

## **Annex: Costs for annual Urban Shield exercise<sup>1</sup>**

Most discussion of funding for Urban Shield has focused on the annual Urban Areas Security Initiative (UASI) grant to Alameda County of just over \$5 million, of which \$1.7 million is earmarked for conducting the exercise.

Of the \$1.7 million in UASI funding for the exercise in 2018, \$466,000 was budgeted for equipment and services from outside suppliers; \$200,000 for running the emergency management Yellow Command exercise; \$150,000 for the regional fire exercise; \$364,000 to ACSO for managing scenarios; \$250,000 to non-ACSO agencies for managing scenarios; and \$62,500 for the “regional exercise fund.”<sup>2</sup> Of the remaining \$3.4 million in the UASI grant to Alameda County, \$400,000 is compensation to the ACSO captain who serves as UASI Training and Exercise Project Manager, according to Bay Area UASI documents.

The Alameda County Sheriff’s Office (ACSO) provided the Committee with information on estimated Overtime expenses for Urban Shield in 2018 and on number of personnel who received salary increases for participation on their own time in Urban Shield from 2015 through 2018. ACSO estimated OT cost for participation in 2018 Urban Shield commands at **\$1,425,437**, of which \$72,000 was part of the UASI exercise budget.

According to the County’s Memorandum of Understanding (MOU) with Deputy Sheriff’s Association for 2012-2020,<sup>3</sup> the salary increase was 2.5% for staff with an Intermediate POST Certificate and 6% for staff with an Advanced Post Certificate. While other coursework could not be counted for a salary increase more than once in a five-year period, Urban Shield participation could be used repeatedly without limit for an increase. During the four-year period 2015-2018, a total of 1,150 personnel from ACSO participated in Urban Shield and received a salary increase. These increases are renewable on an annual basis, unless participants fail physical fitness standards, according to the MOU. While personnel may receive salary increases for participation in other programs, increases for participation in Urban Shield represent, at the very least, an opportunity cost in lieu of other programs.

According to data available at Transparent California, the average base pay for ACSO deputies in 2017 was \$96,536, while overtime and other pay brought average pay to \$133,178.<sup>4</sup> (Higher-ranking ACSO personnel have higher average salaries, and increased base pay probably also increased the cost of benefits for all personnel. Some participants with Advanced POST Certificates likely received 6% increases.) If we conservatively estimate costs of increases of 2.5% in average pay to Sheriff’s Deputies, then  $1,150 \times \$133,178 \times .025 = \mathbf{\$3,828,867}$  in **annual payments of salary** increases as a result of participation in Urban Shield during 2015-2018.

In short, the \$1.7 million in UASI grant funding for the Urban Shield exercise is tied to additional annual expenditures by Alameda County of more than \$5.1 million for participation and coordination by ACSO personnel.

---

<sup>1</sup> Written by Ad Hoc Committee member John Lindsay-Poland

<sup>2</sup> 2018 Urban Shield budget, provided to Ad Hoc Committee by ACSO.

<sup>3</sup> “Memorandum of Understanding, Deputy Sheriff’s Association of Alameda County and the County of Alameda, June 24, 2012-June 13, 2020, pp. 37-39, at:

[https://www.acgov.org/hrs/documents/Deputy\\_Sheriffs\\_Association\\_June\\_24\\_2012\\_June\\_13\\_2020.pdf](https://www.acgov.org/hrs/documents/Deputy_Sheriffs_Association_June_24_2012_June_13_2020.pdf)

<sup>4</sup> See <https://transparentcalifornia.com/salaries/search/?a=alameda-county&q=Deputy&y=2017>.