tier candidates.

The extended 25-day posting period puts the County at a disadvantage in the competitive job market, leading to the loss of potential candidates actively sought after by other jurisdictions. Recognizing the urgency of adapting to contemporary trends, Measure A proposes a reduction in the posting duration from 25 to 14 calendar days.

Contemporary recruitment methods, such as social media and online platforms, have revolutionized the dissemination of job announcements and streamlined application processes. The existing 25-day posting requirement is outdated, failing to effectively engage the desired candidate pool.

Approving Measure A is not just an adjustment in policy; it is a strategic move to align recruitment strategies with modern practices. In the face of low unemployment rates and heightened competition for qualified candidates, this amendment helps to ensure the County remains a competitive employer.

By voting in favor of Measure A, you support a crucial step towards optimizing recruitment and hiring processes. This positive change is about more than just reducing the number of posting days; it is about creating an agile, responsive recruitment system that meets the expectations of today's workforce. Vote "YES" for Measure A to endorse a streamlined approach that benefits both the County and its potential workforce.

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Submission of: (select one)

Argument in Favor
(300 words or less) **Argument Against**
(300 words or less)

Measure letter: A
Title of Election: March 5, 2024 Primary Election
Jurisdiction: County of Alameda
Election Date: March 5, 2024

Submitted by: (select one)

- The Governing Body of Alameda County, a school district, or a special district**
A governing board member who signs an argument must be authorized to do so by the governing board.
- Bona Fide Organization**
Arguments from a bona fide organization must be signed by one of the principal officers. The individual signing an argument on behalf of a bona fide organization does not have to be a registered voter in the jurisdiction.
- Individual(s) eligible to vote on the measure**
Individual(s) signing an argument must be registered voters eligible to vote on the measure.

Indicate County Board Member or Specific District: (if applicable)
Name of Organization/Association: (if applicable)

County of Alameda Civil Service Commission

Contact Person's Printed Name: [REDACTED]	Address: [REDACTED]
Title: [REDACTED]	
Phone #: [REDACTED]	Fax # : [REDACTED]
	E-Mail: [REDACTED]

Permission to Post Contact Information on Internet

Grant Deny

Permission to the Alameda County Registrar of Voters to post the below listed information on the Alameda County Registrar of Voters internet site.

INFORMATION TO BE POSTED:

Name:(Print) Margarita Zamora	Address:
Phone #: 510-272-6466	Fax #:
E-Mail Address: HRSEmployeeRelations@acgov.org	Website Address:
Signature: [REDACTED]	Date: 12/13/23

Argument/Rebuttal Signatures

Official Use Only: Date Stamp

Submitted by:

Name:

Phone#:

Email:

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Names and titles listed will be printed in the order that they are listed in below.

DECLARATION BY AUTHOR(S) OF ARGUMENTS OR REBUTTALS (Election Code Section 9600)

The undersigned author(s) of the argument:

Measure A Election Date: 3/5/2024 Jurisdiction: County of Alameda

Argument in Favor
(300 words or less)

Argument Against Measure
(300 words or less)

Rebuttal to Argument Against
(250 words or less)

Rebuttal to Argument in Favor
(250 words or less)

Hereby state that such argument is true and correct to the best of (his/her/their) knowledge and belief.

The Governing Body of Alameda County,
a school district, or a special district

Bona Fide Organization

Individual (s) eligible to vote on the
measure

1. Print Name: Nate Miley Title: President, Alameda County Board of Supervisors

Residence Address: [Redacted]

Signature: [Redacted] Date: 12/12/23



2. Print Name: _____ Title: _____

Residence Address: _____

Signature: _____ Date: _____



3. Print Name: _____ Title: _____

Residence Address: _____

Signature: _____ Date: _____



4. Print Name: _____ Title: _____

Residence Address: _____

Signature: _____ Date: _____



5. Print Name: _____ Title: _____

Residence Address: _____

Signature: _____ Date: _____



Argument/Rebuttal Signatures

Official Use Only: Date Stamp

Submitted by:

Phone# [REDACTED]
 Email: [REDACTED]

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DECLARATION BY AUTHOR(S) OF ARGUMENTS OR REBUTTALS (Election Code Section 9600)

The undersigned author(s) of the argument:

Measure A Election Date: 3/5/2024 Jurisdiction: County of Alameda

- Argument in Favor (300 words or less)
- Rebuttal to Argument Against (250 words or less)
- Argument Against Measure (300 words or less)
- Rebuttal to Argument in Favor (250 words or less)

Hereby state that such argument is true and correct to the best of (his/her/their) knowledge and belief.

The Governing Body of Alameda County,
 a school district, or a special district
 Bona Fide Organization
 Individual (s) eligible to vote on the
 measure

1.	Print Name: Arlene Lum	Title: Commissioner	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Residence Address: [REDACTED]				
	Signature: [REDACTED]	Date: 12/13/23			
2.	Print Name:	Title:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Residence Address:				
	Signature:	Date:			
3.	Print Name:	Title:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Residence Address:				
	Signature:	Date:			
4.	Print Name:	Title:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Residence Address:				
	Signature:	Date:			
5.	Print Name:	Title:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Residence Address:				
	Signature:	Date:			

Argument/Rebuttal Signatures

Official Use Only: Date Stamp

Submitted by:

Phone#: [REDACTED]

Email: [REDACTED]

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Argument in Favor
(300 words or less)

Argument Against Measure
(300 words or less)

Rebuttal to Argument Against
(250 words or less)

Rebuttal to Argument in Favor
(250 words or less)

Hereby state that such argument is true and correct to the best of (his/her/their) knowledge and belief.

The Governing Body of Alameda County,
a school district, or a special district

Bona Fide Organization

Individual (s) eligible to vote on the
measure

3

1.	Print Name: Yeon Park	Title: East Bay Vice President	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Residence Address: [REDACTED]					
Signature: [REDACTED]	Date: 12/13/23				
2.	Print Name:	Title:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Residence Address:					
Signature:		Date:			
3.	Print Name:	Title:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Residence Address:					
Signature:		Date:			
4.	Print Name:	Title:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Residence Address:					
Signature:		Date:			
5.	Print Name:	Title:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Residence Address:					
Signature:		Date:			

Argument/Rebuttal Signatures

Official Use Only: Date Stamp

Submitted by:

Name: [Redacted]

Phone #: [Redacted]

Email: [Redacted]

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Measure A Election Date: 3/5/2024 Jurisdiction: County of Alameda

- Argument in Favor (300 words or less)
- Rebuttal to Argument Against (250 words or less)
- Argument Against Measure (300 words or less)
- Rebuttal to Argument in Favor (250 words or less)

Hereby state that such argument is true and correct to the best of (his/her/their) knowledge and belief.

The Governing Body of Alameda County,
a school district, or a special district

Bona Fide Organization

Individual (s) eligible to vote on the measure

1.	Print Name: Fred Sahakian	Title: Alameda County Management Employees Association	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	Residence Address: [Redacted]				
	Signature: [Redacted]	Date: 12/12/23			
2.	Print Name:	Title:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Residence Address:				
	Signature:	Date:			
3.	Print Name:	Title:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Residence Address:				
	Signature:	Date:			
4.	Print Name:	Title:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Residence Address:				
	Signature:	Date:			
5.	Print Name:	Title:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Residence Address:				
	Signature:	Date:			

Rebuttal to Argument in Favor of Measure A

The independence, professionalism, and integrity of Alameda County's government workforce are under attack!

Alameda County's civil service system supposedly hires and promotes County employees based on merit and equal opportunity. It allegedly **protects employees from political interference** from the Alameda County Board of Supervisors.

Instead of addressing the *serious, longstanding problems about Supervisors' political meddling with Alameda County's civil servants uncovered by Alameda County's Grand Jury*, Supervisors placed Measure A on the ballot.

Measure A would reduce the time period that County job announcements are posted for potential candidates to learn about openings and apply, from 25 days down to just 14.

In 1966, Alameda County voters amended County Charter Section 36 to set the current 25-day job announcement posting requirement. Before that **Equal Employment Opportunity reform**, Alameda County's civil service had a shorter job announcement posting period (just ten days). That was too short for candidates to learn about the existence of job openings and to apply.

Until 1966, that old system favored "internal" candidates who already worked for Alameda County government and had inside information about job openings. That **discriminated against "external" candidates, especially Blacks, Hispanics, Asians, and women**, who were underrepresented in Alameda County's workforce.

By the time "outsiders" learned about job announcements, it was too late to apply. By default, the **"good ole boys" with inside information** received County jobs and promotions.

Measure A would swing Alameda County back towards that pre-1960s system of **favoring "insiders" and keeping out "external" candidates from County jobs**.

Send Alameda County Supervisors a message for better, cleaner government. **Vote NO.**

Argument/Rebuttal Signatures

Official Use Only: Date Stamp

Submitted by:

Name: [Redacted] Phone#: [Redacted]

Email: [Redacted]

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DECLARATION BY AUTHOR(S) OF ARGUMENTS OR REBUTTALS (Election Code Section 9600)

The undersigned author(s) of the argument:

Measure A Election Date: 3/5/2024 Jurisdiction: County of Alameda

- Argument in Favor (300 words or less)
- Rebuttal to Argument Against (250 words or less)
- Argument Against Measure (300 words or less)
- Rebuttal to Argument in Favor (250 words or less)

Hereby state that such argument is true and correct to the best of (his/her/their) knowledge and belief.

The Governing Body of Alameda County,
a school district, or a special district

Bona Fide Organization

Individual (s) eligible to vote on the
measure

1. Print Name: **Marcus Crawley** Title: **Marcus Crawley, President-ACTA, Oakland Resident**

Residence Address: [Redacted]

Signature: [Redacted] Date: **12/16/2023**

<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
--------------------------	-------------------------------------	--------------------------

2. Print Name: [Redacted] Title: [Redacted]

Residence Address: [Redacted]

Signature: [Redacted] Date: [Redacted]

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
--------------------------	--------------------------	--------------------------

3. Print Name: [Redacted] Title: [Redacted]

Residence Address: [Redacted]

Signature: [Redacted] Date: [Redacted]

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
--------------------------	--------------------------	--------------------------

4. Print Name: [Redacted] Title: [Redacted]

Residence Address: [Redacted]

Signature: [Redacted] Date: [Redacted]

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
--------------------------	--------------------------	--------------------------

5. Print Name: [Redacted] Title: [Redacted]

Residence Address: [Redacted]

Signature: [Redacted] Date: [Redacted]

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
--------------------------	--------------------------	--------------------------



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Reg. of Voters

Submission of: (select one)

Argument in Favor
(300 words or less)

Argument Against
(300 words or less)

Measure letter: A

Title of Election: Alameda Co. Charter Amdt. Civil Svc. Measure

Jurisdiction: County of Alameda

Election Date: March 5, 2024

Submitted by: (select one)

The Governing Body of Alameda County, a school district, or a special district

A governing board member who signs an argument must be authorized to do so by the governing board.

Bona Fide Organization

Arguments from a bona fide organization must be signed by one of the principal officers. The individual signing an argument on behalf of a bona fide organization does not have to be a registered voter in the jurisdiction.

Individual(s) eligible to vote on the measure

Individual(s) signing an argument must be registered voters eligible to vote on the measure.

Indicate County Board Member or Specific District: (if applicable)

Name of Organization/Association: (if applicable)

Alameda County Taxpayers' Association, Inc.

Contact Person's Printed Name:

Address:

Title:

Phone #:

Fax #:

E-Mail:

Permission to Post Contact Information on Internet

Grant Deny

Permission to the Alameda County Registrar of Voters to post the below listed information on the Alameda County Registrar of Voters internet site.

INFORMATION TO BE POSTED:

Name:(Print)

Marcus Crawley, President-ACTA

Address:

186 Airway Blvd., Livermore, CA 94551

Phone #:

(510) 531-4548

Fax #:

E-Mail Address:

mcprose@att.net

Website Address:

ACTaxpayers.org

Signature:

Date:

December 13, 2023

Argument/Rebuttal Signatures

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Submitted by:

Name: [Redacted]

Phone#: [Redacted]

Email: [Redacted]

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DECLARATION BY AUTHOR(S) OF ARGUMENTS OR REBUTTALS (Election Code Section 9600)

The undersigned author(s) of the argument:

Measure A Election Date: 3/5/2024 Jurisdiction: County of Alameda

- Argument in Favor (300 words or less)
- Rebuttal to Argument Against (250 words or less)

- Argument Against Measure (300 words or less)
- Rebuttal to Argument in Favor (250 words or less)

Hereby state that such argument is true and correct to the best of (his/her/their) knowledge and belief.

The Governing Body of Alameda County,
a school district, or a special district

Bona Fide Organization

Individual(s) eligible to vote on the
measure

1.	Print Name: Alameda County Taxpayers' Association (ACTA)	Title: Marcus Crawley, President-ACTA; Oakland resident			
Residence Address: [Redacted]			<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Signature: [Redacted]		Date: 12/13/23			

2.	Print Name:	Title:			
Residence Address:			<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Signature:		Date:			

3.	Print Name:	Title:			
Residence Address:			<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Signature:		Date:			

4.	Print Name:	Title:			
Residence Address:			<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Signature:		Date:			

5.	Print Name:	Title:			
Residence Address:			<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Signature:		Date:			

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In 2015, the Alameda County Grand Jury issued these findings:

- “There was **unethical and persistent interference** by a supervisor’s chief of staff, which **compromised the county’s integrity and improperly influenced staff decisions** regarding land use, resulting in **wasted county resources.**”
- “Multiple department heads and county staff were **unable to perform their duties in a fair and consistent manner due to political interference.**”
- “The Alameda County Board of Supervisors directly participates in hiring and reviewing department heads, which creates **a culture where political interference is allowed to permeate the day-to-day administration of county business.**”

In response, the 2015 Grand Jury made these recommendations:

- “The Alameda County Board of Supervisors must **adopt a code of ethics policy** covering all county employees.”
- “The Alameda County Board of Supervisors must **adopt an anti-interference policy** to ensure elected officials and their staffs do not inappropriately influence the administrative responsibilities of county staff.”
- “The Alameda County Board of Supervisors must take steps to **have the county charter amended** to relinquish its control of hiring of non-elected department heads to the county administrator.”

But nine years later, the Board of Supervisors has FAILED to implement ANY of the Grand Jury’s recommendations.

The 2023 Alameda County Grand Jury criticized Supervisors’ inaction: “Alameda County Needs a Code of Ethical Conduct and Whistleblower Program ... **Despite repeated findings from prior Grand Juries on ethical violations, and a specific recommendation to establish an ethics policy and reporting mechanism in 2015, the Board of Supervisors has not acted for nearly a decade.**”

Instead Supervisors offer Measure A, a meaningless proposal that fails to address the Grand Jury’s longstanding, well-founded concerns.

We want serious ethics reforms to protect Alameda County’s civil servants from political interference. Alameda County also needs a **lobbyist registration** ordinance, like other California counties have. **Send a message to Supervisors.**

We urge you to **vote NO.**

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Full text of County of Alameda Measure _____

MEASURE _____

This Measure __ will become effective only if submitted to the voters at the election held on March 5, 2024, and only after approval by a majority of the qualified voters voting in the election on the issue.

The Charter Amendment will take effect as provided for in sections 23713, 23714, and 23724 of the Government Code.

Section 36(b) of the Charter of the County of Alameda shall be amended to read as follows [by adding the underlined and deleting the struck-out material]:

Sec. 36: It shall be the duty of the Civil Service Commission:

(a) To provide for the classification of all positions in the classified Civil Service and from time to time for the reclassification of any or all such positions and for the allocation and reallocation of individual positions to classes in such manner as to permit and encourage the filling of higher classes by promotion. In the performance of such duty, the Commission shall be guided by the principles presently set forth in Section 18,801 of the Government Code of the State of California. Each such action of the Commission shall be submitted to the Board of Supervisors and shall become effective upon approval by said Board.

(b) To provide for the preparation and holding of competitive examinations in order to test the relative fitness of all applicants for appointment to or promotion in the classified Civil Service; provided, however, that noncompetitive qualifying examinations may be given to incumbents with tenure in positions which are reclassified or reallocated, and that the name of each incumbent who qualifies in such qualifying examination shall be placed on an eligible list and the said incumbent shall be appointed subject to probation to the reclassified or reallocated position, anything in this Charter to the contrary notwithstanding. Adequate notice but not less than ~~twenty-five~~ 14 calendar days notice shall be given of each competitive examination.

(c) To provide a period of probation for each class in the classified civil service before appointment or promotion is complete, during which period a probationer may be discharged or reduced. Each such action of the Commission shall be submitted to the Board of Supervisors and shall become effective upon approval by said Board.

(d) To examine the payrolls of all employees in the classified civil service and the County Auditor shall not pay or approve any payment of salaries to such persons unless there appears on the payroll therefore, a certification by the Commission that the persons named thereon have been appointed to their respective positions in accordance with the provisions of this Charter.

(e) To recommend to the Board of Supervisors at least sixty days prior to the end of each fiscal year a rate of pay for each class in the classified civil service based upon a comparison of salaries being paid for like service and working conditions in other comparable places of public and private employment in order that all salaries shall be uniform for like service in each class of the classified civil service.