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Human Resource Services

July 12, 2022

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

SUBJECT: ADOPT SALARY ORDINANCE AMENDMENT TO AMEND SUBSECTION 3-12.69

Dear Board Members:

RECOMMENDATION:

Adopt a Salary Ordinance amendment to amend subsection 3-12.69 of Article 3, Section 3-12 (Health Care Services Agency ("HCSA")) to extend the footnote that provides for up to ten (10) employees in the classifications of Physician III (Job Code ("JC") #5139NM and/or Physician III Services-As-Needed ("SAN") (JC #5139N) who perform the full range of criminal justice mental health services and psychiatric care duties in the Alameda County Behavioral Health Care Services Department ("ACBHCS"), additional 25% compensation of the base pay retroactive to July 10, 2022.

DISCUSSION/SUMMARY:

In December 2006, the County established a footnote that provided an additional 25% compensation to employees in the classifications of Physician III (JC#5139NM) and Physician III SAN(JC #5139N) who perform the full range of criminal justice mental health services and psychiatric care duties in the ACBHCS Adult Forensic Behavioral Health division. The footnote addressed significant recruitment and retention challenges for psychiatrists located at Santa Rita Jail ("SRJ"); said classifications are represented by the Union of American Physicians and Dentists ("UAPD"). Historically, the footnote has been in effect for the duration of the term of the Memorandum of Understanding ("MOU") between the County and UAPD and the current 2018-2022 UAPD MOU expired on July 9, 2022. Staff is in negotiations with UAPD for a successor MOU and given the continued recruitment and retention challenges for this specific assignment at SRJ, staff recommends extending the footnote for at least two (2) years through July 8, 2024, with a review by the Director of Human Resource Services by or before such date. During such time, staff will explore options to address the ongoing recruitment and retention issues on a long-term basis.

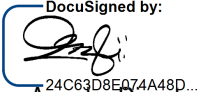
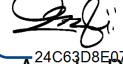
FINANCING:

Funds are available in the 2022-2023 Approved Budget and will be included in future years' requested budgets to cover the costs resulting from this action.

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, Health Care Services Agency

Approved as to Form
DONNA ZIEGLER, County Counsel

By 
Kristy van Herick, Asst. County Counsel

O-2022-29

AN ORDINANCE AMENDING
CERTAIN PROVISIONS OF THE 2021 – 2022
COUNTY OF ALAMEDA SALARY ORDINANCE

The Board of Supervisors of the County of Alameda ordains as follows:

SECTION I

Article 3, Section 3-12, of the County of Alameda Salary Ordinance is hereby amended by revising subsection 3-12.69 to read as follows:

3-12.69 - Effective ~~July 1, 2018~~ July 10, 2022, not to exceed ten (10) employees ~~occupying positions under~~ in Job Codes 5139NM and/or 5139N who perform the full range of criminal justice mental health services and psychiatric care duties in the ~~Criminal Justice Mental Health Services in Alameda County~~ Behavioral Health Care Services shall receive an additional ~~twenty-five percent~~ 25% compensation of base pay. The compensation authorized by this footnote will ~~terminate July 9, 2022~~ be subject to a review by the Director of Human Resource Services on or before July 8, 2024.

SECTION II

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 **19th** day of **July, 2022**, to with:

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

NOES: None

EXCUSED: None



PRESIDENT, BOARD OF SUPERVISORS

File No: 30836
Agenda No: 47
Document No: O-2022-29



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