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**Human Resource Services**

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May 25, 2021

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

SUBJECT: ADOPT SALARY ORDINANCE AMENDMENTS TO: 1) AMEND SUBSECTION 1-1.1 TO ESTABLISH THE CLASSIFICATION OF FORENSIC PATHOLOGIST – SERVICES-AS-NEEDED (“SAN”) (JC #5151N); AND 2) AMEND SUBSECTION 3-13.17 TO ADD THE CLASSIFICATION OF PERSONNEL SERVICES PROGRAM MANAGER (JC #0293SM) TO BE ELIGIBLE FOR THE FOOTNOTE

Dear Board Members:

**RECOMMENDATIONS:**

Adopt Salary Ordinance amendments to:

- A. Update Article 1, Section 1-1 (Pay Rate Schedules), subsection 1-1.1 to establish one (1) new classification of Forensic Pathologist – SAN (Job Code (“JC”) #5151N) located in the Alameda County Sheriff’s Office (“ACSO”) effective June 13, 2021; and
- B. Amend Article 3, Section 3-13 (Human Resource Services), subsection 3-13.17 by adding the classification of Personnel Services Program Manager (JC #0293SM), to receive additional compensation of five percent (5%) of the base pay effective June 13, 2021.

**DISCUSSION/SUMMARY:**

Staff recommends that your Board approve establishing one (1) new classification of Forensic Pathologist - SAN (JC #5151N) in ACSO effective June 13, 2021. The creation of the services-as-needed (SAN) counterpart to the Forensic Pathologist classification was created at the request of ACSO for the Coroner’s Bureau. On June 2, 2020, your Board approved the creation of the classification of Forensic Pathologist (JC #5151PA), which was essential in performing professional forensic pathology work that includes performing autopsies and external examinations, dictating medical findings in case reports, performing professional medical consultations, providing expert witness testimony, and other related duties. Now, in response to the passage of California Assembly Bill 5 Worker’s Status and Independent Contractors, ACSO needs to create the Forensic Pathologist - SAN classification to provide additional support to supplement the work performed by the regular-appointed Forensic Pathologists, on an intermittent/as-needed basis.

In addition, staff recommends amending subsection 3-13.17 of the Salary Ordinance. When said provision was created, it referenced the classification of Human Resources Analyst (JC #0291CA) as being eligible to receive five percent (5%) additional compensation when assigned, in addition to the employee’s regular assignment, the primary system administration and on-call support for the online recruitment and testing system. In order to provide greater flexibility and coverage for the County, in the absence of the regularly-assigned employee who performs said key countywide function, staff recommends adding the classification of Personnel Services Program Manager (JC #0293SM) to subsection 3-13.17 effective June 13, 2021.


**FINANCING:**

Funds are available in the 2020-2021 Approved Budget and will be included in future years' requested budgets to cover the costs resulting from the recommendations.

**VISION 2026 GOAL:**

The Salary Ordinance amendments meet the 10x goal pathways of **Employment for All** in support of our shared vision of a **Prosperous and Vibrant Economy**.

Very truly yours,

DocuSigned by:  
  
2CC022F934DA404  
Joe Angelo, Director  
Human Resource Services

c: CAO  
Auditor-Controller  
County Counsel  
Sheriff

Approved as to Form  
DONNA ZIEGLER, County Counsel

By   
Kristy van Herick, Asst. County Counsel

O-2021-26

AN ORDINANCE AMENDING  
CERTAIN PROVISIONS OF THE 2020 – 2021  
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 for the following job code, title and salary, to be effective June 13, 2021.

Job Code	Title	Unit Code	Step 01	Step 02	Step 03	Step 04	Step 05	FLSA Status
5151 N	Forensic Pathologist – SAN	U15	132.06				160.45	E

**SECTION II**

**Article 3, Section 3-13, Subsection 3-13.17** of the County of Alameda Salary Ordinance is hereby amended, to read as follows:

3-13.17 - Effective ~~August 23, 2020~~ June 13, 2021, not to exceed one (1) employee in Job Code 0291CA and one (1) additional employee in Job Code 0293SM in the absence of said employee in Job Code 0291CA, in the Personnel Services Division of the Human Resource Services Department, when assigned, in addition to their regular assignment, the primary system administration and on-call support ~~role~~ for the online recruitment and testing system, shall ~~be compensated~~ receive an additional five percent (5%) compensation of the base pay.

**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 **8<sup>th</sup>** day of **June, 2021**, to wit:

**AYES:** Supervisors Chan, Haubert, Miley, Valle & President Carson – 5

**NOES:** None

**EXCUSED:** None



**PRESIDENT, BOARD OF SUPERVISORS**

File No: 30606

Agenda No: 39

Document No: O-2021-26



I certify that the foregoing is a correct copy of a Ordinance adopted by the Board of Supervisors, Alameda County, State of California

**ATTEST:**  
Clerk, Board of Supervisors

By: R. Bailey  
Deputy