



Lakeside Plaza Building
1401 Lakeside Drive, Suite 200
Oakland, CA 94612-4305
TDD: (510) 272-3703

Human Resource Services

June 2, 2020

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

SUBJECT: ADOPT SALARY ORDINANCE AMENDMENTS TO: 1) UPDATE SUBSECTION 1-1.1 OF ARTICLE 1 TO ADJUST THE SALARY FOR THE CLASSIFICATION OF COUNTY HEALTH OFFICER (JOB CODE #5046PA); 2) AMEND SUBSECTION 3-12.19 OF ARTICLE 3 TO INCLUDE THE COUNTY HEALTH OFFICER CLASSIFICATION; AND 3) INCREASE THE SALARY FOR AN UNREPRESENTED MANAGEMENT CLASSIFICATION RELATED IFPTE, LOCAL 21 CEMU

Dear Board Members:

RECOMMENDATION:

Adopt Salary Ordinance amendments to:

- i. update Article 1, Section 1-1 (Pay Rate Schedules), Subsection 1-1.1 to adjust the salary for the classification of County Health Officer (Job Code #5046PA) located in the Health Care Services Agency ("HCSA") by approximately 37.47%, effective June 14, 2020; and to increase the salary for the unrepresented management classification of Engineering Geologist (Job Code #2071PA) related to the International Federation of Professional and Technical Engineers, Local 21 Civil Engineers Management Unit (IFTPE, Local 21 CEMU) classifications, effective June 14, 2020; and
- ii. amend the salary administration criteria referenced in Article 3, Section 3-12, Subsection 3-12.19 to include the classification of County Health Officer (Job Code #5046PA), effective June 14, 2020.

DISCUSSION/SUMMARY:

The HCSA requested that staff review the salary of the County Health Officer, Job Code ("JC") #5046PA, classification prior to commencing the recruitment plan to fill this critical position. Historically, based on a prior operational structure, HCSA utilized the Physician V (JC #5143SM) classification to fulfill the role of the County Health Officer; therefore, the County has not used the actual County Health Officer classification in the last ten (10) years. As a result, staff completed a review and analysis of the salary for the County Health Officer classification and determined that based on the scope and complexity of the work performed by the said classification, a salary adjustment is warranted to be equivalent to the Physician V salary, inclusive of the existing five percent (5%) footnote pursuant to subsection 3-12.74 of the Salary Ordinance, which a Physician V incumbent receives when assigned to serve in the role of the County Health Officer. Based on the critical nature of the County Health Officer position, especially during such unprecedented times of the COVID-19 pandemic, staff recommends adjusting the salary of the County Health Officer (JC #5046PA) classification by approximately 37.47%, effective June 14, 2020. Further, to keep in line with the professional and managerial level of the classification, staff also recommends changing the salary of the County Health Officer classification from a step classification salary to a deep range classification salary. Therefore, staff recommends amending the Article 3, Section 3-12, subsection 3-12.19 of the Salary Ordinance to include salary administration criteria for the County Health Officer classification (JC #5046PA) effective June 14, 2020.

Moreover, as the footnote pursuant to subsection 3-12.74 of the Salary Ordinance applies to the Physician V (JC #5143SM) classification, which is represented by the Alameda County Management Employees Association ("ACMEA"), staff will make a

recommendation to your Board at a later date to request the elimination of such footnote provision upon conclusion of meet and confer obligations with ACMEA.

Lastly, staff recommends that the unrepresented management classification of Engineering Geologist (JC #2071PA) related to IFTPE, Local 21 CEMU receive the same salary increase of three and one-quarter percent (3.25%) effective June 14, 2020, as will be granted to CEMU-represented classifications.

FINANCING:

Funds are available in the 2019-2020 Approved Budget and will be included in future years' requested budgets to cover the costs resulting from these actions.

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:

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Joe Angelo, Director
Human Resource Services

- c: CAO
- Auditor-Controller
- County Counsel
- Director, HCSA
- Director, GSA

By 
Kristy van Herick, Asst. County Counsel

O-2020-30

AN ORDINANCE AMENDING
CERTAIN PROVISIONS OF THE 2019 – 2020
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 to specify the following salary rates, to be effective on June 14, 2020:

Job Code		Title	Unit Code	Effective Date	Step 01	Step 02	Step 03	Step 04	Step 05	FLSA Status
5046	PA	County Health Officer	U45	6/14/20	9716				11804.80	X
2071	PA	Engineering Geologist	U30	6/14/20	3985.60	4182.40	4382.40	4611.20	4823.20	X

SECTION II

Article 3, Section 3-12, Subsection 3-21.19 of the County of Alameda Salary Ordinance is hereby amended by the addition thereto of the following, to be effective June 14, 2020:

3-12.19 Persons occupying positions under the following Job Codes may be compensated at any biweekly amount within the range of salaries shown for that classification, as determined by the Director of Health Care Services: 0225EM (effective 11/14/10); 0302PA (effective 3/7/10); 0310PA, 0313SM, 5044EM, 5045EM (effective 5/26/13); 5046SM (effective 6/14/20); 5047SM, 5049PA, 5065SM, 5067SM, 5069SM (effective 4/13/14), 5071PA; 5075SM (effective 2/3/13); 5077SM, 5079SM, 5080SM, 5086SM (effective 1/25/09); 5096SM (effective 09/20/09); 5098SM (effective 3/21/10); 5391PA (effective 10/3/10); 5643PA, 5791SM (effective 9/23/07); 5801SM (effective 11/15/09); 6141PA, 6186SM, 6494SM, 6645SM, 6516SM (effective 4/4/10); 6517SM (effective 4/4/10); 6518PA (effective 11/14/10); 6647SM (effective 1/25/09); 5061SM, 5062SM (effective 7/2/17); 5789SM (effective 9/24/17, BOS approved 9/12/17); 5056EM, 5088PA, 5091SM, 6910PA, 5390 PA (effective 7/29/18); 5049PA (BOS approved 03/11/08); 5086SM, 6647SM (BOS approved 01/27/09); 5096SM (BOS approved 09/15/09); 5801SM (BOS approved 11/10/09); 0302PA (BOS approved 2/9/10); 5098SM (BOS approved 3/16/10); 6516SM, 6517SM (BOS approved 3/30/10); 5391PA (BOS approved 9/28/10); 0302PA, 6518PA (BOS approved 11/2/10); 5075SM (BOS approved 1/29/13); 5045EM (BOS approved 5/21/13); 5069SM (BOS approved 4/8/14); 5095PA (BOS approved 12/16/14); 5693SM (BOS approved 1/27/15); 0401SM Director of Interagency Children's Policy Council (effective 3/15/15, BOS approved 3/10/15); 5760SM (BOS approved 2/2/16); 1500SM (effective 6/5/16, BOS approved 5/24/16); 5055SM (effective 06/17/16, BOS approved 7/12/16); 5782SM (effective 3/26/17, BOS approved 3/21/17); 5056EM, 5088PA, 5091SM, 6910PA (BOS approved 12/19/17); 5390 PA (BOS approved 7/24/18); 5777PA, 5778SM, 6780SM (effective 7/28/19) (BOS approved 7/23/19); 5063SM; and 5064SM. (BOS approved amendment 2/4/20)

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 **9th** day of **June, 2020**, to wit:

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

NOES: None

EXCUSED: None



PRESIDENT, BOARD OF SUPERVISORS

File No: 30447
Agenda No: 15
Document No: O-2020-30



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