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**Human Resource Services**

June 26, 2012

Honorable Board of Supervisors  
Administration Building  
Oakland, CA 94612

# SECOND READING

**Subject: Salary Ordinance Amendment and One Sideletter of Agreement**

Dear Board Members:

**CONTINUED FROM** *(Item #18)*  
*Tuesday, 7/10/12*

**Recommendation:**

That your Board (1) adopt a Salary Ordinance amendment increasing salaries for two job classifications in the Health Care Services Agency, (2) establish a new job classification in the Human Resource Services Department, with salary administration criteria, and (3) adopt one sideletter of agreement.

**Discussion/Findings:**

We are recommending increasing the salaries for Job Code 5141MA, Physician IV and Job Code 5143MA, Physician V, in the Health Care Services Agency, to address a compaction, recruitment and retention problem resulting from the December 12, 2010 salary increase for the Physician III job classification, based on MOU provisions for employees represented by the Union of American Physicians and Dentists.

The sideletter of agreement between the Alameda County Management Employees Association and the County confirms that future wage increases for the Physician IV and Physician V classifications, shall be the same as those granted to the Physician III classification.

Additionally, we are recommending the new job classification of Job Code 0293SM, Personnel Services Manager, in the Human Resource Services Department. Incumbents of the position have overall responsibility for managing the day-to-day functions in the Personnel Services Division that include recruitment, selection, classification, compensation, and certification through the exercise of program management and direct supervision over the work of professional, technical and support staff and are also assigned the more difficult projects with important technical and public relations aspects.

**Financing:**

Funds are available in the 2012-2013 budget appropriation to pay the costs resulting from these actions.

Very truly yours,

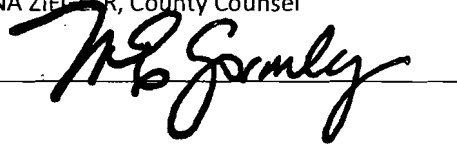
Mary Welch, Interim Director  
Human Resource Services

MW:vb  
Z:\Board Letters\07.10.12 HCSA and HRS

- c: CAO  
Auditor-Controller  
County Counsel  
Director, Health Care Services Agency

Approved as to Form  
DONNA ZIEGLER, County Counsel

By



AN ORDINANCE AMENDING  
CERTAIN PROVISIONS OF THE 2011 - 2012  
ALAMEDA COUNTY SALARY ORDINANCE

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

**SECTION I**

Section 1-2.2 of Ordinance Number 0-2011-4 of the County of Alameda is hereby amended by the amendment thereof of the following salaries to be effective on the date shown.

Job Code	Title	Effective Date	Step 01	Step 02	Step 03	Step 04	Step 05
5141 MA	Physician IV	08/05/2012	6735.20	7077.60	7430.40	7795.20	8185.60
5143 MA	Physician V	08/05/2012	7074.40	7426.40	7794.40	8180.80	8595.20

**SECTION II**

Section 1-2.2 of Ordinance Number 0-2011-4 of the County of Alameda is hereby amended by the addition thereto of the following Job Code, Title and Salary to be effective August 5, 2012.

Job Code	Title	Step 01	Step 02	Step 03	Step 04	Step 05
0293 SM	Personnel Services Manager	3635.20				4417.60

**SECTION III**

**Article 3**, of Ordinance Number 0-2011-4 of the County of Alameda is hereby amended by the amendment thereof of the following note to be effective August 5, 2012.

Section 3-13.3      Add " and Job Code 0293SM" between Job Code 0292SM and Job Code 0466PA, in paragraph one and in paragraph two.

**SECTION IV**

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 the same in the Inter-City Express, a newspaper published in the said County of Alameda.

**SIDELETTER OF AGREEMENT  
BETWEEN  
ALAMEDA COUNTY MANAGEMENT EMPLOYEES ASSOCIATION  
AND  
THE COUNTY OF ALAMEDA**

**JUNE 27, 2012**

ACMEA and the County agree that effective August 5, 2012 the salary for the Physician IV shall be increased by 8.25% and the salary for the Physician V shall be increased by 8.20%. The parties also agree that future wage increases for the Physician IV and V will be the same percentage amount and effective on the same date as the increases granted to the class of Physician III.

**FOR THE COUNTY:**

Cynthia Baron

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**FOR ACMEA:**

Alexa Routhel

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**DATE:**

6/27/12