



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

**Human Resource Services**

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June 9, 2020

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

SUBJECT: ADOPT SALARY ORDINANCE AMENDMENT TO 1) INCREASE SALARIES FOR 15 UNREPRESENTED NON-MANAGEMENT CLASSES RELATED TO SEIU, LOCAL 1021 AND 2) AMEND SUBSECTIONS 3-12.19 AND 3-17.36

Dear Board Members:

**RECOMMENDATION:**

Adopt Salary Ordinance amendments to:

- i. increase the salaries for 15 Unrepresented Non-Management classifications related to the Northern California Public Sector Region Local 1021 of the Service Employees International Union ("SEIU, Local 1021") classifications, effective June 28, 2020;
- ii. amend the salary administration criteria referenced in Article 3, subsections 3-12.19 and 3-17.36 to include the classifications of Ancillary Support Worker, HCSA (JC #5021NM) located in the Health Care Services Agency ("HCSA") and Regional Training Center Instructor SAN (JC #8549N) located in the Sheriff's Department, respectively, effective June 28, 2020.

**DISCUSSION/SUMMARY:**

We recommend increasing the salaries for the following 15 Unrepresented Non-Management job classifications related to SEIU, Local 1021: 1) Ancillary Support Worker, Health Care Services Agency, Job Code ("JC") #5021NM, 2) Behavioral Clinician II SAN (JC #6510N), 3) Court Appointed Special Advocates (CASA) Volunteer Program Assistant (JC #6186NM), 4) Eligibility Technician Intermittent (JC #1477N), 5) Institutional Helper SAN (JC #6696N), 6) Marriage and Family Therapist II N (JC #6497N), 7) Medical Social Worker II SAN (JC #6415N), 8) Psychiatric Mental Health Nurse Practitioner (JC #5384NM), 9) Regional Training Center Instructor EVOG (Emergency Vehicle Operations) SAN (JC #8550N), 10) Regional Training Center Lead Instructor SAN (JC #8551N), 11) Regional Training Center Instructor SAN (JC #8549N), 12) Sheriff's Service Cadet SAN (Services As Needed) (JC #8751N), 13) Social Welfare Intern SAN (Job Code #6704N), 14) Special Assistant to Volunteer Program Coordinator (JC #6181NM), and 15) Training Center Customer Service Representative, Training & Education Center (JC #0480NM) to receive the same three and one-half percent (3.5%) salary increase effective June 28, 2020, as granted to SEIU, Local 1021 represented classifications. In addition, staff recommends amending Article 3, Section 3-12, subsection 3-12.19 for one (1) HCSA classification (Ancillary Support Worker, HCSA (JC #5021NM)); and Section 3-17, subsection 3-17.36 for one (1) Sheriff's Department classification (Regional Training Center Instructor SAN (JC #8549N)) of the Salary Ordinance to include salary administration criteria for these two (2) classifications, effective June 28, 2020.


**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:  
  
26C022F934PA404  
Joe Angelo, Director  
Human Resource Services

c: CAO  
Auditor-Controller  
County Counsel  
Agency/Department Heads

Approved as to Form:  
DONNA ZIEGLER, County Counsel

By   
Kristy van Herick, Asst. County Counsel

O-2020-36

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 28, 2020:

Job Code		Title	Unit Code	Step 01	Step 02	Step 03	Step 04	Step 05	FLSA Status
5021	NM	Ancillary Support Worker, HCSA	039	2236.00				2660.00	N
6510	NM	Behavioral Clinician II	038		44.07	46.37	48.56	50.79	X
6186	NM	Crt Apt Spc Adv (CASA) VolPrgAs	039	2523.20	2649.60	2781.60	2920.00	3066.40	X
1477	N	Eligibility Technician Intermittent	039					243.75	N
6696	N	Institutional Helper SAN	041					12.82	N
6497	NM	Marriage and Fam Therapist II	038		44.07	46.37	48.56	50.79	N
6415	NM	Medical Social Worker II	038					40.88	X
5384	NM	Psych Mental Hth Nurse Pract	039	6160.00	6465.60	6789.60	7128.00	7484.80	X
8550	N	Regional Train Ctr Instr N	039					46.73	N
8551	N	Regional Train Ctr LeadInstr N	039					52.21	N
8549	N	Regional Training Ctr Instru N	039	18.71				46.73	N
8751	N	Sheriff's Service Cadet N	039	1113.00				1335.75	N
6704	N	Social Welfare Intern SAN	039					17.91	N
6181	NM	Special Asst to Vol Prg Coord	039	2074.50	2169.75	2262.75	2367.75	2469.75	N
0480	NM	Training Ctr Cus Service Rep	039	2032.00	2122.40	2208.00	2311.20	2404.00	N

**SECTION II**

**Article 3, Subsections 3-12.19 and 3-17.36** of the County of Alameda Salary Ordinance are hereby amended as follows:

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, 5021NM, 5044EM, 5045EM (effective 5/26/13); 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), 5056EM, 5088PA, 5091SM, 6910PA, 5390 PA (effective 7/29/18); 5049PA; 5086SM, 6647SM; 5096SM; 5801SM; 0302PA; 5098SM; 6516SM, 6517SM; 5391PA; 0302PA, 6518PA; 5075SM; 5045EM; 5069SM; 5095PA; 5693SM; 0401SM Director of Interagency Children's Policy Council (effective 3/15/15); 5760SM; 1500SM (effective 6/5/16); 5055SM (effective 06/17/16); 5782SM (effective 3/26/17); 5056EM, 5088PA, 5091SM, 6910PA; 5390-PA; 5777PA, 5778SM, 6780SM (effective 7/28/19); 5063SM; and 5064SM.

3-17.36 - The employee occupying the position under Job Codes ~~s 1871SM; 6072EM; 6500SM; 6502PA; 8549N; 8724PA; 8751N; 8756PA; 8850PA; and 8860PA~~ may be compensated at any biweekly amount in the salary range for that class as determined by the Department Head. ~~(BOS approved 5/24/16 Job Codes 8756PA and 8751N effective 6/5/16) (BOS approved 8/2/16 Job Code 1871SM effective 7/31/16), and Job Code 6072EM effective 1/29/17 (BOS approved 1/24/17).~~

### 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 **23<sup>rd</sup>** 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: 30  
Document No: O-2020-36



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. Baby  
Deputy

