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Human Resource Services

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June 6, 2023

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 TO ESTABLISH JC #s 5039 AND 5041; ADJUST SALARIES FOR JC #s 0314, 1400, 5141 AND 5143; AND CORRECT SALARIES FOR JC #s 1091 AND 1092; 2) UPDATE SUBSECTION 3-12.19 TO CREATE SALARY ADMINISTRATION CRITERIA FOR JC #s 5039 AND 5041; 3) AMEND SUBSECTION 3-12.93; 4) AMEND SUBSECTION 3-12.99; 5) ADD NEW SUBSECTIONS 3-12.100 AND 3-12.101

Dear Board Members:

**RECOMMENDATIONS:**

Adopt Salary Ordinance amendments to:

- i. Update Article 1, Section 1-1 (Pay Rate Schedules), subsection 1-1.1, to: 1) establish two (2) new Unrepresented classifications of Deputy Director, Office of Homeless Care and Coordination (Job Code ("JC") #5039) and Director, Office of Homeless Care and Coordination (JC #5041) located in the Health Care Services Agency ("HCSA") effective June 25, 2023; 2) adjust the salaries of four (4) classifications of Health Care Program Administrator (JC #0314), Child Support Training and Development Manager (JC #1400), Physician IV (JC #5141) and Physician V (JC #5143) retroactive to December 25, 2022; and 3) correct the salaries for two (2) classifications of Retired Annuitant II (JC #1091) and Retired Annuitant Safety I (JC #1092) retroactive to December 25, 2022;
- ii. Update Article 3, Section 3-12 (Health Care Services Agency), subsection 3-12.19, to establish salary administration criteria for the two (2) new classifications of Deputy Director, Office of Homeless Care and Coordination (JC #5039) and Director, Office of Homeless Care and Coordination (JC #5041) effective June 25, 2023, including non-substantive cleanup;
- iii. Amend Article 3, Section 3-12 (Health Care Services Agency), subsections 1) 3-12.93, to update the sunset date from June 30, 2023 to June 30, 2027, add JC #s 6530 and 6531 as eligible classifications for the hiring incentive retroactive to May 14, 2023, amend the bonus amount for JC #6505, and clarify the flex classification series is entitled to one (1) recruitment bonus; and 2) 3-12.99, to clarify the flex classification series eligible for the one-time retention bonus, update the amount of the retention bonus for JC #6505, and include a sunset date; and
- iv. Amend Article 3, Section 3-12 (Health Care Services Agency), to add new subsections 1) 3-12.100, to include JC #s 6525, 6527, 6530, and 6531 as eligible management classifications for the retention bonus at Santa Rita Jail ("SRJ") retroactive to May 28, 2023; and 2) 3-12.101, to provide after hours and 24-hour on-call pay for employees in JC#s 6525, 6527, 6530, and 6531 when assigned to SRJ retroactive to May 28, 2023.

**DISCUSSION/SUMMARY:**

The Deputy Director, Office of Homeless Care and Coordination (JC #5039) and Director, Office of Homeless Care and Coordination (JC #5041) new classifications were created at the request of HCSA. Currently, the Office of Homeless Care and Coordination is being managed by a classification that was transferred from the County Administrator's Office. HCSA would like to establish its own unique classifications that represent the duties and responsibilities of these key positions, which will allow HCSA to recruit individuals with relevant experience in the specific program-related work. As such, staff concurs with the requests to create these two (2) new classifications and the Civil Service Commission approved the two (2) new job specifications on March 22, 2023.

The Director, Office of Homeless Care and Coordination (JC #5041) is a single-position classification and reports to the Director of HCSA. The incumbent is responsible for overseeing the overall administration and operation of homeless services to County of Alameda residents, including development of priorities, goals, and objectives, and the coordination of the fiscal management, homeless initiative planning and implementation, and public representation. The Deputy Director, Office of Homeless Care and Coordination (JC #5039) classification reports to the Director, Office of Homeless Care and Coordination (JC #5041) and provides direct administrative support in assigned areas of organizational policy, program development, and program operationalization and implementation.

An external market survey of the surrounding five (5) Bay Area Counties (Contra Costa, Marin, City and County of San Francisco, Santa Clara, San Mateo) was not conducted as HCSA requested to establish the salaries for the two (2) new classification based on internal relationships to ensure internal equity. The two (2) most comparable classifications are Director, Public Health (JC #5044) and Director, Environmental Health (JC #5681). Staff concurs and therefore recommends the salaries for the Director, Office of Homeless Care and Coordination (JC #5041) and Deputy Director, Office of Homeless Care and Coordination (JC #5039) classifications as outlined in the amended Salary Ordinance.

In addition, staff recommends updating Article 3, Section 3-12 (Health Care Services Agency), subsection 3-12.19 of the Salary Ordinance to include salary administration criteria for the two (2) new classifications of Deputy Director, Office of Homeless Care and Coordination (JC #5039) and Director, Office of Homeless Care and Coordination (JC #5041) effective June 25, 2023, including non-substantive cleanup.

In accordance with the 2017 – 2023 Memoranda of Understanding between the Alameda County Management Employees Association (General Government and Confidential Units) (hereinafter "ACMEA") and the County of Alameda, staff conducted a salary compaction review for all ACMEA-represented classifications. Based on the analysis, staff recommends salary adjustments for four (4) job classifications to address compaction issues, retroactive to December 25, 2022, as follows: 1) Health Care Program Administrator (JC #0314) – three-tenth percent (0.3%), 2) Child Support Training and Development Manager (JC #1400) – seven-tenth percent (0.7%), 3) Physician IV (JC #5141) – seven and one-tenth percent (7.1%), and 4) Physician V (JC #5143) – seven and one-tenth percent (7.1%). Staff met and conferred with ACMEA and on May 2, 2023, ACMEA confirmed that they concurred with said recommendation.

On December 20, 2022, your Board approved increasing the salaries for certain Unrepresented M-designated and Non-Management classifications related to the classifications represented by the Alameda County Management Employees Association ("ACMEA") General Government and Confidential Units by three and one-half percent (3.5%) effective December 25, 2022. Staff noticed errors in the maximum rate (step 5) salary rates for the two (2) classifications of Retired Annuitant II (JC #1091) and Retired Annuitant – Safety I (JC #1092). As such, staff recommends correcting the salary rates for said classifications as reflected in the Salary Ordinance amendment.

On March 8, 2022, your Board approved adding subsection 3-12.93 to the Salary Ordinance to establish a hiring incentive program for newly hired and newly promoted employees in certain clinical classifications in the Adult Forensic Behavioral Health ("AFBH") Division located at SRJ effective January 23, 2022 to address ongoing critical recruitment and retention

challenges. Initially, it was anticipated that the program would sunset on June 30 2023; however, given that the recruitment and retention challenges still persist, staff recommends amending the sunset date to June 30, 2027 to continue to provide said incentives to get the critical clinical positions filled in AFBH Division in SRJ. Additionally, staff recommends adding two (2) new classifications, JC #s 6530 and 6531, Forensic Behavioral Health Clinical Supervisor and Forensic Behavioral Health Clinical Manager, respectively, to the classifications eligible for said hiring incentive program. Lastly, staff recommends updating language to provide clarity that the one-time recruitment bonus for the flex classification series and newly-hired employees are only entitled to one (1) retention bonus based on their date of hire.

Further, on February 28, 2023, your Board approved adding subsection 3-12.99 to the Salary Ordinance to establish a retention bonus program for certain non-management clinical classifications in the AFBH Division located at SRJ effective March 19, 2023. Staff recommends amending subsection 3-12.99 to clarify the flex classification series eligible for the one-time retention bonus based on the classification held as of March 19, 2023, update the retention bonus amount Behavioral Health Clinician I (JC# 6505), and include a sunset date of June 30, 2027.

In addition, HCSA management determined the need to expand said program for the supervisors/managers over the AFBH Division in SRJ, specifically Behavioral Health Clinical Supervisor (JC #6525) and/or Forensic Behavioral Health Clinical Supervisor (JC #6530) and Behavioral Health Clinical Manager (JC #6527) and/or Forensic Behavioral Clinical Manager (JC #6531). As such, staff recommends a similar retention bonus program based on the classification held as of May 28, 2023, for existing employees assigned to SRJ who were hired prior to January 23, 2022, and paid in specified increments based on the defined criteria over a three (3) year period as outlined in the attached Salary Ordinance. This program shall sunset on June 30, 2027, and shall be deleted from the Salary Ordinance upon the sunset date.

Lastly, in an ongoing effort to ensure adequate staffing and coverage at SRJ, staff recommends adding subsection 3-12.101 to provide on-call pay for employees in the classifications of 1) Behavioral Health Clinical Supervisor (JC #6525), 2) Behavioral Health Clinical Manager (JC #6527), 3) Forensic Behavioral Clinical Supervisor (JC #6530), and 4) Forensic Behavioral Clinical Manager (JC #6531) at SRJ when assigned to provide mandatory on-call rotation to after-hours and/or 24-hour shift to provide consultation and operational guidance when no supervisor is scheduled on site, and to Telecare contract staff to address operational issues. Said employees shall be compensated \$160 per each after-hours shift and \$430 per each 24-hour shift. This subsection shall sunset on June 30, 2027, and shall be deleted from the Salary Ordinance upon the sunset date.


**FINANCING:**

Funds are available in the 2022-2023 Approved Budget and will be included in future years' requested budgets to cover the cost 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:

  
Margarita Zamora, Acting Director  
Human Resource Services

Honorable Board of Directors of Supervisors

Agenda of June 6, 2023

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cc: CAO

Auditor-Controller

County Counsel

Department/Agency Heads

O-2023-22

AN ORDINANCE AMENDING  
CERTAIN PROVISIONS OF THE 2022-2023  
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 thereto of the following job codes, titles and salaries, to be effective as follows:

Job Code	Classification Title	Unit Code	Effective Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA Status
0314	SM Health Care Program Administrator	R15	<a href="#">12/25/2022</a>	<a href="#">3426.40</a>				<a href="#">4590.40</a>	X
1400	PA Child Support Training and Development Manager	R15	<a href="#">12/25/2022</a>	<a href="#">3603.20</a>	<a href="#">3777.60</a>	<a href="#">3968.80</a>	<a href="#">4162.40</a>	<a href="#">4383.20</a>	X
5141	MA Physician IV	R45	<a href="#">12/25/2022</a>	<a href="#">10384.80</a>	<a href="#">10912.80</a>	<a href="#">11456.00</a>	<a href="#">12018.40</a>	<a href="#">12622.40</a>	X
5143	SM Physician V	R45	<a href="#">12/25/2022</a>	<a href="#">10908.00</a>	<a href="#">11452.00</a>	<a href="#">12017.60</a>	<a href="#">12613.60</a>	<a href="#">13252.80</a>	X
<a href="#">5039</a>	<a href="#">SM Deputy Director, Office of Homeless Care and Coordination</a>	<a href="#">051</a>	<a href="#">6/25/2023</a>	<a href="#">5860.00</a>				<a href="#">7121.60</a>	<a href="#">X</a>
<a href="#">5041</a>	<a href="#">EM Director, Office of Homeless Care and Coordination</a>	<a href="#">051</a>	<a href="#">6/25/2023</a>	<a href="#">6577.60</a>				<a href="#">8000.80</a>	<a href="#">X</a>
1091	NM Retired Annuitant II	095	12/25/2022	15.53				<del>89.55</del> <a href="#">159.60</a>	N
1092	NM Retired Annuitant – Safety I	095	12/25/2022	26.65				<del>169.60</del> <a href="#">89.55</a>	N

**SECTION II**

**Article 3, Section 3-1, Subsection 3-12.19** of the County of Alameda Salary Ordinance is hereby amended to read as follows:

3-12.19 – ~~Persons occupying positions under~~ Employees in 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, BOS approved [11/2/10](#)); 0302PA (effective 3/7/10, BOS approved [2/9/10](#)); 0310PA, 0313SM, 0401SM ~~Director of Interagency Children's Policy Council~~ (effective 3/15/15, BOS approved [3/10/15](#)); 1500SM (effective 6/6/16, BOS approved [5/24/16](#)); 5021NM (effective 6/28/20, BOS approved [6/23/20](#)); [5039, 5041, 5044EM, 5045EM](#) (effective 5/26/13, BOS approved [5/21/13](#)); 5046SM (effective 6/14/20, BOS approved [6/9/20](#)); 5047SM, 5049PA (BOS approved [3/11/08](#)); 5055SM (effective 6/17/16, BOS approved [7/12/16](#)); 5056EM (BOS approved [12/19/17](#)); 5061SM, 5062SM (effective 7/2/17, BOS approved [6/27/17](#)); 5063SM, 5064SM (effective 1/12/20; BOS approved [1/14/20](#)); 5065SM, 5067SM, 5069SM (effective 4/13/14, BOS approved [4/8/14](#)), 5071PA; 5074SM (effective 1/24/21; BOS approved [1/12/21](#)); 5075SM (effective 2/3/13, BOS approved [1/29/13](#)); 5077SM, 5079SM, 5080SM, 5086SM (effective 1/25/09, BOS approved [1/27/09](#)); 5087SM (effective [2/5/23](#)); 5088PA, 5091SM (BOS approved [12/19/17](#)); 5095PA (effective 12/21/14, BOS approved [12/16/14](#)); 5096SM (effective 09/20/09, BOS approved [9/15/09](#)); 5098SM (effective 3/21/10, BOS approved [3/16/10](#)); 5099 (effective [3/19/23](#)); ~~BO~~ 5390PA (effective 7/29/18, BOS approved [7/24/18](#)); 5391PA (effective 10/3/10, BOS approved [9/28/10](#)); 5643PA (effective 9/23/07); 5681EM (effective 11/1/20); 5693SM (effective 2/1/15, BOS approved [1/27/15](#)); 5760SM (effective 2/14/16, BOS approved [2/2/16](#)); 5777PA, 5778SM (effective 7/28/19, BOS

approved 7/23/19); 5782SM (effective 3/26/17, BOS approved 3/21/17); 5789SM (effective 9/24/17, BOS approved 9/12/17); 5791SM (effective 9/23/07); 5801SM (effective 11/15/09, BOS approved 11/10/09); 6141PA, 6186SM, 6187SM (effective 3/5/23); 6188SM (effective 2/5/23); 6494SM, 6645SM, 6516SM, 6517SM (effective 4/4/10, BOS approved 3/30/10); 6518PA (effective 11/14/10, BOS approved 11/2/10); 6530 (effective 5/14/23), 6531 (effective 5/14/23), 6647SM (effective 1/25/09, BOS approved 1/27/09); 6780SM (effective 7/28/19, BOS approved 7/23/19); 6910PA (effective 7/28/19, BOS approved 12/19/17); (BOS approved amendment 2/4/20) (BOS approved amendment 10/20/20); (BOS approved amendment 1/12/21) (BOS approved amendment 2/7/23) (BOS approved amendment 2/28/23) (BOS approved amendment 3/14/23)

### SECTION III

**Article 3, Section 3-12, Subsection 3-12.93** of the County of Alameda Salary Ordinance is hereby amended to read as follows:

**3-12.93** – Effective January 23, 2022, persons newly hired ~~or newly promoted~~with the County of Alameda on or after January 23, 2022 into the classification groups (Job Codes (“JC”) 6490NM, and/or 6491NM, 6492NM, (6638NM, and/or 6640NM), (6505NM and/or #6528), (6510NM and/or #6529), or individual JC #s 6492, 6497, 6525SM, 6527SM and 5065SM, and effective May 14, 2023, persons newly hired in JC #s 6530 and 6531, assigned to Santa Rita Jail, shall receive a one-time hiring incentive to be paid in specified increments over a three (3) year period as follows:

~~Mental Health Specialist I (JC #6490NM) and/or Mental Health Specialist II (JC #6491NM)/Mental Health Specialist III (JC #6492NM)/Rehabilitation Counselor I (JC #6638NM)/Rehabilitation Counselor II (JC #6640NM) – \$8,000~~

- \$1,500 after completion of 6-months (13-pay periods) of employment following hire date
- \$2,000 after completion of 1-year (26-pay periods) of employment following hire date
- \$2,000 after completion of 2-years (52-pay periods) of employment following hire date
- \$2,500 after completion of 3-years (78-pay periods) of employment following hire date.

Rehabilitation Counselor I (JC #6638) and/or Rehabilitation Counselor II (JC #6640) – \$8,000

- \$1,500 after completion of 6-months (13-pay periods) of employment following hire date
- \$2,000 after completion of 1-year (26-pay periods) of employment following hire date
- \$2,000 after completion of 2-years (52-pay periods) of employment following hire date
- \$2,500 after completion of 3-years (78-pay periods) of employment following hire date

Mental Health Specialist III (JC #6492) - \$8,000

- \$1,500 after completion of 6-months (13-pay periods) of employment following hire date
- \$2,000 after completion of 1-year (26-pay periods) of employment following hire date
- \$2,000 after completion of 2-years (52-pay periods) of employment following hire date
- \$2,500 after completion of 3-years (78-pay periods) of employment following hire date

Marriage and Family Therapist II (JC #6497) - \$12,000

- \$2,000 after completion of 6-months (13-pay periods) of employment following hire date
- \$2,500 after completion of 1-year (26-pay periods) of employment following hire date
- \$3,000 after completion of 2-years (52-pay periods) of employment following hire date
- \$4,500 after completion of 3-years (78-pay periods) of employment following hire date

~~Behavioral Health Clinician I (JC #6505NM) and/or Forensic Behavioral Health Clinician I (JC #6528) – \$40,000~~

- ~~\$1,500~~2,000 after completion of 6-months (13-pay periods) of employment following hire date
- ~~\$2,000~~2,500 after completion of 1-year (26-pay periods) of employment following hire date
- \$3,000 after completion of 2-years (52-pay periods) of employment following hire date
- ~~\$3,500~~4,500 after completion of 3-years (78-pay periods) of employment following hire date

~~Behavioral Health Clinician II (JC #6510NM) and/or Forensic Behavioral Health Clinician II (JC #6529) – \$12,000~~

- \$2,000 after completion of 6-months (13-pay periods) of employment following hire date



- \$2,500 after completion of 1-year (26-pay periods) of employment following hire date
- \$3,000 after completion of 2-years (52-pay periods) of employment following hire date
- \$4,500 after completion of 3-years (78-pay periods) of employment following hire date

Behavioral Health Clinical Supervisor (JC #6525~~SM~~) and/or Forensic Behavioral Health Clinical Supervisor (JC #6530)  
– \$14,000

- \$2,500 after completion of 6-months (13-pay periods) of employment following hire date
- \$3,000 after completion of 1-year (26-pay periods) of employment following hire date
- \$4,000 after completion of 2-years (52-pay periods) of employment following hire date
- \$4,500 after completion of 3-years (78-pay periods) of employment following hire date

Behavioral Health Clinical Manager (JC #6527~~SM~~) and/or Forensic Behavioral Health Manager (JC #6531) – \$15,500

- \$3,000 after completion of 6-months (13-pay periods) of employment following hire date
- \$3,500 after completion of 1-year (26-pay periods) of employment following hire date
- \$4,000 after completion of 2-years (52-pay periods) of employment following hire date
- \$5,000 after completion of 3-years (78-pay periods) of employment following hire date

Assistant Director, Forensic, Diversion & Re-Entry System of Care (JC # 5065~~SM~~) – \$17,000

- \$3,000 after completion of 6-months (13-pay periods) of employment following hire date
- \$4,000 after completion of 1-year (26-pay periods) of employment following hire date
- \$4,500 after completion of 2-years (52-pay periods) of employment following hire date
- \$5,500 after completion of 3-years (78-pay periods) of employment following hire date

Newly hired employees shall only be entitled to one (1) recruitment bonus based on date of hire.

This provision shall sunset effective June 30, ~~2023~~-2027 and shall be deleted from the Salary Ordinance upon the sunset date.

## SECTION IV

**Article 3, Section 3-12, Subsection 3-12.99** of the County of Alameda Salary Ordinance is hereby amended to read as follows:

**3-12.99** – Effective March 19, 2023, ~~existing~~ employees hired prior to January 23, 2022, and assigned to Santa Rita Jail in the listed classification groups (Job Codes (“JC”) 6490 and/or, 6491, 6492, 6497, (6638 and/or, 6640), (6505 and/or 6528), (6510 and/or, 6528 and 6529), or individual JC #s 6492 or 6497, assigned to Santa Rita Jail, shall receive a one-time retention bonus to be paid over a 3-year period, with the first year in quarterly installments as follows:

Mental Health Specialist I (JC #6490) and/or Mental Health Specialist II (JC #6491) ~~Mental Health Specialist III (JC #6492)/Rehabilitation Counselor I (JC #6638)/Rehabilitation Counselor II (JC #6640)~~ – \$8,000

- \$500 after completion of 6-pay periods of ~~employment~~ continuous service following March 19, 2023.
- \$650 after completion of 12-pay periods of ~~employment~~ continuous service following March 19, 2023.
- \$850 after completion of 19-pay periods of ~~employment~~ continuous service following March 19, 2023.
- \$1,500 after completion of 26-pay periods of ~~employment~~ continuous service following March 19, 2023.
- \$2,250 after completion of 52-pay periods of ~~employment~~ continuous service following March 19, 2023.
- \$2,250 after completion of 78-pay periods of ~~employment~~ continuous service following March 19, 2023.

Mental Health Specialist III (JC #6492) – \$8,000

- \$500 after completion of 6-pay periods of continuous service following March 19, 2023.
- \$650 after completion of 12-pay periods of continuous service following March 19, 2023.

- \$850 after completion of 19-pay periods of continuous service following March 19, 2023.
  - \$1,500 after completion of 26-pay periods of continuous service following March 19, 2023.
  - \$2,250 after completion of 52-pay periods of continuous service following March 19, 2023.
  - \$2,250 after completion of 78-pay periods of continuous service following March 19, 2023.
- Rehabilitation Counselor I (JC #6638) and/or Rehabilitation Counselor II (JC #6640) – \$8,000
- \$500 after completion of 6-pay periods of continuous service following March 19, 2023.
  - \$650 after completion of 12-pay periods of continuous service following March 19, 2023.
  - \$850 after completion of 19-pay periods of continuous service following March 19, 2023.
  - \$1,500 after completion of 26-pay periods of continuous service following March 19, 2023.
  - \$2,250 after completion of 52-pay periods of continuous service following March 19, 2023.
  - \$2,250 after completion of 78-pay periods of continuous service following March 19, 2023.

Marriage and Family Therapist II (JC #6497) - \$12,000

- \$1,000 after completion of 6-pay periods of continuous service following March 19, 2023.
- \$1,300 after completion of 12-pay periods of continuous service following March 19, 2023.
- \$1,700 after completion of 19-pay periods of continuous service following March 19, 2023.
- \$2,000 after completion of 26-pay periods of continuous service following March 19, 2023.
- \$3,000 after completion of 52-pay periods of continuous service following March 19, 2023.
- \$3,000 after completion of 78-pay periods of continuous service following March 19, 2023.

Behavioral Health Clinician I (JC #6505) – \$10,000

- ~~\$850 after completion of 6-pay periods of employment following March 19, 2023.~~
- ~~\$1,100 after completion of 12-pay periods of employment following March 19, 2023.~~
- ~~\$1,400 after completion of 19-pay periods of employment following March 19, 2023.~~
- ~~\$1,650 after completion of 26-pay periods of employment following March 19, 2023.~~
- ~~\$2,500 after completion of 52-pay periods of employment following March 19, 2023.~~
- ~~\$2,500 after completion of 78-pay periods of employment following March 19, 2023.~~

Behavioral Health Clinician I (JC 6505) or Forensic Behavioral Health Clinician I (JC #6528) or Behavioral Health Clinician II (JC #6510), ~~Marriage and Family Therapist II (JC #6497), Forensic Behavioral Health Clinician I (JC #6528)~~ and/or Forensic Behavioral Health Clinician II (JC #6529) – \$12,000

- \$1,000 after completion of 6-pay periods of continuous service following March 19, 2023.
- \$1,300 after completion of 12-pay periods of continuous service following March 19, 2023.
- \$1,700 after completion of 19-pay periods of continuous service following March 19, 2023.
- \$2,000 after completion of 26-pay periods of continuous service following March 19, 2023.
- \$3,000 after completion of 52-pay periods of continuous service following March 19, 2023.
- \$3,000 after completion of 78-pay periods of continuous service following March 19, 2023.

Those employees who qualify for the retention bonus under this subsection shall only be eligible for one-time retention bonus based on their assignment and continuous service as of March 19, 2023. An employee who is promoted or reclassified to a different classification shall not be eligible for additional retention bonuses in a different job code.

This provision shall sunset effective June 30, 2027 and shall be deleted from the Salary Ordinance upon the sunset date. ~~be reviewed 3 years from March 19, 2023 by the Director of Human Resource Services.~~ (BOS approved 3/21/23)

**SECTION V**



**Article 3, Section 3-12, Subsection 3-12.100** of the County of Alameda Salary Ordinance is hereby added to read as follows effective May 28, 2023:

3-12.100 – Effective May 28, 2023, existing employees hired prior to January 23, 2022, in Job Codes (6525 and/or 6530), or (6527 and/or 6531), and assigned to Santa Rita Jail shall receive a one-time retention bonus to be paid over a 3-year period, with the first year in quarterly installments, based on their combined total time within the classification groups listed below after May 28, 2023, as follows:

Behavioral Health Clinical Supervisor (JC#6525) and/or Forensic Behavioral Health Clinical Supervisor (JC #6530) - \$14,000

- \$1,350 after completion of 6-pay periods of employment effective May 28, 2023.
- \$1,800 after completion of 12-pay periods of employment effective May 28, 2023.
- \$2,250 after completion of 19-pay periods of employment effective May 28, 2023.
- \$2,600 after completion of 26-pay periods of employment effective May 28, 2023.
- \$3,000 after completion of 52-pay periods of employment effective May 28, 2023.
- \$3,000 after completion of 78-pay periods of employment effective May 28, 2023.

Behavioral Health Clinical Manager (JC #6527) and/or Forensic Behavioral Health Manager (JC #6531) - \$15,500

- \$1,700 after completion of 6-pay periods of employment effective May 28, 2023.
- \$2,200 after completion of 12-pay periods of employment effective May 28, 2023.
- \$2,800 after completion of 19-pay periods of employment effective May 28, 2023.
- \$3,300 after completion of 26-pay periods of employment effective May 28, 2023.
- \$2,750 after completion of 52-pay periods of employment effective May 28, 2023.
- \$2,750 after completion of 78-pay periods of employment effective May 28, 2023.

Those employees who qualify for the retention bonus under this subsection shall only be eligible for one-time retention bonus based on their assignment and continuous service as of May 28, 2023. An employee who is promoted or reclassified to a different classification shall not be eligible for additional retention bonuses in a different job code. This provision shall sunset effective June 30, 2027 and shall be deleted from the Salary Ordinance upon the sunset date.

## **SECTION VI**

**Article 3, Section 3-12, Subsection 3-12.101** of the County of Alameda Salary Ordinance is hereby added to read as follows effective May 28, 2023:

3-12.101 - Effective May 28, 2023, employees in Job Codes 6525, 6527, 6530 and 6531 when assigned to Santa Rita Jail to provide either mandatory after-hours (defined as a shift that is at least 8-hours but less than 16-hours) or 24-hour (defined as a shift that is or more of which falls on a Saturday, Sunday, or County observed holiday) shift coverage for emergency calls in lieu of onsite coverage, in addition to their regular assignment, shall be eligible for on-call pay and compensated as follows:

After-Hours Shift: one hundred sixty dollars (\$160) per after-hours shift.

24-Hour Shift: four hundred thirty dollars (\$430) per 24-hour shift.

This provision shall sunset effective June 30, 2027 and shall be deleted from the Salary Ordinance upon the sunset date.

## **SECTION VII**

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 13<sup>th</sup> day of **June, 2023**, to with:

**AYES:** Supervisors Carson, Marquez, Tam & President Miley – 4

**NOES:** None

**EXCUSED:** Supervisor Haubert – 1

*Walter Miley*

**PRESIDENT, BOARD OF SUPERVISORS**

File No: 30982  
Agenda No: 19  
Document No: O-2023-22



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