



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

**Human Resource Services**

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September 17, 2019

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

SUBJECT: SALARY ORDINANCE AMENDMENTS TO: 1) INCREASE SALARIES FOR CLASSES IN THE DSA, ACMEA SHERIFF'S SWORN UNIT, UNREP DA INSPECTOR SERIES, AND ACMEA GENERAL GOVT PD INVESTIGATOR SERIES; 2) ADJUST THE SALARY FOR THE DIRECTOR, EMS (JC #5788) IN THE HCSA; ADJUST THE SALARIES FOR 33 CLASSES REPRESENTED BY SEIU LOCAL 1021; AND DELETE OBSOLETE SUBSECTIONS OF ARTICLE 3

Dear Board Members:

**RECOMMENDATIONS:**

Adopt the following Salary Ordinance amendments to:

- A. Increase the salaries for the County of Alameda Deputy Sheriffs' Association (DSA) classifications; Alameda County Management Employees Association (ACMEA) Sheriff's Sworn Unit classifications; Unrepresented District Attorney Inspector classification series; and the ACMEA General Government Public Defender Investigator classification series by 1.17% based upon mandated Memoranda of Understanding (MOU) provisions and salary tie relationships, retroactive to July 14, 2019;
- B. Adjust the salary for one (1) classification, Director, Emergency Medical Services (EMS), Job Code #5788, in the Health Care Services Agency (HCSA) by 5% due to recruitment and retention issues, effective October 6, 2019;
- C. Adjust the salaries for a total of 33 classifications represented by Services Employees International Union Local 1021 (SEIU Local 1021) to address recruitment, retention and/or internal alignment issues for the term of the SEIU Local 1021 MOU Extension through December 10, 2022; and
- D. Delete obsolete subsections of Article 3: 3-2.2, 3-12.7, 3-15.17, 3-17.32 as they are no longer applicable nor in use.

**DISCUSSION/SUMMARY:**

We recommend increasing the salary for DSA represented classifications by 1.17% based on survey results as stated in the DSA MOU. Section 25.7 of the MOU between the County of Alameda (County) and the DSA stipulates that salaries shall be increased effective July 14, 2019 to the median salary as determined by salary survey results as of July 15, 2019. This year, the salary increase for DSA classifications is 1.17%. Further, Section 22 (Wages) of the ACMEA Sheriff's Sworn MOU stipulates a salary increase for its represented classifications will be the same percentage amount and effective on the same date as the increases granted to the class of Sergeant. As such, ACMEA Sheriff's Sworn classifications are to receive a 1.17% increase, retroactive to July 14, 2019. In addition, there is also a historical tie extending the same DSA wage increase (1.17%) to the Unrepresented Inspector classification series, [Inspector I (JC 8533CA), Inspector II (JC 8535CA), Inspector III (JC 8536CA), Lieutenant of Inspectors (JC 8540SM), Chief of Inspectors (JC 8545SM), Captain of Inspectors (JC 8543SM), Assistant Chief of Inspectors (JC 8544SM), and Director, Victim Witness Program (JC 8575SM)], in the Office of the District Attorney (DA Office). Moreover, when the Unrepresented Inspector classification series in the DA Office receives an increase, that too triggers the

same wage increase (1.17%) to the Public Defender Investigator classification series, [Public Defender Investigator I (JC 8576CA), Public Defender Investigator II (JC 8577CA), Public Defender Investigator III (JC 8579CA), Senior Investigator, Public Defender's Office (JC 8581SM), and Chief Investigator, Public Defender's Office (JC 8585SM)], represented by the ACMEA General Government Unit, as stipulated in the ACMEA General Government Unit MOU, Section 15.F. Therefore, we recommend classifications in both the Unrepresented District Attorney Inspector series and ACMEA General Government Public Defender Investigator series receive a 1.17% wage increase retroactive to July 14, 2019.

In December 2018, a salary adjustment was approved for the Director, EMS (JC #5788) in the HCSA based on job specification revisions and a salary survey of the five (5) Bay Area comparable jurisdictions which determined that the classification was significantly below the market median. However, the salary adjustment that was approved at that time to bring the classification to the market median excluded recruitment criterion from one of the jurisdictions that impacted the market median. Staff recently conducted further review of the recruitment efforts for the position and determined that given the critical nature of the position, a salary reassessment is needed based on retention. As a result of the salary reassessment, staff recommend a five percent (5%) salary adjustment to maintain the salary competitive and ensure the continuity in staffing of this critical position in the HCSA.

Further, on May 21, 2019, your Board adopted an extension of the SEIU Local 1021 2015 – 2019 MOU through December 10, 2022. The 3-year MOU extension included changes to various provisions including wage increases, an increase in the medical premium cost sharing, an increase in the dental maximum, and increase in County Allowance and Share the Savings stipends. In addition to these changes, the County agreed to review specific classifications identified by the Union affected by recruitment, retention and/or internal alignment issues. Staff have since concluded a thorough review and analysis, including discussions with SEIU Local 1021, and reached agreement on special salary adjustments for a total of 33 classifications to address recruitment, retention and/or internal alignment issues. A summary of the recommended salary adjustments and effective dates for the respective classifications are in the attached Sideletter of Agreement with the new salaries to be adopted by your Board outlined in the attached Ordinance.

Lastly, we recommend deleting the following subsections of Article 3 of the Salary Ordinance: a) 3-2.2, because in 2005, the County created a new classification to perform the duties required to receive the footnote and since then, the classification referenced has not been assigned or required to perform those duties; b) 3.12.7, because the job classification is no longer in use by the County or by HCSA; c) 3-15.17, because the department has not used footnote for almost a decade and does not anticipate using in the foreseeable future; d) 3-17.32, because the department assigned the responsibilities to other staff and the classification referenced is no longer assigned those responsibilities. Staff notified the respective County Departments/Agencies of this action and they agreed to proceed with deleting these subsections. In addition, the applicable labor organizations were notified of this action and do not object to deleting these subsections. As was previously communicated to your Board, this is part of an ongoing project to remove obsolete and/or sunset provisions from the Salary Ordinance.

**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
- Agency/Department Heads

# SECOND READING - CONTINUED FROM 09/17/2019

Approved as to Form  
DONNA ZIEGLER, County Counsel

By   
Kristy van Herick, Asst. County Counsel

## 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 1-2, Subsection 1-2.2** of the County of Alameda Salary Ordinance is hereby amended thereto of the following job codes, titles and salaries, to be effective on the dates as shown below.

Job Code		Title	Effective Date	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05
8544	SM	Assist Chief of Inspectors	7/14/2019	6,472.00	6,789.60	7,136.00	7,484.80	7,859.20
8625	SM	Captain	7/14/2019	6,187.20	6,497.60	6,817.60	7,163.20	7,516.00
8543	SM	Captain of Inspectors	7/14/2019	6,164.00	6,472.00	6,789.60	7,136.00	7,484.80
8585	SM	Chief Invest, Pub Def Off	7/14/2019	6,164.00	6,472.00	6,789.60	7,136.00	7,484.80
8545	SM	Chief of Inspectors	7/14/2019	7,094.40	7,441.60	7,810.40	8,208.80	8,608.00
8602	NM	Deputy Sheriff I	7/14/2019			3,191.20	3,344.80	3,511.20
8604	NM	Deputy Sheriff II	7/14/2019	3,715.20	3,920.80	4,096.80	4,308.80	4,511.20
8601	NM	Deputy Sheriff's Recruit	7/14/2019					2,944.00
8575	SM	Dir, Victim Witness Program	7/14/2019	5,365.60	5,634.40	5,908.00	6,204.80	6,508.80
8635	SM	Division Commander	7/14/2019	7,121.60	7,472.00	7,841.60	8,241.60	8,641.60
8533	CA	Inspector I	7/14/2019	3,956.80				4,965.60
8535	CA	Inspector II	7/14/2019	4,299.20				5,364.80
8536	SM	Inspector III	7/14/2019	4,852.00	5,098.40	5,342.40	5,610.40	5,896.80
8620	SM	Lieutenant	7/14/2019			5,932.00	6,228.80	6,536.00
8540	SM	Lieutenant of Inspectors	7/14/2019	5,365.60	5,634.40	5,908.00	6,204.80	6,508.80
8576	CA	Public Defender Investigtr I	7/14/2019	2,845.60	2,988.00	3,137.60	3,295.20	3,548.80
8577	CA	Public Defender Investigtr II	7/14/2019	3,502.40	3,677.60	3,862.40	4,055.20	4,311.20

Job Code		Title	Effective Date	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05
8579	CA	Public Defender Investigtr III	7/14/2019	4,465.60	4,680.80	4,868.80	5,112.80	5,364.80
8581	SM	Senior Invest, Pub Def Office	7/14/2019	5,365.60	5,634.40	5,908.00	6,204.80	6,508.80
8617	NM	Sergeant	7/14/2019			4,888.00	5,133.60	5,385.60
5788	SM	Director, Emergency Medical Services	10/6/2019	5,336.00				6,485.60
2610	NM	Appraiser I	6/28/2020			2,606.25	2,724.00	2,844.75
			6/27/2021			2,691.00	2,812.50	2,937.00
			6/26/2022			2,778.75	2,904.00	3,032.25
2610N	NM	Appraiser I SAN	6/28/2020					35.43
			6/27/2021					36.58
			6/26/2022					37.77
2615	NM	Appraiser II	6/28/2020	2,760.75	2,883.00	3,021.75	3,150.00	3,304.50
			6/27/2021	2,850.75	2,976.75	3,120.00	3,252.75	3,411.75
			6/26/2022	2,943.75	3,073.50	3,221.25	3,358.50	3,522.75
2615 N	NM	Appraiser II SAN	6/28/2020					41.33
			6/27/2021					42.67
			6/26/2022					44.06
2620	NM	Appraiser III	6/28/2020	3,132.75	3,276.75	3,438.00	3,591.00	3,772.50
			6/27/2021	3,234.75	3,383.25	3,549.75	3,708.00	3,894.75
			6/26/2022	3,339.75	3,493.50	3,665.25	3,828.75	4,021.50
2705	NM	Auditor-Appraiser I	6/28/2020			2,534.25	2,648.25	2,766.00
			6/27/2021			2,616.75	2,734.50	2,856.00
			6/26/2022			2,701.50	2,823.00	2,949.00
2705N	NM	Auditor-Appraiser I SAN	6/28/2020					34.45
			6/27/2021					35.57
			6/26/2022					36.73
2710	NM	Auditor-Appraiser II	6/28/2020	2,828.25	2,953.50	3,096.00	3,227.25	3,385.50
			6/27/2021	2,920.50	3,049.50	3,196.50	3,332.25	3,495.75

Job Code		Title	Effective Date	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05
			6/26/2022	3,015.75	3,148.50	3,300.75	3,440.25	3,609.00
2710N	NM	Auditor-Appraiser II SAN	6/28/2020					42.34
			6/27/2021					43.72
			6/26/2022					45.14
2715	NM	Auditor-Appraiser III	6/28/2020	3,209.25	3,356.25	3,522.00	3,678.75	3,864.00
			6/27/2021	3,313.50	3,465.00	3,636.75	3,798.00	3,989.25
			6/26/2022	3,421.50	3,577.50	3,755.25	3,921.75	4,119.00
8525	NM	Criminalist III	6/28/2020	4,026.40	4,221.60	4,409.60	4,625.60	4,855.20
			6/27/2021	4,157.60	4,359.20	4,552.80	4,776.00	5,012.80
			6/26/2022	4,336.00	4,545.60	4,748.00	4,980.80	5,228.00
1570	NM	Eligibility Services Technician I	6/28/2020	1,881.75	1,975.50	2,073.75	2,178.00	2,287.50
			6/27/2021	1,943.25	2,040.00	2,141.25	2,248.50	2,361.75
			6/26/2022	2,006.25	2,106.00	2,211.00	2,321.25	2,438.25
1885	NM	Emergency Services Dispatcher II	6/28/2020	2,978.40	3,106.40	3,257.60	3,418.40	3,582.40
			6/27/2021	3,075.20	3,207.20	3,363.20	3,529.60	3,699.20
			6/26/2022	3,175.20	3,311.20	3,472.80	3,644.00	3,819.20
1885N	NM	Emergency Services Dispatcher II SAN	6/28/2020					43.58
			6/27/2021					45.00
			6/26/2022					46.46
1283	NM	Fingerprint Examiner	6/28/2020	2,132.25	2,229.00	2,334.00	2,433.75	2,535.00
			6/27/2021	2,258.25	2,361.75	2,472.75	2,577.75	2,685.75
			6/26/2022	2,331.75	2,438.25	2,553.00	2,661.75	2,772.75
5650	NM	Hazardous Materials Specialist	6/28/2020	3,453.60	3,613.60	3,783.20	3,940.80	4,135.20
			6/27/2021	3,636.80	3,805.60	3,984.80	4,150.40	4,355.20
			6/26/2022	3,792.80	3,968.80	4,155.20	4,328.80	4,541.60
7410	NM	Janitor	6/28/2020	1,684.50	1,761.75	1,833.00	1,926.00	2,004.75
			6/27/2021	1,773.75	1,855.50	1,929.75	2,028.00	2,111.25

Job Code		Title	Effective Date	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05
			6/26/2022	1,849.50	1,935.00	2,013.00	2,115.00	2,201.25
7410N	NM	Janitor SAN	6/28/2020					24.44
			6/27/2021					25.73
			6/26/2022					26.84
7411	NM	Janitor, Floor Specialist	6/28/2020	1,768.50	1,848.00	1,925.25	2,021.25	2,104.50
			6/27/2021	1,863.00	1,946.25	2,027.25	2,129.25	2,216.25
			6/26/2022	1,943.25	2,029.50	2,114.25	2,220.00	2,311.50
8522	NM	Latent Fingerprint Examiner	6/28/2020	2,577.00	2,694.00	2,825.25	2,955.75	3,091.50
			6/27/2021	2,661.00	2,781.75	2,916.75	3,051.75	3,192.00
			6/26/2022	2,747.25	2,872.50	3,011.25	3,150.75	3,295.50
7415	NM	Lead Janitor	6/28/2020	1,848.75	1,927.50	2,023.50	2,107.50	2,202.75
			6/27/2021	1,947.00	2,030.25	2,131.50	2,219.25	2,319.75
			6/26/2022	2,030.25	2,117.25	2,222.25	2,314.50	2,419.50
2303	NM	Mapping Technician III	6/28/2020	2,405.25	2,516.25	2,625.75	2,757.00	2,873.25
			6/27/2021	2,557.50	2,676.00	2,792.25	2,931.75	3,056.25
			6/26/2022	2,700.00	2,825.25	2,947.50	3,095.25	3,226.50
6415	NM	Medical Social Worker II	6/28/2020			3,219.00	3,369.75	3,527.25
			6/27/2021			3,323.75	3,479.25	3,642.00
			6/22/2022			3,431.25	3,592.50	3,760.50
6492	NM	Mental Health Specialist III	6/28/2020	2,419.50	2,523.75	2,640.00	2,761.50	2,878.50
			6/27/2021	2,548.50	2,657.25	2,780.25	2,908.50	3,031.50
			6/26/2022	2,657.25	2,771.25	2,898.75	3,033.00	3,161.25
5850	NM	Pediatric Occupational Therapist	6/28/2020	3,261.75	3,420.75	3,579.00	3,753.00	3,942.75
			6/27/2021	3,401.25	3,567.00	3,732.00	3,914.25	4,111.50
			6/26/2022	3,511.50	3,683.25	3,853.50	4,041.75	4,245.00
5850N	NM	Pediatric Occupational Therapist SAN	6/28/2020					52.52
			6/27/2021					54.77

Job Code		Title	Effective Date	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05
			6/26/2022					56.55
5860	NM	Pediatric Physical Therapist	6/28/2020	3,261.75	3,420.75	3,579.00	3,753.00	3,942.75
			6/27/2021	3,401.25	3,567.00	3,732.00	3,914.25	4,111.50
			6/26/2022	3,511.50	3,683.25	3,853.50	4,041.75	4,245.00
5860N	NM	Pediatric Physical Therapist SAN	6/28/2020					52.52
			6/27/2021					54.77
			6/26/2022					56.55
5646	NM	Pharmacy Support Specialist	6/28/2020	2,244.80	2,357.60	2,476.00	2,612.00	2,743.20
			6/27/2021	2,364.00	2,483.20	2,608.00	2,750.40	2,888.80
			6/26/2022	2,489.60	2,615.20	2,746.40	2,896.80	3,042.40
5865	NM	Senior Therapist	6/28/2020	3,471.00	3,644.25	3,825.00	4,014.75	4,217.25
			6/27/2021	3,619.50	3,800.25	3,989.25	4,186.50	4,398.00
			6/26/2022	3,737.25	3,924.00	4,119.00	4,322.25	4,541.25
8752	NM	Sheriff's Safety Aide	6/28/2020	1,699.20	1,772.80	1,853.60	1,939.20	2,020.00
			6/27/2021	1,842.40	1,921.60	2,009.60	2,102.40	2,189.60
			6/26/2022	1,922.40	2,004.80	2,096.80	2,193.60	2,284.80
1710	NM	Supply Clerk II	6/28/2020	1,806.75	1,881.75	1,972.50	2,066.25	2,161.50
			6/27/2021	1,902.75	1,982.25	2,076.75	2,176.50	2,277.00
			6/26/2022	2,003.25	2,088.00	2,187.00	2,292.00	2,398.50
1710N	NM	Supply Clerk II SAN	6/28/2020					26.62
			6/27/2021					28.04
			6/26/2022					29.53

## SECTION II

Article 3, Subsections 3-2.2, 3-12.7, 3-15.17, and 3-17.32 of the County of Alameda Salary Ordinance is hereby amended by the deletion thereto of the following:

~~3-2.2 Any person occupying a position under Job Code 1138SM who is assigned to act as Supervising Clerk over persons in Job Codes 1296 or 1297, shall be compensated an additional 5 percent when the number of employees supervised is greater than 9, and an additional 10 percent when the number exceeds 20.~~



~~3-12.7— Each physician occupying a position under Job Code 5130N designated by the appointing authority to read x-ray minifilms, shall be compensated at the rate of \$0.07 per film in lieu of the hourly compensation specified.~~

~~3-15.17— Not to exceed one person under Job Code 9538SM when assigned responsibility for the County Wide Public Works Inspection Program shall be compensated an additional 10 percent. The compensation authorized by this note will cease in the event that a second position in this same classification is filled and assigned commensurate duties and responsibilities.~~

~~3-17.32— Effective July 18, 2004, one person occupying a position under Job Code 8604, when assigned as the Commander of the Alameda County Narcotics Task Force, shall be compensated an additional 10 percent compensation.~~

### 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.