



Human Resource Services

November 19, 2019

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

SUBJECT: ADOPT SALARY ORDINANCE AND ADMINISTRATIVE CODE AMENDMENTS TO ALIGN UNREPRESENTED CLASSIFICATIONS' SALARIES AND BENEFITS TO THE ALAMEDA COUNTY MANAGEMENT EMPLOYEES ASSOCIATION (ACMEA) GENERAL GOVERNMENT AND CONFIDENTIAL UNITS AND ADJUST THE SALARY FOR JOB CODE #0299N TO MEET STATE MINIMUM WAGE

Dear Board Members:

RECOMMENDATIONS:

A. Adopt Salary Ordinance amendments to:

- i. update Article 1, Section 1-2, Subsection 1-2.2, to increase the salaries for Unrepresented M-designated classifications and specified Unrepresented Non-Management related to Management classifications by three and one quarter percent (3.25%) effective December 29, 2019;
- ii. update Article 1, Section 1-2, Subsection 1-2.2, to adjust the salary for the classification of Administrative Intern Services-as-Needed (SAN) (Job Code #0299N) by increasing the Step 1 salary rate to the State minimum wage of thirteen dollars (\$13.00) per hour effective January 1, 2020; and
- iii. update Article 7, Section 7-10 (Cafeteria Benefit Plan: Amount of Allocable Money (County Allowance)), to reflect the increase in the County Allowance from \$3300 to \$3500 effective Plan Year 2022.

B. Adopt an Administrative Code amendment to Chapter 3.64 (Employee Health and Welfare Benefit Program), subsection 3.64.050 (County contribution) to reflect the increase in the employee share of cost of medical premiums for Unrepresented M-designated classifications from 12.5% to 15% effective Plan Year 2022.

DISCUSSION/SUMMARY:

On March 13, 2018, your Board approved the Memoranda of Understanding (MOU) for the ACMEA General Government and Confidential Units that included wage increases and benefit changes. Historically, certain Unrepresented M-designated classifications have received the same wage increases and benefit changes as the ACMEA General Government and Confidential units. In addition, Unrepresented Non-Management related to Management classifications receive the same wage increase. As such, we recommend increasing the salaries of the specified Unrepresented classifications in the attached Salary Ordinance amendment by three and one-quarter percent (3.25%), effective December 29, 2019.

We also recommend adjusting the salary for the classification of Administrative Intern SAN (Job Code #0299N) by increasing the step 1 salary rate to the State minimum wage of thirteen dollars (\$13.00) per hour effective January 1, 2020.

Further, as part of the Board approved ACMEA General Government and Confidential Units MOU benefit changes on March 13, 2018, employees represented by these units will increase their share of medical premiums from twelve and one-half percent (12.5%) to fifteen percent (15%), and correspondingly will receive an increase in the County Allowance from three thousand three hundred dollars (\$3300) to three thousand five hundred dollars (\$3500), effective Plan Year 2022. Thus, we recommend applying the same benefit changes to all employees in Unrepresented M-designated classifications effective the same plan year.

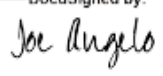
FINANCING:

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:

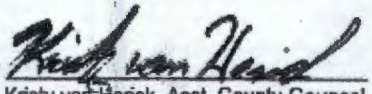
The Salary Ordinance and Administrative Code amendments meet the 10x goal pathways of **Employment for All** in support of our shared vision of a **Prosperous and Vibrant Economy**.

Very truly yours,

DocuSigned by:

2CC022F934DA404...

Joe Angelo, Director
Human Resource Services

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

By 
Kristy van Herick, Asst. County Counsel

O-2019-53

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 date shown below.

Job Code		Title	Unit Code	Effective Date	Step 01	Step 02	Step 03	Step 04	Step 05	FLSA Status
6517	SM	ACCESS Program Clinical Mgr	U15	12/29/2019	4,224.80				5,187.20	X
0182	SM	Acctg and Finance Manager	U44	12/29/2019	4,568.80				5,552.00	X
5016	PA	Acctg/Leveragng Spec,ACCFC	067	12/29/2019	3,497.60				4,077.60	X
5010	PA	Admin / Financial Dir, ACCFC	067	12/29/2019					4,850.40	X
0245	PA	Admin Analyst	U50	12/29/2019	3,615.20				5,541.60	X
6137	EM	Admin Chief of Staff, Probat	051	12/29/2019	5,085.60	5,339.20	5,607.20	5,886.40	6,180.00	X
0299N	NM	Admin Intern SAN	043	12/29/2019	10.18				20.48	N
0299N	NM	Admin Intern SAN	043	1/1/2020	13.00				20.48	N
5017	PA	Admin Svcs Assistant, ACCFC	067	12/29/2019	2,257.60	2,371.20	2,480.00	2,616.80	2,740.00	X
0240	PA	Admin Trainee	U50	12/29/2019	2,310.40				2,663.20	N
0229	SM	Admin/Financial Svcs Manager	U50	12/29/2019	4,344.80	4,564.80	4,794.40	5,028.80	5,285.60	X
1137	CA	Administrative Associate, CAO	U50	12/29/2019	2,585.60	2,720.80	2,864.80	3,017.60	3,175.20	X
1226	CA	Administrative Legal Secretary	U50	12/29/2019	2,798.40				3,332.00	X
5091	SM	Adult / Older Ad Sys Care Dir	U45	12/29/2019	5,076.80				6,172.80	X
5072	SM	Alcohol and Drug Prgm Admin	U45	12/29/2019	4,836.00	5,080.00	5,332.00	5,600.00	5,877.60	X
1868	PA	Application Systems Enginr III	U15	12/29/2019	4,696.00				6,394.40	X
0321	PA	Assessor's Communicatn Coord	U15	12/29/2019	2,253.60				2,875.20	X
0272	PA	Assistant Business Analyst	U50	12/29/2019	3,375.20				4,241.60	X
1845	EM	Assistant Chief Info Officer	051	12/29/2019	6,183.20				8,523.20	X
2986	EM	Assistant Dir Surplus Prop Au	U15	12/29/2019	5,324.00	5,594.40	5,872.00	6,155.20	6,469.60	X
5056	EM	Assistant Director, HCSA	051	12/29/2019	5,286.40				7,397.60	X
0492	SM	Assistant Risk Manager	U50	12/29/2019	4,021.60				5,548.00	X
5079	SM	Associate Dir, Adult Svc, BHCS	U45	12/29/2019	5,076.80				6,172.80	X
0243	PA	Asst Admin Analyst	U50	12/29/2019	2,710.40				3,296.80	X
5043	EM	Asst Agcy Dir, Comm Hlth Svcs	051	12/29/2019	5,976.00	6,274.40	6,586.40	6,916.80	7,269.60	X

Job Code		Title	Unit Code	Effective Date	Step 01	Step 02	Step 03	Step 04	Step 05	FLSA Status
6080	EM	Asst Agcy Dir, Social Svs Agcy	051	12/29/2019	5,976.00				7,269.60	X
8344	PA	Asst Building Official	U44	12/29/2019	3,887.20	4,092.80	4,299.20	4,512.00	4,735.20	X
1358	EM	Asst Chief Execu Offcr, ACERA	066	12/29/2019	5,560.00				8,889.60	X
6145	EM	Asst Chief Probation Officer	051	12/29/2019	5,902.40				7,162.40	X
1008	SM	Asst Clerk, Bd of Supervisors	U50	12/29/2019	3,411.20				5,228.00	X
0031	SM	Asst Controller	051	12/29/2019	5,516.80	5,795.20	6,082.40	6,388.00	6,707.20	X
0260	EM	Asst County Administrator	051	12/29/2019	8,416.00				10,226.40	X
1530	EM	Asst County Clerk Recorder	051	12/29/2019	3,963.20	4,152.80	4,363.20	4,589.60	4,812.80	X
2046	SM	Asst Depty Dir, Public Works	U44	12/29/2019	5,324.00	5,594.40	5,872.00	6,155.20	6,469.60	X
2953	SM	Asst Deputy Dir, CDA	U15	12/29/2019	5,324.00	5,594.40	5,872.00	6,155.20	6,469.60	X
2050	EM	Asst Dir of Public Works	051	12/29/2019	7,047.20	7,399.20	7,778.40	8,166.40	8,564.00	X
6074	SM	Asst Dir, Fin and Contr, Prob	U15	12/29/2019	4,780.80				5,813.60	X
1834	SM	Asst Manager Comp Operations	U15	12/29/2019	3,076.00				4,250.40	X
1734	SM	Asst Prop & Salvage Mgr	U15	12/29/2019	2,070.40	2,176.80	2,280.80	2,377.60	2,492.00	X
0053	EM	Asst Sheriff	051	12/29/2019					9,614.40	X
0162	EM	Asst Treasurer	051	12/29/2019					6,400.00	X
6048	SM	Ast Chf of Pol and Std Comp	051	12/29/2019	4,766.40				5,795.20	X
1587	NM	Attorney Assistant	043	12/29/2019	2,230.50	2,339.25	2,455.50	2,579.25	2,710.50	N
9215	PA	Audio Visual Specialist	046	12/29/2019	3,020.80				3,762.40	N
9213	PA	Audio Visual Technician	046	12/29/2019	2,060.80	2,166.40	2,276.80	2,382.40	2,500.80	N
5342	SM	Authorization Srvs Coordinator	U45	12/29/2019		4,521.60	4,750.40	5,084.00	5,432.80	X
9425	SM	Auto Mechanic Supervisor	U15	12/29/2019					3,719.20	X
6514	SM	Behav Hlth Crisis Intr Sup	U15	12/29/2019	3,986.40				4,894.40	X
0267	PA	Benefits Accountant	U50	12/29/2019	2,438.40				3,375.20	X
0262	SM	Benefits Admin Supervisor	U50	12/29/2019	3,847.20				4,812.80	X
2958	PA	Bonds and Finance Coordinator	U15	12/29/2019	3,317.60	3,481.60	3,655.20	3,839.20	4,028.80	X
2974	SM	Bonds and Finance Manager	U15	12/29/2019	4,293.60	4,500.00	4,728.00	4,963.20	5,212.80	X
5076	SM	Bus Intel/Analytics Dir, HCSA	U45	12/29/2019	5,440.00	5,714.40	5,992.00	6,160.00	6,623.20	X
0268	CA	Business Analyst	U50	12/29/2019	3,847.20				4,812.80	X
0253	PA	Cable TV & Comm Analyst	U50	12/29/2019	3,411.20				5,228.00	X
2218	SM	Capital Program Manager	U15	12/29/2019	4,589.60				5,918.40	X
5061	SM	Care Connect Deputy Director	U45	12/29/2019	5,626.40	5,908.00	6,203.20	6,513.60	6,839.20	X
5062	SM	Care Connect Sys Integ Admin	U50	12/29/2019	4,900.80				6,254.40	X
6647	SM	Chd and Youth Initia Directr	U45	12/29/2019	4,393.60				5,358.40	X
0465	SM	Chief Dept HR Administrator	U50	12/29/2019	4,372.80				5,313.60	X
0023	EM	Chief Deputy Assessor	051	12/29/2019					7,000.80	X
0030	EM	Chief Deputy Auditor	051	12/29/2019					7,474.40	X
0195	EM	Chief Deputy of Ops, GSA	051	12/29/2019	6,436.80				7,828.00	X
0070	EM	Chief Deputy Tax Collector	051	12/29/2019	4,895.20				5,940.00	X
0193	SM	Chief Deputy, Admin GSA	051	12/29/2019	5,125.60				7,152.00	X
5793	SM	Chief Envir Hlt Admin&Tech Svs	U45	12/29/2019	4,625.60	4,829.60	5,057.60	5,277.60	5,538.40	X

Job Code		Title	Unit Code	Effective Date	Step 01	Step 02	Step 03	Step 04	Step 05	FLSA Status
0183	SM	Chief Financial Manager	U15	12/29/2019	4,895.20				5,940.00	X
5149	PA	Chief Forensic Pathologist	U45	12/29/2019	11,766.40				14,296.80	X
1849	SE	Chief Information Officer	071	12/29/2019	7,172.80				9,615.20	X
0170	PA	Chief Inves Officer-Tre Dept	U15	12/29/2019	4,895.20				5,940.00	X
1345	PA	Chief Investment Officer, ACERA	066	12/29/2019	7,444.00				11,901.60	X
1373	PA	Chief of Internal Audit, ACERA	066	12/29/2019	3,813.60				6,288.00	X
6049	SM	Chief of Policy and Std Comp	051	12/29/2019	5,499.20				6,688.00	X
0496	CA	Chief of Staff, BOS	U50	12/29/2019	4,526.40				5,818.40	X
6150	SE	Chief Probation Officer	071	12/29/2019	7,255.20				9,432.00	X
5774	SM	Chief Public Health Investgr	U45	12/29/2019	2,879.20	3,024.80	3,173.60	3,332.80	3,509.60	X
1847	EM	Chief Technology Officer	051	12/29/2019	6,183.20				8,523.20	X
5790	SM	Chief, Environ Hlth Fld Oper	U45	12/29/2019	4,625.60	4,829.60	5,057.60	5,277.60	5,538.40	X
0169	EM	Chief, Executive Offcr ACERA	066	12/29/2019	9,715.20				11,566.40	X
0154	SM	Chief, Fiscal Services	U15	12/29/2019	3,802.40	3,990.40	4,188.00	4,403.20	4,622.40	X
0167	SM	Chief, Real Estate Taxes	U15	12/29/2019	3,296.80	3,468.00	3,655.20	3,843.20	4,046.40	X
5687	SM	Chief, Vector Control Svcs Dist	U15	12/29/2019	3,576.80	3,757.60	3,941.60	4,142.40	4,343.20	X
5009	PA	Child Care Director, ACCFC	067	12/29/2019					4,824.80	X
0330	SM	Child Care Svcs Prog Admin	U50	12/29/2019	3,136.00				4,577.60	X
5019	SM	Child Dev Corps Coord, ACCFC	067	12/29/2019	2,730.40				3,334.40	X
1583	PA	Civil Paralegal	U15	12/29/2019	2,712.80	2,857.60	3,005.60	3,160.00	3,331.20	X
0224	PA	Clerk, BOS Service Manager	U15	12/29/2019	2,764.80				3,889.60	X
5594	SM	Clinical Lab Operations Mgr	U45	12/29/2019	3,987.20	4,195.20	4,400.00	4,614.40	4,848.00	X
6516	SM	Clinical Review Sp Supervisor	U15	12/29/2019	3,986.40				4,894.40	X
5084	SM	Comm Health Svcs Administrator	U45	12/29/2019	4,290.40	4,505.60	4,729.60	4,919.20	5,210.40	X
6183	SM	Comm Network Coordinator	U15	12/29/2019	2,828.00	2,962.40	3,117.60	3,268.00	3,424.00	X
5012	PA	Comm Outreach Cordinator, ACCFC	067	12/29/2019	2,984.00				3,628.00	X
1363	PA	Communications Manager, ACERA	066	12/29/2019	3,055.20				4,060.00	X
5088	PA	Community Health Svs Coord	U45	12/29/2019	3,508.80				4,250.40	X
0340	PA	Community Liaison Specialist	U15	12/29/2019		3,096.80	3,248.80	3,413.60	3,585.60	X
1366	PA	Comp & Netwrk Sys Analst, ACERA	066	12/29/2019	4,275.20				5,716.80	X
1367	PA	Comp & Netwrk Sys Spec, ACERA	066	12/29/2019	3,038.40				4,072.00	X
1339	PA	Compliance Officer, ACERA	066	12/29/2019	3,004.00				4,026.40	X
5095	PA	Compliance Officer, BHCS	U45	12/29/2019	4,167.20				5,140.80	X
5065	SM	Cond Rel&Crime Justi Svs Dir	U45	12/29/2019	3,964.80				5,588.80	X
0474	PA	Conf Ctr Services Manager	U15	12/29/2019	3,524.80				4,605.60	X
5096	SM	Consumer / Fam Relations Mgr	U15	12/29/2019	3,124.00				4,188.00	X
0481	PA	Contract Compliance Officer	U15	12/29/2019	3,004.00				4,026.40	X
0451	SM	Contract Compliance Supervr	U15	12/29/2019	3,644.00				4,428.80	X

Job Code		Title	Unit Code	Effective Date	Step 01	Step 02	Step 03	Step 04	Step 05	FLSA Status
5013	CA	Contracts & Grants Coord, ACCFC	067	12/29/2019	2,985.60				3,931.20	X
6915	PA	Coord Of Community Services	U15	12/29/2019	3,161.60				4,613.60	N
0035	SE	County Administrator	071	12/29/2019	10,720.00				13,972.00	X
0259	PA	County Finance Director	051	12/29/2019	6,144.00				8,646.40	X
5046	PA	County Health Officer	U45	12/29/2019	7,072.80	7,424.00	7,796.00	8,185.60	8,587.20	X
4190	SE	County Librarian	071	12/29/2019	5,810.40				8,134.40	X
0479	PA	County Trng and Prgm Coord	U15	12/29/2019	2,372.80				2,970.40	X
1857	PA	County Webmaster	U15	12/29/2019	4,803.20				6,394.40	X
0258	SM	Countywide Initiative Prg Coor	U50	12/29/2019	4,900.80				7,641.60	X
6518	PA	Critical Care Manager, BHCS	U45	12/29/2019	3,760.80				4,617.60	X
0466	PA	Cty Trng and Org Dev Special	U50	12/29/2019	3,746.40				4,554.40	X
3310	SM	DA Admin Chief of Staff	046	12/29/2019	5,085.60				6,180.00	X
1815	PA	Data Network Design Specialist	U15	12/29/2019	2,556.80				3,507.20	X
1808	SM	Data Processing Supervisor	U15	12/29/2019	2,303.20	2,420.00	2,530.40	2,668.00	2,795.20	X
1539	SM	Deferred Com Program Mgr	U15	12/29/2019	3,960.80				4,812.00	X
0462	SM	Departmental HR Manager	U50	12/29/2019	3,994.40				4,859.20	X
0459	CA	Dept HR Officer Trainee	U50	12/29/2019	2,672.00				3,246.40	X
0257	EM	Deputy County Administrator	U50	12/29/2019	9,167.20				11,699.20	X
4185	EM	Deputy County Librarian	051	12/29/2019	5,219.20	5,477.60	5,756.00	6,037.60	6,351.20	X
2952	EM	Deputy Dir, CDA	051	12/29/2019	6,129.60	6,424.00	6,747.20	7,089.60	7,454.40	X
3165	EM	Deputy Dir, Dept Child Svs	051	12/29/2019	6,103.20				8,420.80	X
1831	SM	Deputy Dir, DP Plan & Control	U15	12/29/2019	4,846.40				6,476.80	X
1838	SM	Deputy Dir, Network Svs	U15	12/29/2019	5,816.00				7,765.60	X
5390	PA	Deputy Dir, Pub Hlth Nrsg	U45	12/29/2019	4,821.60				5,944.00	X
5047	SM	Deputy Dir, Public Health	U45	12/29/2019	4,366.40				5,852.80	X
2047	EM	Deputy Dir, Public Works	051	12/29/2019	6,129.60	6,424.00	6,747.20	7,089.60	7,454.40	X
1829	SM	Deputy Dir., Inf Tech Dept	U15	12/29/2019	5,816.00				7,765.60	X
5007	EM	Deputy Director, ACCFC	067	12/29/2019					5,287.20	X
5078	SM	Deputy Director, Behav Health	U45	12/29/2019	5,575.20	5,857.60	6,145.60	6,315.20	6,788.80	X
0194	EM	Deputy Director, GSA	051	12/29/2019	6,129.60				7,454.40	X
0290	EM	Deputy Director, HRS	051	12/29/2019	6,072.00				7,400.80	X
6082	EM	Deputy Director, SSA	051	12/29/2019	6,145.60	6,444.00	6,773.60	7,111.20	7,458.40	X
4184	PA	Deputy of Admn Svs, Cty Lib	U50	12/29/2019	4,958.40				6,032.80	X
1007	EM	Deputy Registrar of Voters	051	12/29/2019	5,200.00				6,327.20	X
8435	SM	Deputy Sealer of Wts&Measures	U15	12/29/2019	3,040.80	3,193.60	3,352.80	3,531.20	3,699.20	X
0318	PA	Dev Disabilities Coordinator	U45	12/29/2019	3,220.00	3,372.00	3,543.20	3,721.60	3,905.60	X
5049	PA	Dir of Asmt, Plng and Health	U45	12/29/2019	4,356.80				5,290.40	X
5783	SM	Dir of Comm Assess Plan Eval	U45	12/29/2019	3,687.20				4,940.00	X
2951	SM	Dir of Finance, CDA	U15	12/29/2019	6,176.00	6,474.40	6,800.80	7,143.20	7,512.80	X
5050	SE	Dir of Health Care Svcs	071	12/29/2019	8,200.00				11,060.00	X
0295	SE	Dir Of Human Resource Svcs	071	12/29/2019	7,538.40				9,799.20	X

Job Code		Title	Unit Code	Effective Date	Step 01	Step 02	Step 03	Step 04	Step 05	FLSA Status
0288	EM	Dir Of Industrial Relations	051	12/29/2019					6,929.60	X
0401	SM	Dir of Interagy Chdr Pol Coun	U45	12/29/2019	3,986.40				4,894.40	X
2954	PA	Dir of Ops & Mgmt Svcs, CDA	U15	12/29/2019	5,544.80	5,822.40	6,113.60	6,418.40	6,740.00	X
8587	SM	Dir of Prof Stdards, Prob	051	12/29/2019	5,100.00				6,199.20	X
2055	SE	Dir of Public Works	071	12/29/2019	7,222.40				9,428.00	X
6085	SE	Dir of Social Services	071	12/29/2019	7,887.20				10,116.80	X
5045	EM	Dir, Behavioral Health	051	12/29/2019	6,735.20				8,756.00	X
2950	SE	Dir, Community Dev Agency	071	12/29/2019	7,222.40				9,428.00	X
0190	SE	Dir, General Services Agency	071	12/29/2019	7,222.40				9,428.00	X
5044	EM	Dir, Public Health	051	12/29/2019	5,976.00				7,269.60	X
6138	EM	Director of Bus Svcs, Prob	051	12/29/2019	4,962.40				6,332.80	X
3170	SE	Director, Dept Child Svs	071	12/29/2019	6,741.60				8,884.80	X
8508	SM	Director, Div of Adult Protect	U49	12/29/2019	4,430.40	4,650.40	4,888.00	5,127.20	5,396.80	X
0475	SM	Director, Risk Management	U50	12/29/2019	4,900.80				6,254.40	X
2987	EM	Director, Surplus Property Au	U15	12/29/2019	6,129.60	6,424.00	6,500.00	7,089.60	7,454.40	X
0490	PA	Disability Mgmt & Rehab Coord	U50	12/29/2019	3,268.00				4,176.80	X
0467	CA	Disability Program Case Mgr	U50	12/29/2019	2,952.80				4,241.60	X
0468	SM	Disability Program Supervisor	U50	12/29/2019	4,195.20				5,100.80	X
0463	SM	Disability Progm Administor	U50	12/29/2019	4,372.80				5,313.60	X
6125	PA	Div Ops Services Mgr, SSA	U49	12/29/2019	4,456.80				5,416.80	X
0487	PA	Diversity Programs Asst Mgr	U50	12/29/2019	3,411.20				5,228.00	X
0160	SM	Division Chief, Auditor	U15	12/29/2019	5,089.60	5,334.40	5,608.00	5,895.20	6,176.80	X
5094	SM	Division Director, BHCS	U45	12/29/2019	4,393.60	4,613.60	4,844.00	5,085.60	5,339.20	X
8421	SM	Dpty Agri Com/Sealr of WandM	U15	12/29/2019	3,460.80	3,636.00	3,815.20	4,020.80	4,211.20	X
5071	PA	Early Per Scr Diag&Treat Coord	U45	12/29/2019	3,924.80				4,860.00	X
2985	SM	Economic & Civic Dev Manager	U15	12/29/2019	4,293.60	4,500.00	4,728.00	4,963.20	5,212.80	X
0251	PA	Economic Development Analyst I	U50	12/29/2019	2,710.40				3,296.80	X
0250	PA	Economic Development Anl, Trnee	U50	12/29/2019	2,310.40				2,663.20	X
0270	PA	Economic Development Anlyst II	U50	12/29/2019	3,411.20				5,228.00	X
0263	CA	Employee Benefits Specialist	U50	12/29/2019	2,863.20				3,761.60	N
0265	CA	Employee Benefits Tech I	U50	12/29/2019	2,485.60				3,216.80	N
0266	CA	Employee Benefits Tech II	U50	12/29/2019	2,867.20				3,542.40	N
0286	EM	Employee Relations Manager	051	12/29/2019	5,587.20				6,810.40	X
0261	SM	Employee Services Adminstr	U50	12/29/2019	4,107.20				5,332.80	X
5782	SM	Epidemiology Research Scient	U45	12/29/2019	3,893.60				4,805.60	X
5011	PA	Evaluation & Tech Dir, ACCFC	067	12/29/2019	3,658.40				4,836.00	X
5015	CA	Evaluation Specialist	067	12/29/2019	3,167.20				4,107.20	X
1229	CA	Exec Asst to the County Admin	U50	12/29/2019	3,709.60	3,893.60	4,088.80	4,294.40	4,508.00	X
0271	SM	Exec Director EDAB	U50	12/29/2019	5,421.60				8,008.80	X
5006	EM	Exec Director, ACCFC	067	12/29/2019					6,976.00	X
0232	PA	Exec Programs Coordinator	U50	12/29/2019	3,534.40				4,636.80	X

Job Code		Title	Unit Code	Effective Date	Step 01	Step 02	Step 03	Step 04	Step 05	FLSA Status
1350	CA	Exec Secretary, ACERA	066	12/29/2019	2,679.20				4,075.20	X
0313	SM	Family Health Services Coord	U45	12/29/2019	3,240.00				4,340.00	X
5008	SM	Family Svcs Program Dir, ACCFC	067	12/29/2019					4,837.60	X
6072	EM	Fin Svcs Director, ACSO	051	12/29/2019	5,160.00				6,272.80	X
6073	EM	Finance and Contr Dir, Prob	051	12/29/2019	5,160.00				6,272.80	X
6070	SM	Financial Srv Deputy Dir, SSA	U15	12/29/2019	4,164.00	4,376.00	4,593.60	4,826.40	5,062.40	X
6075	EM	Financial Svcs Director, SSA	051	12/29/2019	5,447.20				6,618.40	X
0225	EM	Financial Svcs Director, HCSA	051	12/29/2019	5,447.20				6,618.40	X
1357	SM	Fiscal Services Ofcr, ACERA	066	12/29/2019	5,447.20				6,618.40	X
8518	SM	Forensic Auditor	046	12/29/2019	3,676.80				4,706.40	X
1418	PA	Foundation Director	U15	12/29/2019	3,598.40				4,371.20	X
0310	PA	Fund Deve and Grant Specialt	U45	12/29/2019	2,622.40				3,873.60	X
2126	PA	Geo Info Systems Analyst	U15	12/29/2019	3,248.00				4,158.40	X
2115	SM	Grading Supervisor	U44	12/29/2019	4,356.00	4,567.20	4,800.80	5,039.20	5,287.20	X
0252	PA	Grants Program Manager	U50	12/29/2019	3,208.00				5,956.00	X
0315	SM	Health Care Program Admin II	U15	12/29/2019	3,549.60				4,734.40	X
5026	PA	Hopital Outreach Mgr, ACCFC	067	12/29/2019	2,486.40	2,611.20	2,741.60	2,879.20	3,024.00	X
5018	SM	Hospital Outreach Coord, ACCFC	067	12/29/2019	1,932.00				2,576.00	X
5030	SM	Housing Services Administrator	U45	12/29/2019	4,420.80	4,640.00	4,872.00	5,116.00	5,365.60	X
0269	CA	HR Validation Processor	U50	12/29/2019	2,326.40				2,936.80	N
0294	SM	Human Resource Div Manager	U50	12/29/2019	5,080.00				6,176.80	X
0287	SM	Human Resource Services Mgr	U50	12/29/2019	4,736.80				5,957.60	X
0275N	NM	Human Resources Intern SAN	043	12/29/2019	22.65				30.29	N
1347	PA	Human Resources Officer, ACERA	066	12/29/2019	3,813.60				6,288.00	X
1348	CA	Human Resources Tech, ACERA	066	12/29/2019	2,691.20				4,241.60	X
0276	CA	Human Resources Trainee	U50	12/29/2019	2,710.40				3,296.80	X
5343	PA	Infection Control Coordinator	U45	12/29/2019		3,941.60	4,127.20	4,403.20	4,700.00	X
5025	PA	Info Systems Coord, ACCFC	067	12/29/2019	2,622.40				3,787.20	X
0427	SM	Info Systems Deputy Director	U15	12/29/2019	4,542.40				5,520.80	X
0424	SM	Info Systems Director	U15	12/29/2019	4,177.60				5,851.20	X
1830	PA	Infrastructure Svcs Analyst	U15	12/29/2019	3,703.20				4,738.40	X
1836	PA	Infrastructure Svcs Engineer	U15	12/29/2019	4,527.20				6,394.40	X
1837	SM	Infrastructure Svcs Manager	U15	12/29/2019	5,326.40				7,104.80	X
1828	PA	Infrastructure Svcs Tech	U15	12/29/2019	2,922.40				3,778.40	X
1372	PA	Internal Auditor, ACERA	066	12/29/2019	3,559.20				4,330.40	X
8541	NM	Investigative Assistant	043	12/29/2019	2,120.00	2,232.00	2,345.60	2,452.00	2,574.40	N
8588	CA	Investigator, Probation Dept	U50	12/29/2019	4,161.60				5,035.20	X
1343	PA	Investment Analyst, ACERA	066	12/29/2019	2,515.20				4,275.20	X
1346	PA	Investment Officer, ACERA	066	12/29/2019	3,143.20				5,343.20	X
5075	SM	Juv Justice Hlth Svc Director	U45	12/29/2019	4,372.80				5,320.00	X
0283	CA	Labor Relations Analyst I	U50	12/29/2019	2,952.80				4,241.60	X

Job Code		Title	Unit Code	Effective Date	Step 01	Step 02	Step 03	Step 04	Step 05	FLSA Status
0284	PA	Labor Relations Analyst II	U50	12/29/2019	3,496.00				5,100.80	X
0292	SM	Labor Relations Manager	U50	12/29/2019	5,480.80				6,728.00	X
5801	SM	Lactation Specialist	U45	12/29/2019	2,586.40				3,176.00	X
7740	SM	Laundry Supervisor	U15	12/29/2019	2,138.40	2,231.20	2,350.40	2,463.20	2,586.40	N
0246	SM	Law Office Manager	U50	12/29/2019	3,424.80				4,582.40	X
1585N	NM	Legal Assistant SAN	043	12/29/2019	16.34				31.26	N
1419	PA	Library Fund Dev and Gt Spec	U15	12/29/2019	2,612.80				3,498.40	X
0248	PA	Local Agcy Format Comm Analyst	U50	12/29/2019	3,615.20				5,541.60	X
0244	CA	Local Agency Formation Comm Ck	U50	12/29/2019	2,585.60				3,175.20	X
0256	SM	Local Agy Format Comm Ex Offr	U50	12/29/2019	3,999.20				6,096.00	X
0184	SM	Logistics Svcs Manager, GSA	U15	12/29/2019	4,632.00				5,688.80	X
9692	SM	Maintenance Coordinator	U15	12/29/2019	2,840.80				3,805.60	X
0203	PA	Management Associate I	U15	12/29/2019	2,310.40				2,663.20	X
0204	PA	Management Associate II	U15	12/29/2019	2,550.40				3,296.80	X
0601	PA	Management Consultant	U15	12/29/2019	1,836.00				10,132.00	X
0235	MA	Management Services Trainee	U15	12/29/2019			2,276.80	2,374.40	2,496.80	N
0227	SM	Management Svcs Admin Pub Wks	U50	12/29/2019	5,447.20	5,724.80	6,009.60	6,299.20	6,618.40	X
1844	SM	Manager, DP Technical Services	U15	12/29/2019	4,365.60				5,833.60	X
7425	SM	Manager, Janitorial Services	U15	12/29/2019	3,026.40				3,684.80	X
9445	SM	Manager, Motor Vehicle Div	U15	12/29/2019	3,709.60				4,503.20	X
0289	SM	Manager, Employee Bene Svc Ctr	U50	12/29/2019	4,736.80				5,957.60	X
0234	PA	Management Analyst Assistant	U15	12/29/2019	2,156.80	2,266.40	2,390.40	2,492.80	2,620.80	N
5160	SM	Medical Director, BHCS	U45	12/29/2019					9,389.60	X
2219	SM	Medical Facilities Dev Manager	U15	12/29/2019	4,659.20				6,502.40	X
6420	SM	Medical Social Work Suprvsr	U45	12/29/2019	3,395.20	3,556.00	3,721.60	3,898.40	4,076.80	X
6905	PA	Minority Recruiter	U50	12/29/2019	2,812.80				4,038.40	X
8560	PA	Narc Task Force Chief Pilot	U15	12/29/2019	3,406.40				4,635.20	X
1817	PA	Network Services Analyst I	U15	12/29/2019	3,366.40				4,513.60	X
1818	PA	Network Services Analyst II	U15	12/29/2019	3,951.20				5,206.40	X
5818	SM	Occupational Therapist III	U45	12/29/2019	3,836.80	4,023.20	4,219.20	4,425.60	4,656.00	X
0208	PA	Off of Prog & Pol Dev Mgr	U50	12/29/2019	3,807.20				4,627.20	X
5014	SM	Office Manager, ACCFC	067	12/29/2019					3,024.00	X
5092	SM	Older Adult System Care Dir	U45	12/29/2019	4,393.60	4,613.60	4,844.00	5,085.60	5,339.20	X
0180	SM	Operations Support Manager, GSA	U50	12/29/2019	4,372.80				5,313.60	X
9245	SM	Painter Supervisor	U15	12/29/2019					3,660.80	X
0293	SM	Personnel Services Manager	U50	12/29/2019	4,372.80				5,313.60	X
5843	SM	Physical Therapist III	U45	12/29/2019	3,836.80	4,023.20	4,219.20	4,425.60	4,656.00	X
6047	SM	Policy Director	U49	12/29/2019	4,328.00				5,795.20	X
9691	PA	Portfolio Manager	U15	12/29/2019					5,888.00	X

Job Code		Title	Unit Code	Effective Date	Step 01	Step 02	Step 03	Step 04	Step 05	FLSA Status
0255	SM	Principal Admin Analyst	U50	12/29/2019	5,447.20				6,618.40	X
0151	SM	Principal Auditor	U15	12/29/2019	3,963.20	4,152.80	4,363.20	4,589.60	4,812.80	X
0281	SM	Principal Labor Rel Analyst	U50	12/29/2019	4,736.80				5,957.60	X
0469	SM	Privacy Compliance Officer	U50	12/29/2019	3,824.00				5,278.40	X
6037	SM	Prob Chief of Res and Eval	U50	12/29/2019	5,499.20				6,688.00	X
6033	SM	Prob Com Re-Entry & Outrch Dir	U50	12/29/2019	5,499.20				6,688.00	X
6076	SM	Prob Contracts/Grants Admstr	U15	12/29/2019	4,348.80				5,284.80	X
1581	PA	Probate Specialist	U15	12/29/2019	2,712.80	2,857.60	3,005.60	3,160.00	3,331.20	N
6135	PA	Probation Project Coordinatr	051	12/29/2019	3,364.00	3,532.80	3,709.60	3,894.40	4,089.60	X
0185	SM	Procurement Administrator	U15	12/29/2019	5,119.20				6,502.40	X
5760	SM	Prog Perf Mgt and Accred Dir	U45	12/29/2019	3,446.40				4,596.80	X
0312	MA	Program Administrator II	U15	12/29/2019	3,900.00	4,096.00	4,298.40	4,516.00	4,734.40	X
5028	PA	Program Associate,ACCFC	067	12/29/2019	2,500.80				3,692.00	X
0247	PA	Program Manager ACAC	U15	12/29/2019	2,744.00				4,425.60	X
5024	SM	Program Svcs Adminstr,ACCFC	067	12/29/2019	3,588.00	3,764.80	3,955.20	4,152.00	4,361.60	X
5023	PA	Program Svcs Coordinator, ACCFC	067	12/29/2019	3,108.80	3,264.80	3,426.40	3,598.40	3,779.20	X
0302	PA	Program Support Rep	U15	12/29/2019	2,641.60				3,242.40	X
2090	PA	Public Art Program Coord	U15	12/29/2019	2,612.80				3,498.40	X
0254	PA	Public Information Officer	U50	12/29/2019	3,411.20				5,228.00	X
0320	PA	Public Information Specialist	U15	12/29/2019	2,811.20	2,954.40	3,111.20	3,276.00	3,450.40	N
5081	SM	Quality Assur Assoc Admn BHC	U45	12/29/2019	3,943.20	4,114.40	4,286.40	4,465.60	4,653.60	X
5080	SM	Quality Assurance Admin, BHCS	U45	12/29/2019	4,249.60				5,244.80	X
5077	SM	Quality Mgmt Program Dir	U45	12/29/2019	4,975.20				5,976.80	X
9695	MA	Real Estate Projects Manager	U15	12/29/2019	3,413.60				4,864.00	X
6910	PA	Recruitment Specialist, HCSA	U15	12/29/2019	2,812.80				4,038.40	X
1458	SM	Registered Health Info Coord	U45	12/29/2019	2,487.20	2,607.20	2,703.20	2,832.80	2,953.60	X
1005	SE	Registrar of Voters	071	12/29/2019	5,834.40				7,089.60	X
5027	PA	Research Analyst, ACCFC	067	12/29/2019	2,624.80				3,514.40	X
1371	PA	Retirement Accountant III	066	12/29/2019	3,390.40	3,563.20	3,743.20	3,942.40	4,124.80	X
1359	SM	Retirement Asst Accting Mgr	066	12/29/2019	3,147.20				5,343.20	X
1356	SM	Retirement Asst Benefits Mgr	066	12/29/2019	3,147.20				5,343.20	X
1355	SM	Retirement Benefits Manager	066	12/29/2019	3,813.60				6,288.00	X
1368	MA	Retirement Sys Prg Anyst, ACERA	066	12/29/2019	3,376.00				4,894.40	X
1365	SM	Retirement Tech Officer, ACERA	066	12/29/2019	3,813.60				6,576.00	X
1360	PA	Retiremt Budget Analyst, ACERA	066	12/29/2019	3,732.80				4,536.00	X
0493	PA	Risk Coordinator	U50	12/29/2019	3,129.60				4,231.20	X
0478	SM	Safety & Loss Control Manager	U50	12/29/2019	3,919.20				5,408.00	X
0274	CA	Salary Administration Tech	U50	12/29/2019	2,420.80				2,941.60	N
6645	SM	Sch Hlth Adm-Ctr Hlth Sch&Comm	U45	12/29/2019	3,549.60				4,734.40	X

Job Code		Title	Unit Code	Effective Date	Step 01	Step 02	Step 03	Step 04	Step 05	FLSA Status
1364	PA	Security Analyst, ACERA	066	12/29/2019	3,244.80				4,360.80	X
0134	SM	Senior Cashiering Accountant	U15	12/29/2019	3,080.00				3,693.60	X
6780	SM	Senior Employment Specialist	U45	12/29/2019	2,729.60				3,317.60	X
6493	SM	Senior Mental Hlth Specialist	U45	12/29/2019	2,905.60	3,032.00	3,172.00	3,331.20	3,483.20	X
1824	PA	Senior Network Servs Analyst	U15	12/29/2019	4,599.20				6,157.60	X
5794	SM	Senior Nutritionist	U45	12/29/2019	3,099.20	3,258.40	3,424.80	3,593.60	3,768.80	X
2940	MA	Senior Planner	U15	12/29/2019	4,293.60	4,500.00	4,728.00	4,963.20	5,212.80	X
5773	SM	Senior Public Hlth Investigatr	U45	12/29/2019	2,538.40	2,665.60	2,799.20	2,937.60	3,084.80	X
0491	PA	Senior Risk & Insurance Analst	U50	12/29/2019	3,340.80				5,122.40	X
1843	PA	Senior Software Analyst	U15	12/29/2019	4,620.00				6,175.20	X
0150	SM	Senior Supervising Auditor	U15	12/29/2019	3,576.00	3,763.20	3,941.60	4,132.80	4,344.00	X
1826	MA	Senior Systems Analyst	U15	12/29/2019	4,620.00				6,175.20	X
1852	PA	Senior Technology Project Mgr	U15	12/29/2019	4,696.00				6,394.40	X
9285	PA	Senior Telecom Systems Analyst	U15	12/29/2019	4,124.00				5,153.60	X
9286	SM	Senior Telecom Tech	U15	12/29/2019	3,486.40	3,670.40	3,847.20	4,044.00	4,251.20	N
8850	PA	Sh Grant Developmt Specialist	U15	12/29/2019	3,188.00				4,830.40	X
8756	PA	Sheriff's Fleet Srvs Coord	U15	12/29/2019	2,358.40				2,866.40	X
6795	PA	Social Services Agency Planner	U49	12/29/2019	3,743.20	3,940.00	4,125.60	4,334.40	4,551.20	X
1841	PA	Software Analyst II	U15	12/29/2019	3,241.60	3,388.00	3,549.60	3,724.00	3,897.60	X
1486	SM	Spvg Health Insurance Tech	U45	12/29/2019	2,875.20	2,917.60	3,064.00	3,217.60	3,381.60	X
8764	SM	Sr Code Enforce Investigator	U15	12/29/2019	4,293.60	4,500.00	4,728.00	4,963.20	5,212.80	X
1832	PA	Sr Infrastruc Srvs Analyst	U15	12/29/2019	4,393.60				5,622.40	X
1349	SM	Sr Investment Officer, ACERA	066	12/29/2019	5,300.00				6,891.20	X
0476	PA	Staff Development Coord-MHS	U45	12/29/2019	3,927.20	4,121.60	4,327.20	4,543.20	4,770.40	X
0484	SM	Staff Development Manager	U49	12/29/2019	4,221.60				5,137.60	X
2220	SM	Stra Facil Capital Plan Mgr	U15	12/29/2019	4,650.40				6,502.40	X
8586	SM	Sup of Professnal Stds, Prob	051	12/29/2019	4,531.20				5,510.40	X
6644	SM	SupClinCaseMgr- CtrHlthSch&Comm	U45	12/29/2019			3,885.60	4,080.00	4,284.00	X
1244	SM	Supervising Civil Legal Sec	U15	12/29/2019	2,795.20	2,904.80	3,048.80	3,203.20	3,361.60	X
1716	SM	Supervising Storekeeper I	U15	12/29/2019	2,084.00	2,185.60	2,281.60	2,396.80	2,500.80	X
8532	SM	Support Enforcemnt Collctn Off	046	12/29/2019	1,807.20	1,895.20	2,012.80	2,105.60	2,211.20	N
0146	SM	Suprvsing Auditor	U15	12/29/2019	2,863.20				3,761.60	X
2722	SM	Suprvsing Auditor-Appraiser I	U15	12/29/2019	3,112.00	3,272.00	3,428.00	3,602.40	3,780.00	X
5556	SM	Suprvsing Chemist	U15	12/29/2019	3,530.40	3,699.20	3,876.80	4,059.20	4,254.40	X
8355	SM	Suprvsing Construction Insp	U44	12/29/2019	2,466.40				4,783.20	X
2081	SM	Suprvsing Ind Hygiene Eng	U15	12/29/2019	4,073.60	4,254.40	4,453.60	4,650.40	4,874.40	X
9688	SM	Suprvsing Maint Eng, Rehb Cnt	U15	12/29/2019					4,864.00	X
5615	SM	Suprvsing Microbiologist	U45	12/29/2019	3,353.60	3,524.00	3,692.00	3,887.20	4,057.60	X
2190	SM	Suprvsing Traffic Technician	U44	12/29/2019	3,381.60	3,553.60	3,731.20	3,909.60	4,107.20	X
0495	CA	Suprvsor's Assistant	U50	12/29/2019	1,732.80				4,979.20	X
9680	SM	Suprvsr, Bldgs & Plant Main	U15	12/29/2019					4,682.40	X

Job Code		Title	Unit Code	Effective Date	Step 01	Step 02	Step 03	Step 04	Step 05	FLSA Status
0168	SM	Suprvsr, Persnl Prop Taxes	U15	12/29/2019	2,356.80	2,484.00	2,606.40	2,728.80	2,868.00	X
9225	SM	Suprvsr, Crpntry, Paint and Lk	U15	12/29/2019					4,012.80	X
0178	SM	Sustainability Program Mgr	U15	12/29/2019	4,428.00				5,439.20	X
0176	PA	Sustainability Project Mgr	U15	12/29/2019	2,988.80				4,416.00	X
0181	PA	Sustainability Specialist	U15	12/29/2019	2,469.60				3,412.80	X
0296	SM	TAP Program Manager	U50	12/29/2019	3,994.40				4,859.20	X
1835	SM	Technical Service Director	U15	12/29/2019	5,326.40				7,104.80	X
1851	PA	Technology Project Manager	U15	12/29/2019	4,473.60				5,682.40	X
9282	PA	Telecom Systems Analyst	U15	12/29/2019	3,565.60	3,708.00	3,858.40	4,049.60	4,252.00	X
9287	M	Telephone Services Specialist	U15	12/29/2019	3,031.20	3,180.00	3,324.80	3,493.60	3,672.00	N
0482	PA	Train ad Ed Ctr Cus Srv Spec	U15	12/29/2019	1,989.60				2,668.00	X
0485	PA	Training and System Specialist	U15	12/29/2019	2,745.60				3,515.20	X
0477	PA	Training Cntr Bus Specialist	U15	12/29/2019	2,372.80				2,883.20	X
2624	PA	Training Officer, Assessor	U15	12/29/2019	3,393.60	3,565.60	3,736.80	3,927.20	4,120.00	X
5090	SM	Training Officer, HCSA	U15	12/29/2019	3,927.20	4,121.60	4,327.20	4,543.20	4,770.40	X
0473	SM	Training&Education Center Dir	U50	12/29/2019	5,080.00				6,176.80	X
5093	SM	Trans Age Youth Sys Care Dir	U45	12/29/2019	4,393.60	4,613.60	4,844.00	5,085.60	5,339.20	X
0137	SM	Treasurer-Tax Collector Admin	U15	12/29/2019	3,963.20				4,905.60	X
0139	SM	Treasurer-Tax Colltr Fin Mgr	U15	12/29/2019	4,895.20				5,940.00	X
0141	SM	Treasurer-Tx Col Actg Op Mgr	U15	12/29/2019	3,963.20				4,812.80	X
0483	PA	Trg Ctr Cust Srv and SalesCo	U15	12/29/2019	2,548.00				3,413.60	X
0055	EM	Undersheriff	051	12/29/2019					10,419.20	X
6141	NM	Violence Prevention Coord	U15	12/29/2019	2,998.40				3,689.60	X
6185	SM	Volunteer Program Coord(CASA)	U49	12/29/2019	3,508.80	3,680.00	3,868.00	4,054.40	4,250.40	X
1854	PA	Web Designer I	U15	12/29/2019	2,780.00				3,700.00	X
1855	PA	Web Designer II	U15	12/29/2019	3,336.00				4,440.80	X
1856	PA	Web Designer III	U15	12/29/2019	4,002.40				5,328.80	X
6789	MA	Welfare Serv Con Social Serv	U49	12/29/2019	2,002.40				4,199.20	X
5070	SM	Well, Rec and Res Dir BHCS	U45	12/29/2019	4,393.60	4,613.60	4,843.20	5,083.20	5,339.20	X
5098	SM	Workforce Ed & Trg Mgr, BHCS	U15	12/29/2019	3,876.80				5,008.00	X
0471	SM	Workforce Plng and Dev Mgr	U15	12/29/2019	4,195.20				5,100.80	X
6502	PA	Youth and Family Svcs Mgr	U15	12/29/2019	3,917.60				4,948.80	X
6500	SM	Youth&Family Svcs Supervisor	U15	12/29/2019	3,692.80				4,436.00	X

SECTION II

The following paragraph of **Article 7, Section 7-10. CAFETERIA BENEFIT PLAN: AMOUNT OF ALLOCABLE MONEY (COUNTY ALLOWANCE)** of the County of Alameda Salary Ordinance is hereby amended to read as follows:

7-10 Effective January 1, 2019, ~~each full-time unrepresented M-designated full-time employees is~~ are eligible for a cafeteria benefit plan in the amount of ~~three thousand three hundred dollars (\$3,300); and effective January 1, 2022, the cafeteria benefit plan County Allowance amount shall be increased to three thousand five hundred~~

dollars (\$3,500). This amount shall be prorated in advance of the calendar year for employees regularly scheduled to work less than full-time based upon the hours which the employee has been regularly scheduled to work.

An employee appointed to a position in a classification with a Job Code suffix EM, SM, CA, PA, MA, SE or M shall be entitled to a prorated amount of the cafeteria plan benefit based upon the number of pay periods to be worked full-time during the remainder of the calendar year, except that employees appointed during the two last full pay periods, and any following partial pay period, prior to December 31 shall not be eligible for plan benefits until the following calendar year. Effective January 1, 2014, the Plan was amended to include Dependent Care Assistance and Adoption Assistance.

SECTION III

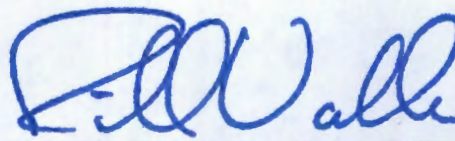
This ordinance shall take effect immediately, and before the expiration of fifteen days after its passage, shall be published once with the names of the members voting for and against it in the Inter-City Express, a newspaper published in the County of Alameda.

THE FOREGOING was **PASSED** and **ADOPTED** by a majority vote of the Alameda County Board of Supervisors this **26th** day of **November, 2019**, to wit:

AYES: Supervisors Carson, Chan, Haggerty, Miley & President Valle – 5

NOES: None

EXCUSED: None



PRESIDENT, BOARD OF SUPERVISORS


File No: 30376
Agenda No: 21
Document No: O-2019-53



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

By 
Kristy van Herick, Asst. County Counsel

O-2019-54

AN ORDINANCE AMENDING
CERTAIN PROVISIONS OF THE
COUNTY OF ALAMEDA ADMINISTRATIVE CODE

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

Chapter 3.64 Employee Health and Welfare Benefit Program, Subsection 3.64.050 of the Alameda County Administrative Code is hereby amended to read as follows:

3.64.050 - County medical and dental contribution.

- A. Medical:** The County shall contribute toward the semi-monthly premium for a County-offered medical plan for eligible employees as well as their spouses or domestic partners (effective 2/1/96 and upon submission of a domestic partner affidavit as defined in Section 3.20.170), and eligible dependents. The County and covered employees will share the cost of medical premiums. In no event shall the County contribution exceed the premium of the medical plan option selected, and such contribution shall be prorated each pay period based upon a proportion of the hours the employee is on paid status within that biweekly pay period to the normal full-time biweekly pay period for the job classification, provided that the employee is on paid status at least fifty percent (50%) of the normal full-time biweekly pay period for the job classification. If an employee is not on paid status at least fifty percent (50%) of the normal full-time biweekly pay period for the job classification, the employee will be responsible for paying the entire semi-monthly premium payment for the benefit.
- 1. Unrepresented M-Designated Employees:**
- a. Effective February 1, 2019, for unrepresented M-designated employees, the County shall contribute eighty-seven and one-half percent (87.5%) of the total semi-monthly premium for an HMO plan at the corresponding level of coverage (i.e., Self, Self + 1 dependent, or Family).
 - b. Effective February 1, 2022, for unrepresented M-designated employees, the County shall contribute eighty-five percent (85%) of the total semi-monthly premium for an HMO plan at the corresponding level of coverage (i.e. Self, Self + 1 dependent, Family).
- 2. Unrepresented Non-Management Employees:**
- a. Effective February 1, 2013, for unrepresented non-management employees, the County shall contribute ninety percent (90%) of the total semi-monthly premium for an HMO plan at the corresponding level of coverage (i.e., Self, Self + 1 dependent, Family).
 - b. Effective February 1, 2022, for unrepresented non-management employees, the County shall contribute eighty-eight percent (88%) of the total semi-monthly premium for an HMO plan at the corresponding level of coverage (i.e. Self, Self + 1 dependent, Family).
- B. Dental:** The County shall contribute the total semi-monthly premium for a County-offered dental plan at the corresponding level of coverage (i.e., Self, Self + 1 dependent, Family) provided that the employee is on paid status at least fifty percent (50%) of the normal full-time biweekly pay period. If an employee is not on paid

- C. status at least fifty percent (50%) of the normal full-time biweekly pay period for the job classification, the employee will be responsible for paying the entire semi-monthly premium payment for the benefit.

1. Unrepresented M-Designated Employees:

For unrepresented M-designated employees, the annual PPO dental maximum allowable shall be one thousand six hundred and fifty dollars (\$1650) effective plan year 2019, and one thousand seven hundred and fifty dollars (\$1750) effective plan year 2021.

2. Unrepresented Non-Management Employees:

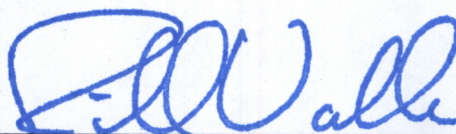
For unrepresented non-management employees, the annual PPO dental maximum allowable shall be one thousand five hundred and fifty dollars (\$1550) effective plan year 2017, one thousand six hundred and seventy-five dollars (\$1675) effective plan year 2020, one thousand seven hundred and seventy-five dollars (\$1775) effective plan year 2021, and one thousand nine hundred dollars (\$1900) effective plan year 2022.

THE FOREGOING was **PASSED** and **ADOPTED** by a majority vote of the Alameda County Board of Supervisors this **26th** day of **November, 2019**, to wit:

AYES: Supervisors Carson, Chan, Haggerty, Miley & President Valle – 5

NOES: None

EXCUSED: None



PRESIDENT, BOARD OF SUPERVISORS

File No: 30376

Agenda No: 21

Document No: O-2019-54



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