

SECOND READING - CONTINUED FROM 11/23/2021

AGENDA NO. _____ November 23, 2021



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

Human Resource Services

November 23, 2021

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

SUBJECT: ADOPT SALARY ORDINANCE AMENDMENTS TO AMEND 1) SUBSECTION 1-1.1 TO INCREASE THE SALARY FOR THE CLASSIFICATION OF DENTAL HEALTH ADMINISTRATOR (JOB CODE ("JC") #5525SM) IN THE HEALTH CARE SERVICES AGENCY ("HCSA"); 2) SUBSECTION 3-3.2 TO INCLUDE JC #0151SM; AND 3) SUBSECTION 3-21.103 TO EXTEND THE TERMINATION DATE TO JUNE 26, 2022

Dear Board Members:

RECOMMENDATION:

Adopt Salary Ordinance amendments to amend:

- i. Article 1, Section 1-1 (Pay Rate Schedules), subsection 1-1.1 to increase the salary for the classification of Dental Health Administrator (Job Code ("JC") #5525SM) in the Health Care Services Agency ("HCSA") effective December 12, 2021;
- ii. Article 3, Section 3-3 (Auditor-Controller Agency), subsection 3-3.2 to add JC #0151SM (Principal Auditor) eligible for the footnote for additional compensation of five percent (5%) of the base pay when assigned to provide oversight and manage central payroll, effective December 12, 2021; and
- iii. Article 3, Section 3-21 (Miscellaneous) by extending subsection 3-21.103, a footnote for additional compensation of 10% of the base pay for one (1) employee when authorized by the County Administrator and assigned overall countywide responsibility on workplace safety compliance and related duties and countywide special projects to June 26, 2022.

DISCUSSION/SUMMARY:

The HCSA Public Health Department ("PHD") recently conducted a review of their dental services program and determined the need to establish a more permanent structure to manage and operate the services provided to Alameda County residents. HCSA PHD's review included thorough revisions to the classification specifications in the Dentist series, including the classification of Dental Health Administrator (JC #5525SM) represented by the Alameda County Management Employees Association - General Government Unit. The classification of Dental Health Administrator (JC #5525SM) requires valid license to practice dentistry and is responsible for the planning and service delivery of Alameda County's preventative and educational dental health services. At the request of HCSA PHD, the Human Resource Services ("HRS") Department, Personnel Services Division ("PSD"), also conducted a review of the salary range for the classification of Dental Health Administrator (JC #5525SM) and determined that there is significant salary compaction between said classification and its subordinate classification of Dentist (JC #5519NM), represented by the Union of American Physicians and Dentists. As such, staff recommends increasing the salary range of the Dental Health Administrator (JC #5525SM) classification by 30.83% effective December 12, 2021, which allows a five percent (5%) salary difference between the classification of Dental Health Administrator (JC #5525SM) and the subordinate classification of Dentist (JC #5519NM).

In addition, the Auditor's Office has requested to amend an existing footnote that currently provides an additional five percent (5%) compensation to one (1) employee in JC #0150SM (Senior Supervising Auditor) when assigned to provide oversight and manage central payroll. The Auditor's Office needs flexibility to assign this function to alternative appropriate staff as needed and therefore is requesting to amend the footnote to include the classification of Principal Auditor (JC #0151SM) effective December 12, 2021. The footnote will continue to apply to only one (1) employee at any one time. As such, staff recommends amending Section 3-3 (Auditor's Office) of the Salary Ordinance by adding JC #0151SM to subsection 3-3.2.

Lastly, staff recommends amending Section 3-21 (Miscellaneous) of the Salary Ordinance by extending the termination of subsection 3-21.103 to June 26, 2022. On March 16, 2021, your Board approved the creation of subsection 3-21.100, a footnote which provides one (1) employee an additional 10% compensation of the base pay when authorized by the County Administrator and assigned the overall countywide responsibility to provide guidance to County Agencies/Departments on workplace safety compliance; track and ensure communication and coordination between County Agencies/Departments, County Risk Management Unit, and partner agencies sharing County facilities on workplace safety compliance; and perform other related duties and countywide special projects retroactive to December 27, 2020. This footnote will sunset on the earlier of December 31, 2021, or when these duties are no longer assigned to the incumbent; however, the County has an ongoing need for the current incumbent to continue performing these added functions. Therefore, staff recommends that said footnote to be extended to June 26, 2022 and shall be deleted from the Salary Ordinance upon the sunset date

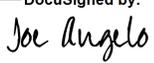
FINANCING:

Funds are available in the 2021-2022 Approved Budget and will be included in future years' requested budgets to cover the costs resulting from the recommendations.

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, HCSA

By 
Kristy van Herick, Asst. County Counsel

O-2021-52

AN ORDINANCE AMENDING
CERTAIN PROVISIONS OF THE 2020 – 2021
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 read as follows effective December 12, 2021:

Job Code		Title	Unit Code	Step 01	Step 02	Step 03	Step 04	Step 05	FLSA Status
5525	SM	Dental Health Administrator	R45	5740.00 <u>7509.60</u>	6008.80 <u>7849.60</u>	6309.60 <u>8242.40</u>	6624.80 <u>8654.40</u>	6945.60 <u>9087.20</u>	X

SECTION II

3-3.2 – Not to exceed one ~~(1) person occupying a position under~~ employee in Job Code 0150SM or 0151SM (effective December 12, 2021) assigned to provide oversight and manage central ~~as the p~~ Payroll-Manager, shall receive an additional five percent (5%) ~~percent~~ compensation of the base pay.

SECTION III

3-21.103 - Effective December 27, 2020, not to exceed one (1) employee when authorized by the County Administrator and assigned the overall countywide responsibility to provide guidance to County Agencies/Departments on workplace safety compliance; track and ensure communication and coordination between County Agencies/Departments, County Risk Management Unit, and partner agencies sharing County facilities on workplace safety compliance; and perform other related duties and countywide special projects, shall receive an additional 10% compensation of the base pay. This footnote will sunset on the earlier of ~~December 31, 2021~~ June 26, 2022, or when these duties are no longer assigned to the incumbent and shall be deleted from the Salary Ordinance upon the sunset date.

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 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 7th day of **December, 2021**, to wit:

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

NOES: None

EXCUSED: None



PRESIDENT, BOARD OF SUPERVISORS

File No: 30722
Agenda No: 17
Document No: O-2021-52



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