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**Human Resource Services**

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December 20, 2022

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

SUBJECT: ADOPT A SALARY ORDINANCE AMENDMENT TO 1) UPDATE SUBSECTION 1-1.1 TO INCREASE THE SALARIES FOR CERTAIN UNREPRESENTED M-DESIGNATED AND NON-MANAGEMENT CLASSIFICATIONS RELATED TO CLASSIFICATIONS REPRESENTED BY ACMEA GENERAL GOVERNMENT & CONFIDENTIAL UNITS; AND 2) ADD NEW SUBSECTIONS 3-18.45 AND 3-18.46 TO PROVIDE STIPENDS TO ELIGIBLE EMPLOYEES IN THE SOCIAL SERVICES AGENCY (“SSA”)

Dear Board Members:

**RECOMMENDATIONS:**

Adopt the following Salary Ordinance amendments:

- i. Update Article 1, Section 1-1 (Pay Rate Schedules), subsection 1-1.1, to increase the salaries for certain Unrepresented M-designated and Non-Management classifications related to classifications represented by the Alameda County Management Employees Association (“ACMEA”) General Government and Confidential Units by three and one-half percent (3.5%) effective December 25, 2022; and
- ii. Update Article 3, Section 3-18 (Social Services Agency) by adding 1) subsection 3-18.45 to provide retention pay stipends of \$1,000, \$2,500, \$3,000, \$4,000, and \$5,000 based on the required length of service in the Emergency Response (“ER”) field units of 12-, 18-, 24-, 36-, and 60-months, respectively, to eligible employees in the classifications of Child Welfare Worker I (Job Code (“JC”) #6740) and Child Welfare Worker II (JC #6745) in active status as of December 20, 2022; and 2) subsection 3-18.46 to provide a one-time stipend of \$1,200 to eligible employees in the classifications of Adult Protective Services Worker I (JC #6760), Adult Protective Services Worker II (JC #6765), and Adult Protection Supervisor (JC #6770) who were employed in the Social Services Agency (“SSA”) Adult Protective Services (“APS”) Unit during the pay period beginning March 8, 2020 and remained in paid status during the pay period ending August 6, 2022.

**DISCUSSION/SUMMARY:**

Historically, certain Unrepresented M-designated and Non-Management classifications related to classifications represented by ACMEA General Government and Confidential Units have received the same salary increases and benefit changes. As such, staff recommends increasing the salaries of the specified Unrepresented M-designated and Non-Management classifications in the attached Salary Ordinance amendment by three and one-half percent (3.5%) effective December 25, 2022.

The State of California Budget Act of 2021 included State-funded grants (“ER Enhancement Funds”) that allows the County to enhance child welfare ER services, including to address staff retention, by providing a retention pay stipend to eligible employees. At the request of SSA, staff completed an analysis of the ER Enhancement Funds and recommends establishing

a retention pay stipend program ("Program") for eligible employees in the classifications of Child Welfare Worker I (JC #6740) and Child Welfare Worker II (JC #6745). The Program consists of a \$1,000, \$2,500, \$3,000, \$4,000, and \$5,000 stipend for eligible employees who are active and assigned to work continuously in SSA ER field units for a required length of service, 12-, 18-, 24-, 36-, and 60-months, respectively. The Service Employees International Union, Local 1021 ("SEIU") did not request to meet and confer and on October 26, 2022, staff notified SEIU of the Program implementation logistics as outlined in the attached Salary Ordinance amendment. Therefore, staff recommends your Board adopt a Salary Ordinance amendment to provide said retention pay stipend as outlined in the attached.

Further, the federal government appropriated funds through the Coronavirus Response and Relief Supplemental Appropriations Act of 2021 to enhance and improve protective services provided by APS programs in response to the COVID-19 pandemic. To enhance and improve SSA's APS programs, including to provide an incentive for staff retention, and to acknowledge the efforts of employees working in APS programs during the COVID-19 pandemic, staff recommends to provide a one-time stipend of one thousand two hundred dollars (\$1,200) to employees in the classifications of Adult Protective Services Worker I (JC #6760), Adult Protective Services Worker II (JC#6765), and Adult Protection Supervisor (JC # 6770), assigned to the APS Unit in SSA during the pay period beginning March 8, 2020 and remained in paid status during the pay period ending August 6, 2022. On October 3, 2022, staff informed both the ACMEA and SEIU of the one-time stipend. ACMEA responded that they did not have any objections with said stipend and SEIU did not request to meet and confer on the matter. As such, staff recommends your Board adopt a Salary Ordinance amendment to provide the one-time stipend of one thousand two hundred dollars (\$1,200) as outlined in the attached.

**FINANCING:**

Funds are available from the Coronavirus State and Local Fiscal Recovery Funds under the American Rescue Plan Act of 2021 and in the 2022-2023 Approved Budget 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**.

Yours very truly,

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 12/20/2022

Approved as to Form  
DONNA ZIEGLER, County Counsel

By   
Kristy van Herick, Asst. County Counsel

## AN ORDINANCE AMENDING CERTAIN PROVISIONS OF THE 2022 – 2023 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 thereto of the following job codes, titles and salaries, to be effective on December 25, 2022:

Job Code	Classification Title	Unit Code	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA	
0023	EM	Chief Deputy Assessor	051				7705.60	X	
0030	EM	Chief Deputy Auditor	051				8227.20	X	
0031	SM	Asst Controller	051	6072.80	6378.40	6695.20	7031.20	7382.40	X
0053	EM	Asst Sheriff	051				10582.40	X	
0055	EM	Undersheriff	051				11468.00	X	
0070	EM	Chief Deputy Tax Collector	051	5388.80			6537.60	X	
0162	EM	Asst Treasurer	051				7044.80	X	
1244	SM	Supervising Civil Legal Sec	U15	3076.80	3196.80	3356.00	3525.60	3700.00	X
1418	PA	Foundation Director	U15	3960.00			4811.20	X	
1419	PA	Library Fund Dev and Gt Spec	U15	2876.00			3850.40	X	
1539	SM	Deferred Com Program Mgr	U15	4359.20			5296.00	X	
1581	PA	Probate Specialist	U15	2985.60	3145.60	3308.00	3477.60	3666.40	N
1583	PA	Civil Paralegal	U15	2985.60	3145.60	3308.00	3477.60	3666.40	X
1716	SM	Supervising Storekeeper I	U15	2294.40	2406.40	2511.20	2638.40	2752.80	X
1734	SM	Asst Prop & Salvage Mgr	U15	2278.40	2395.20	2510.40	2617.60	2742.40	X
1817	PA	Network Services Analyst I	U15	3705.60			4968.00	X	
0193	SM	Chief Deputy, Admin GSA	051	5640.80			7872.80	X	
1818	PA	Network Services Analyst II	U15	4349.60			5731.20	X	
1824	PA	Senior Network Servs Analyst	U15	5062.40			6776.80	X	
0169	EM	Chief, Executive Offcr ACERA	066	10693.60			12731.20	X	
1826	MA	Senior Systems Analyst	U15	5085.60			6796.80	X	
1828	PA	Infrastructure Srvs Tech	U15	3216.80			4158.40	X	
1829	SM	Sr Tech Services Director	U15	6401.60			8547.20	X	
0180	SM	Operations Support Manager, GSA	U50	4812.80			5848.80	X	
1830	PA	Infrastructure Srvs Analyst	U15	4075.20			5214.40	X	
0182	SM	Acctg and Finance Manager	U44	5029.60			6111.20	X	

Job Code		Classification Title	Unit Code	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
1832	PA	Sr Infrastruc Srvs Analyst	U15	4835.20				6188.80	X
1835	SM	Technical Service Director	U15	5862.40				7820.80	X
1836	PA	Infrastructure Srvs Engineer	U15	4983.20				7039.20	X
0194	EM	Deputy Director, GSA	051	6746.40				8205.60	X
0195	EM	Chief Deputy of Ops, GSA	051	7084.00				8616.00	X
0196	EM	Deputy Dir of Deten Fac Op	051	6746.40				8205.60	X
0225	EM	Financial Svcs Director, HCSA	051	5995.20				7284.80	X
0259	PA	Asst Deputy County Adminstr	051	6763.20				9516.80	X
1837	SM	Infrastructure Srvs Manager	U15	5862.40				7820.80	X
1838	SM	Deputy Dir, Network Servs	U15	6401.60				8547.20	X
0208	PA	Off of Prog & Pol Dev Mgr	U50	4190.40				5092.80	X
1841	PA	Software Analyst II	U15	3568.80	3729.60	3906.40	4098.40	4289.60	X
0260	EM	Asst County Administrator	051	9264.00				11256.00	X
0227	SM	Management Svcs Admin Pub Wks	U50	5995.20	6301.60	6615.20	6933.60	7284.80	X
0229	SM	Admin/Financial Svcs Manager	U50	4782.40	5024.00	5277.60	5535.20	5818.40	X
0232	PA	Exec Programs Coordinator	U50	3890.40				5104.00	X
0240	PA	Admin Trainee	U50	2542.40				2931.20	N
0243	PA	Asst Admin Analyst	U50	2983.20				3628.80	X
0244	CA	Local Agency Formation Comm Ck	U50	2845.60				3495.20	X
0245	PA	Admin Analyst	U50	3979.20				6100.00	X
0246	SM	Law Office Manager	U50	3769.60				5043.20	X
0248	PA	Local Agcy Format Comm Analyst	U50	3979.20				6100.00	X
0250	PA	Economic Development Anl,Trnee	U50	2542.40				2931.20	X
0251	PA	Economic Development Analyst I	U50	2983.20				3628.80	X
0252	PA	Grants Program Manager	U50	3530.40				6556.00	X
0253	PA	Cable TV & Comm Analyst	U50	3755.20				5753.60	X
0254	PA	Public Information Officer	U50	3755.20				5753.60	X
0255	SM	Principal Admin Analyst	U50	5995.20				7284.80	X
0256	SM	Local Agy Format Comm Ex Offr	U50	4401.60				6710.40	X
0257	EM	Deputy County Administrator	U50	10090.40				12876.80	X
0258	SM	Countywide Initiative Prg Coord	U50	5394.40				8411.20	X
0290	EM	Deputy Director, HRS	051	6684.00				8146.40	X
1007	EM	Deputy Registrar of Voters	051	5723.20				6964.00	X
0261	SM	Employee Services Adminstr	U50	4520.80				5869.60	X
0262	SM	Benefits Admin Supervisor	U50	4234.40				5297.60	X
0263	CA	Employee Benefits Specialist	U50	3151.20				4140.80	N
0265	CA	Employee Benefits Tech I	U50	2736.00				3541.60	N
0266	CA	Employee Benefits Tech II	U50	3155.20				3899.20	N
0267	PA	Benefits Accountant	U50	2683.20				3715.20	X
0268	CA	Business Analyst	U50	4234.40				5297.60	X
0269	CA	HR Validation Processor	U50	2560.80				3232.80	N
0270	PA	Economic Development Anlyst II	U50	3755.20				5753.60	X
0271	SM	Exec Director EDAB	U50	5967.20				8815.20	X

Job Code		Classification Title	Unit Code	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
0272	PA	Assistant Business Analyst	U50	3715.20				4668.00	X
0275N	NM	Human Resources Intern SAN	043	24.93				33.34	N
0276	CA	Human Resources Trainee	U50	2983.20				3628.80	X
0281	SM	Principal Labor Rel Analyst	U50	5212.80				6557.60	X
0283	CA	Labor Relations Analyst I	U50	3249.60				4668.00	X
0284	PA	Labor Relations Analyst II	U50	3848.00				5613.60	X
1530	EM	Asst County Clerk Recorder	051	4361.60	4571.20	4802.40	5052.00	5297.60	X
0292	SM	Labor Relations Manager	U50	6032.80				7404.80	X
0293	SM	Personnel Services Program Mgr	U50	4812.80				5848.80	X
0294	SM	Human Resource Srvs Div Mgr	U50	5591.20				6798.40	X
1845	EM	Assistant Chief Info Officer	051	6805.60				9381.60	X
0296	SM	TAP Program Manager	U50	4396.80				5348.00	X
0299N	NM	Admin Intern SAN	043	16.51				22.54	N
0310	PA	Fund Deve and Grant Specialt	U45	2887.20				4263.20	X
0313	SM	Family Health Services Coord	U45	3566.40				4776.80	X
1843	PA	Senior Software Analyst	U15	5085.60				6796.80	X
0318	PA	Dev Disabilities Coordinator	U45	3544.80	3712.00	3900.00	4096.00	4299.20	X
1846	PA	Associate Infrastr Srvs Tech	U15	2841.60				3451.20	X
1851	PA	Technology Project Manager	U15	4924.00				6254.40	X
1852	PA	Senior Technology Project Mgr	U15	5169.60				7039.20	X
1854	PA	Web Designer I	U15	3060.00				4072.00	X
0330	SM	Child Care Srvs Prog Admin	U50	3451.20				5038.40	X
1855	PA	Web Designer II	U15	3672.00				4888.00	X
0401	SM	Dir of Interagy Chdr Pol Coun	U45	4387.20				5388.00	X
1856	PA	Web Designer III	U15	4405.60				5864.80	X
1857	PA	County Webmaster	U15	5286.40				7039.20	X
0459	CA	Dept HR Officer Trainee	U50	2940.80				3573.60	X
0462	SM	Departmntal HR Manager	U50	4396.80				5348.00	X
0463	SM	Med Lvs and Accm Srvs Admin	U50	4812.80				5848.80	X
0465	SM	Chief Dept HR Administrator	U50	4812.80				5848.80	X
0466	PA	Cty Trng and Org Dev Special	U50	4123.20				5012.80	X
0467	CA	Med Lvs and Accm Srvs Case Mgr	U50	3249.60				4668.00	X
0468	SM	Med Lvs and Accm Srvs Supvr	U50	4616.80				5613.60	X
0469	SM	Privacy Compliance Officer	U50	4208.80				5809.60	X
1863	PA	Associate Web Designer	U15	2728.00				3313.60	X
0473	SM	Training&Education Center Dir	U50	5591.20				6798.40	X
1868	PA	Application Systems Enginr III	U15	5169.60				7039.20	X
0475	SM	Director, Risk Management	U50	5394.40				6884.00	X
0476	PA	Staff Development Coord-MHS	U45	4323.20	4536.80	4763.20	5000.80	5251.20	X
2081	SM	Suprvsing Ind Hygiene Eng	U15	4484.00	4683.20	4901.60	5118.40	5365.60	X
0478	SM	Safety & Loss Control Manager	U50	4313.60				5952.80	X
2090	PA	Public Art Program Coord	U15	2876.00				3850.40	X
2126	PA	Geo Info Systems Analyst	U15	3575.20				4576.80	X

Job Code		Classification Title	Unit Code	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
2218	SM	Capital Program Manager	U15	5932.80				7570.40	X
2219	SM	Medical Facilities Dev Manager	U15	5128.00				7157.60	X
0484	SM	Staff Development Manager	U49	4646.40				5655.20	X
2220	SM	Stra Facil Capital Plan Mgr	U15	5118.40				7157.60	X
0487	PA	Diversity Programs Asst Mgr	U50	3755.20				5753.60	X
0490	PA	Disability Mgmt & Rehab Coord	U50	3597.60				4597.60	X
0491	PA	Senior Risk & Insurance Analst	U50	3676.80				5637.60	X
0492	SM	Assistant Risk Manager	U50	4426.40				6106.40	X
0493	PA	Risk Coordinator	U50	3444.80				4657.60	X
0495	CA	Suprvsor's Assistant	U50	1907.20				5480.80	X
0496	CA	Chief of Staff, BOS	U50	4982.40				6404.00	X
2624	PA	Training Officer, Assessor	U15	3735.20	3924.80	4113.60	4323.20	4535.20	X
1847	EM	Chief Technology Officer	051	6805.60				9381.60	X
2047	EM	Deputy Dir, Public Works	051	6746.40	7071.20	7426.40	7804.00	8205.60	X
1008	SM	Asst Clerk, Bd of Supervisors	U50	3755.20				5753.60	X
1137	CA	Administrative Associate,CAO	U50	2845.60	2995.20	3152.80	3321.60	3495.20	X
1226	CA	Administrative Legal Secretary	U50	3080.00				3667.20	X
1229	CA	Exec Asst to the County Admin	U50	4727.20				5744.00	X
2722	SM	Suprvsing Auditor-Appraiser I	U15	3424.80	3601.60	3772.80	3964.80	4160.80	X
1339	PA	Compliance Officer, ACERA	066	3306.40				4432.00	X
1343	PA	Investment Analyst,ACERA	066	2768.00				4706.40	X
1345	PA	Chief Investment Officer,ACERA	066	8192.80				13100.80	X
1346	PA	Investment Officer, ACERA	066	3460.00				5881.60	X
1347	PA	Human Resources Officer, ACERA	066	4197.60				6920.80	X
1348	CA	Human Resources Speclst, ACERA	066	2961.60				4668.00	X
1349	SM	Investment Ops Officer, ACERA	066	5833.60				7585.60	X
1350	CA	Exec Secretary, ACERA	066	2949.60				4486.40	X
1355	SM	Retirement Benefits Manager	066	4197.60				6920.80	X
1356	SM	Retirement Asst Benefits Mgr	066	3464.00				5881.60	X
1357	SM	Fiscal Services Ofcr, ACERA	066	5995.20				7284.80	X
1358	EM	Asst Chief Execu Offcr,ACERA	066	6120.00				9784.80	X
1359	SM	Retirement Asst Accting Mgr	066	3464.00				5881.60	X
1360	PA	Retiremt Budget Analyst, ACERA	066	4109.60				4992.80	X
1363	PA	Communications Manager,ACERA	066	3362.40				4468.80	X
1364	PA	Security Analyst, ACERA	066	3572.00				4800.00	X
1365	SM	Retirement Tech Officer, ACERA	066	4197.60				7238.40	X
1366	PA	Comp & Netwrk Sys Analst,ACERA	066	4706.40				6292.00	X
1367	PA	Comp & Netwrk Sys Spec, ACERA	066	3344.00				4481.60	X
1368	MA	Retirement Sys Prg Anyst,ACERA	066	3716.00				5388.00	X
1371	PA	Retirement Accountant III	066	3732.00	3922.40	4120.00	4339.20	4540.80	X
1372	PA	Internal Auditor, ACERA	066	3918.40				4766.40	X

Job Code		Classification Title	Unit Code	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
1373	PA	Chief of Internal Audit, ACERA	066	4197.60				6920.80	X
2940	MA	Senior Planner	U15	4725.60	4952.80	5204.00	5463.20	5738.40	X
2951	SM	Dir of Finance, CDA	U15	6797.60	7126.40	7484.80	7862.40	8269.60	X
1458	SM	Registered Health Info Coord	U45	2737.60	2869.60	2976.00	3118.40	3250.40	X
1486	SM	Spvg Health Insurance Tech	U45	3164.80	3212.00	3372.80	3542.40	3721.60	X
2050	EM	Asst Dir of Public Works	051	7756.80	8144.80	8561.60	8988.80	9426.40	X
2953	SM	Asst Deputy Dir, CDA	U15	5860.00	6157.60	6463.20	6774.40	7121.60	X
2954	PA	Dir of Ops & Mgmt Svcs, CDA	U15	6103.20	6408.80	6728.80	7065.60	7419.20	X
2958	PA	Bonds and Finance Coordinator	U15	3651.20	3832.00	4023.20	4226.40	4434.40	X
1585N	NM	Legal Assistant SAN	043	17.99				34.41	N
1587	NM	Attorney Assistant	043	2455.50				2983.50	N
2974	SM	Bonds and Finance Manager	U15	4725.60	4952.80	5204.00	5463.20	5738.40	X
2985	SM	Economic & Civic Dev Manager	U15	4725.60	4952.80	5204.00	5463.20	5738.40	X
2986	EM	Assistant Dir Surplus Prop Au	U15	5860.00	6157.60	6463.20	6774.40	7121.60	X
2987	EM	Director, Surplus Property Au	U15	6746.40	7071.20	7154.40	7804.00	8205.60	X
3106	PA	Holistic Defen Mitign Spec I	U15	3200.00				3889.60	X
3107	PA	Holistic Defen Mitign Spec II	U15	3520.80				4279.20	X
3108	PA	Holistic Defen Mitign Spec III	U15	3872.00				4707.20	X
3162	SM	Policy Manager, DCSS	U15	4788.80				5821.60	X
5090	SM	Training Officer, HCSA	U15	4323.20	4536.80	4763.20	5000.80	5251.20	X
5096	SM	Consumer / Fam Relations Mgr	U15	3438.40				4609.60	X
5098	SM	Workforce Ed & Trg Mgr, BHCS	U15	4266.40				5512.00	X
5151	PA	Forensic Pathologist	U15	11262.40				13683.20	X
5151N	PA	Forensic Pathologist SAN	U15	136.02				165.26	X
5687	SM	Chief,Vector Control Svcs Dist	U15	3936.00	4136.80	4338.40	4559.20	4780.00	X
6031	SM	Prob Re-Entry Svcs Coord	U15	4646.40				5655.20	X
6070	SM	Financial Srv Deputy Dir,SSA	U15	4583.20	4816.80	5056.80	5312.80	5572.80	X
2952	EM	Deputy Dir, CDA	051	6746.40	7071.20	7426.40	7804.00	8205.60	X
6074	SM	Asst Dir, Fin and Contr, Prob	U15	5261.60				6398.40	X
3165	EM	Deputy Dir, Dept Child Svs	051	6717.60				9268.80	X
6076	SM	Prob Contracts/Grants Admstr	U15	4786.40				5817.60	X
6183	SM	Comm Network Coordinator	U15	3113.60	3260.80	3432.00	3597.60	3768.80	X
6500	SM	Youth&Family Svcs Supervisor	U15	4064.80				4882.40	X
6502	PA	Youth and Family Svcs Mgr	U15	4312.00				5447.20	X
6514	SM	Behav Hlth Crisis Intr Sup	U15	4501.60				5527.20	X
6517	SM	ACCESS Program Clinical Mgr	U15	4651.20				5709.60	X
6910	PA	Recruitment Specialist, HCSA	U15	3096.00				4444.80	X
6915	PA	Coord Of Community Services	U15	3479.20				5078.40	N
2046	SM	Asst Depty Dir, Public Works	U44	5860.00	6157.60	6463.20	6774.40	7121.60	X
4185	EM	Deputy County Librarian	051	5744.80	6029.60	6336.00	6645.60	6991.20	X
5043	EM	Asst Agcy Dir, Comm Hlth Svcs	051	6577.60	6906.40	7249.60	7613.60	8000.80	X
7425	SM	Manager, Janitorial Services	U15	3331.20				4056.00	X
7740	SM	Laundry Supervisor	U15	2354.40	2456.00	2586.40	2711.20	2846.40	N

Job Code		Classification Title	Unit Code	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
2115	SM	Grading Supervisor	U44	4795.20	5028.00	5284.00	5546.40	5820.00	X
8421	SM	Dpty Agri Com/Sealr of WandM	U15	3809.60	4002.40	4200.00	4425.60	4635.20	X
2190	SM	Suprvsing Traffic Technician	U44	3721.60	3911.20	4107.20	4303.20	4520.80	X
8435	SM	Deputy Sealer of Wts&Measures	U15	3348.00	3516.00	3690.40	3886.40	4071.20	X
8560	PA	Narc Task Force Chief Pilot	U15	3748.80				5101.60	X
8561N	PA	Sh Office Pilot SAN	U15	59.70				68.23	X
8562N	SM	Sh Office Chief Pilot SAN	U15	62.90				71.64	X
8756	PA	Sheriff's Fleet Srvs Coord	U15	2596.00				3154.40	X
8764	SM	Sr Code Enforce Investigator	U15	4725.60	4952.80	5204.00	5463.20	5738.40	X
5044	EM	Dir, Public Health	051	6577.60				8000.80	X
8850	PA	Sh Grant Developmt Specialist	U15	3508.80				5316.80	X
5045	EM	Dir, Behavioral Health	051	7413.60				9637.60	X
9212	PA	Audio Visual Engineer	U15	3314.40				4228.80	X
9214	PA	Senior Audio Visual Engineer	U15	3716.00				4740.80	X
9225	SM	Suprvsr,Crpntry,Paint and Lk	U15					4416.80	X
9245	SM	Painter Supervisor	U15					4029.60	X
9282	PA	Telecom Systems Analyst	U15	3924.80	4082.40	4247.20	4457.60	4680.80	X
9285	PA	Senior Telecom Systems Analyst	U15	4540.00				5672.80	X
9286	SM	Senior Telecom Tech	U15	3837.60	4040.00	4234.40	4451.20	4680.00	N
9287	M	Telephone Services Specialist	U15	3336.00	3500.00	3660.00	3845.60	4041.60	N
9425	SM	Auto Mechanic Supervisor	U15					4093.60	X
9445	SM	Manager, Motor Vehicle Div	U15	4084.00				4956.80	X
5056	EM	Assistant Director, HCSA	051	5819.20				8142.40	X
6048	SM	Ast Chf of Pol and Std Comp	051	5247.20				6378.40	X
9680	SM	Suprvsr, Bldgs & Plant Main	U15					5153.60	X
9688	SM	Suprvsing Maint Eng, Rehb Cnt	U15					5353.60	X
9691	PA	Portfolio Manager	U15					6480.80	X
9692	SM	Maintenance Coordinator	U15	3126.40				4188.80	X
0134	SM	Senior Cashiering Accountant	U15	3389.60				4065.60	X
0137	SM	Treasurer-Tax Collector Admin	U15	4361.60				5399.20	X
6049	SM	Chief of Policy and Std Comp	051	6052.80				7361.60	X
6072	EM	Fin Srvc Director, ACSO	051	5680.00				6904.80	X
6073	EM	Finance and Contr Dir, Prob	051	5680.00				6904.80	X
6075	EM	Financial Srvc Director, SSA	051	5995.20				7284.80	X
3310	SM	DA Admin Chief of Staff	046	5598.40				6802.40	X
6080	EM	Asst Agcy Dir, Social Svs Agcy	051	6577.60				8000.80	X
6082	EM	Deputy Director, SSA	051	6764.80	7093.60	7455.20	7827.20	8209.60	X
5006	EM	Exec Director, ACCFC	067					7678.40	X
5007	EM	Deputy Director, ACCFC	067					5820.00	X
5008	SM	Family Svcs Program Dir, ACCFC	067					5324.80	X
5009	PA	Child Care Director,ACCFC	067					5310.40	X
5010	PA	Admin / Financial Dir, ACCFC	067					5339.20	X
5011	PA	Evaluation & Tech Dir, ACCFC	067	4027.20				5322.40	X



Job Code		Classification Title	Unit Code	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
5013	CA	Contracts & Grants Coord,ACCFC	067	3286.40				4327.20	X
5014	SM	Office Manager, ACCFC	067					3328.80	X
5015	CA	Evaluation Specialist	067	3486.40				4520.80	X
5016	PA	Acctg/Leveragng Spec,ACCFC	067	3849.60				4488.80	X
5017	PA	Admin Svcs Assistant, ACCFC	067	2484.80	2609.60	2729.60	2880.00	3015.20	X
5018	SM	Hospital Outreach Coord,ACCFC	067	2126.40				2836.00	X
5023	PA	Program Svcs Coordinator,ACCFC	067	3421.60	3593.60	3771.20	3960.00	4160.00	X
5024	SM	Program Svcs Adminstr,ACCFC	067	3949.60	4144.00	4353.60	4570.40	4800.80	X
5025	PA	Info Systems Coord,ACCFC	067	2887.20				4168.80	X
5026	PA	Hopital Outreach Mgr,ACCFC	067	2736.80	2873.60	3017.60	3168.80	3328.80	X
5027	PA	Research Analyst,ACCFC	067	2889.60				3868.80	X
5028	PA	Program Associate,ACCFC	067	2752.80				4064.00	X
5030	SM	Homelessness Svcs Admin	U45	4866.40	5108.00	5363.20	5631.20	5906.40	X
6135	PA	Probation Project Coordinatr	051	3703.20	3888.80	4084.00	4286.40	4500.80	X
6137	EM	Admin Chief of Staff, Probat	051	5598.40	5876.80	6172.00	6479.20	6802.40	X
6138	EM	Director of Bus Svcs, Prob	051	5462.40				6970.40	X
5046	PA	County Health Officer	U45	11764.00				14293.60	X
5047	SM	Deputy Dir, Public Health	U45	4805.60				6442.40	X
5049	PA	Dir of Asmt, Plng and Health	U45	4796.00				5823.20	X
6145	EM	Asst Chief Probation Officer	051	7360.00				8932.80	X
8586	SM	Sup of Professnal Stds, Prob	051	4987.20				6064.80	X
5061	SM	Care Connect Deputy Director	U45	6193.60	6503.20	6828.00	7169.60	7528.00	X
5062	SM	Health Care Sys Integ Admin	U50	5394.40				6884.00	X
5063	SM	Dir of Clin Case Mgmt Methods	U45	6590.40				8007.20	X
5064	SM	Clinical Case Mgmt Prjt Mgr	U45	5228.00				6350.40	X
5065	SM	Ast Dir, For, Div,andRe-Entry	U45	4364.00				6151.20	X
5070	SM	Well, Rec and Res Dir BHCS	U45	4835.20	5078.40	5331.20	5596.00	5876.80	X
5071	PA	Early Per Scr Diag&Treat Coord	U45	4320.00				5348.80	X
5072	SM	Alcohol and Drug Prgm Admin	U45	5322.40	5591.20	5868.80	6164.80	6469.60	X
5074	SM	For, Div,andRe-Entry Director	U45	5588.00				6794.40	X
5075	SM	Juv Justice Hlth Svc Director	U45	4812.80				5856.00	X
5076	SM	Bus Intel/Analytics Dir, HCSA	U45	5988.00	6289.60	6595.20	6780.80	7289.60	X
5077	SM	Quality Mgmt Prog Dir,ACBH	U45	5476.00				6578.40	X
5078	SM	Deputy Director, Behav Health	U45	6136.00	6448.00	6764.80	6952.00	7472.80	X
5079	SM	Associate Dir, Adult Svc, BHCS	U45	5588.00				6794.40	X
5080	SM	Quality Assurance Admin, BHCS	U45	4678.40				5772.80	X
5081	SM	Quality Assur Assoc Admn BHC	U45	4340.00	4528.00	4717.60	4915.20	5122.40	X
5084	SM	Comm Health Svcs Administrator	U45	4722.40	4959.20	5205.60	5414.40	5735.20	X
5088	PA	Community Health Svcs Coord	U45	3862.40				4679.20	X
0139	SM	Treasurer-Tax Colltr Fin Mgr	U15	5388.80				6537.60	X
5091	SM	Adult / Older Ad Sys Care Dir	U45	5588.00				6794.40	X
5092	SM	Older Adult System Care Dir	U45	4835.20	5078.40	5332.00	5598.40	5876.80	X
5093	SM	Trans Age Youth Sys Care Dir	U45	4835.20	5078.40	5332.00	5598.40	5876.80	X

Job Code		Classification Title	Unit Code	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
5095	PA	Compl and Priv Officer HCSA	U45	4586.40				5658.40	X
0141	SM	Treasurer-Tx Col Actg Op Mgr	U15	4361.60				5297.60	X
0146	SM	Suprvsing Auditor	U15	3151.20				4140.80	X
5149	PA	Chief Forensic Pathologist	U45	12951.20				15736.80	X
0150	SM	Senior Supervising Auditor	U15	3935.20	4142.40	4338.40	4548.80	4780.80	X
5160	SM	Medical Director, BHCS	U45					10335.20	X
5343	PA	Infection Control Coordinator	U45		4338.40	4543.20	4846.40	5173.60	X
5390	PA	Deputy Dir, Pub Hlth Nrsg	U45	5307.20				6542.40	X
5594	SM	Clinical Lab Operations Mgr	U45	4388.80	4616.80	4843.20	5079.20	5336.80	X
5615	SM	Suprvsing Microbiologist	U45	3691.20	3878.40	4064.00	4279.20	4466.40	X
0151	SM	Principal Auditor	U15	4361.60	4571.20	4802.40	5052.00	5297.60	X
5760	SM	Prog Perf Mgt and Accred Dir	U45	3792.80				5060.00	X
5773	SM	Senior Public Hlth Investigatr	U45	2793.60	2933.60	3080.80	3233.60	3395.20	X
5774	SM	Chief Public Health Investgtr	U45	3168.80	3329.60	3493.60	3668.00	3863.20	X
5782	SM	Epidemiology Research Scient	U45	4285.60				5289.60	X
5783	SM	Dir of Comm Assess Plan Eval	U45	4059.20				5437.60	X
5794	SM	Senior Nutritionist	U45	3411.20	3586.40	3769.60	3955.20	4148.00	X
5801	SM	Lactation Specialist	U45	2846.40				3496.00	X
0154	SM	Chief, Fiscal Services	U15	4184.80	4392.80	4609.60	4846.40	5088.00	X
6033	SM	Prob Com Re-Entry & Outrch Dir	U50	6052.80				7361.60	X
6037	SM	Prob Chief of Res and Eval	U50	6052.80				7361.60	X
6047	SM	Policy Director	U49	4764.00				6378.40	X
8587	SM	Dir of Prof Stdards, Prob	051	5612.80				6823.20	X
0035	SE	County Administrator	071	11800.00				15379.20	X
0160	SM	Division Chief, Auditor	U15	5602.40	5872.00	6172.80	6488.00	6798.40	X
0190	SE	Dir, General Services Agency	071	7949.60				10377.60	X
0295	SE	Dir Of Human Resource Svcs	071	8297.60				10785.60	X
0167	SM	Chief, Real Estate Taxes	U15	3628.80	3816.80	4023.20	4230.40	4453.60	X
1005	SE	Registrar of Voters	071	6421.60				7804.00	X
0168	SM	Suprvsr, Persnl Prop Taxes	U15	2594.40	2734.40	2868.80	3004.00	3156.80	X
1849	SE	Chief Information Officer	071	7895.20				10583.20	X
2055	SE	Dir of Public Works	071	7949.60				10377.60	X
2950	SE	Dir, Community Dev Agency	071	7949.60				10377.60	X
6125	PA	Div Ops Services Mgr, SSA	U49	4905.60				5962.40	X
3170	SE	Director, Dept Child Svs	071	7420.80				9779.20	X
6141	NM	Violence Prevention Coord	U45	3300.80				4061.60	X
4190	SE	County Librarian	071	6395.20				8952.80	X
5050	SE	Dir of Health Care Svcs	071	9748.00				13147.20	X
0170	PA	Chief Inves Officer-Tre Dept	U15	5388.80				6537.60	X
6185	SM	Volunteer Program Coord(CASA)	U49	3862.40	4051.20	4257.60	4463.20	4679.20	X
6420	SM	Medical Social Work Suprvsr	U45	3736.80	3913.60	4096.00	4290.40	4488.00	X
0176	PA	Sustainability Project Mgr	U15	3289.60				4860.00	X
0178	SM	Sustainability Program Mgr	U15	4873.60				5987.20	X

Job Code		Classification Title	Unit Code	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
0181	PA	Sustainability Specialist	U15	2718.40				3756.80	X
0183	SM	Chief Financial Manager	U15	5388.80				6537.60	X
6518	PA	Critical Care Manager, BHCS	U45	4140.00				5083.20	X
6644	SM	SupClinCaseMgr- CtrHlthSch&Comm	U45			4276.80	4491.20	4715.20	X
6645	SM	Sch Hlth Adm-Ctr Hlth Sch&Comm	U45	3906.40				5210.40	X
6647	SM	Chd and Youth Inita Directr	U45	4835.20				5897.60	X
6780	SM	Senior Employment Specialist	U45	3004.80				3651.20	X
6789	MA	Welfare Serv Con Social Serv	U49	2204.00				4622.40	X
6795	PA	Social Services Agency Planner	U49	4120.00	4336.80	4541.60	4771.20	5009.60	X
0184	SM	Logistics Srvs Manager, GSA	U15	5097.60				6261.60	X
0185	SM	Procurement Administrator	U15	5634.40				7157.60	X
0203	PA	Management Associate I	U15	2542.40				2931.20	X
0204	PA	Management Associate II	U15	2808.00				3628.80	X
8344	PA	Asst Building Official	U44	4279.20	4504.00	4732.00	4966.40	5211.20	X
8355	SM	Suprvsing Construction Insp	U44	2714.40				5264.80	X
0224	PA	Clerk, BOS Service Manager	U15	3043.20				4281.60	X
0234	PA	Mangement Analyst Assistant	U15	2374.40	2494.40	2631.20	2744.00	2884.00	N
8508	SM	Director, Div of Adult Protect	U49	4876.80	5118.40	5380.00	5644.00	5940.00	X
8518	SM	Forensic Auditor	046	4046.40				5180.00	X
8532	SM	Support Enforcemnt Collctn Off	046	1988.80	2085.60	2216.00	2318.40	2434.40	N
8541	NM	Investigative Assistant	043	2333.60	2456.80	2581.60	2699.20	2834.40	N
0247	PA	Program Manager ACAC	U15	3020.00				4871.20	X
0302	PA	Program Support Rep	U15	2907.20				3569.60	X
0312	MA	Program Administrator II	U15	4292.00	4508.80	4731.20	4970.40	5210.40	X
6085	SE	Dir of Social Services	071	8680.80				11136.00	X
6150	SE	Chief Probation Officer	071	7986.40				10381.60	X
8588	CA	Investigator, Probation Dept	U50	4580.80				5542.40	X
0315	SM	Health Care Program Admin II	U15	3906.40				5210.40	X
0320	PA	Public Information Specialist	U15	3094.40	3251.20	3424.00	3605.60	3798.40	X
0321	PA	Assessor's Communicatn Coord	U15	2480.80				3164.80	X
0322	SM	Departmental Communictns Mgr	U15	3890.40				5104.00	X
9213	PA	Audio Visual Technician	046	2268.80	2384.80	2505.60	2622.40	2752.80	N
0323	SM	Assessor's Extrl Affairs Mgr	U15	4085.60				5357.60	X
9215	PA	Audio Visual Specialist	046	3325.60				4141.60	N
0340	PA	Community Liaison Specialist	U15		3408.80	3576.00	3757.60	3947.20	X
0424	SM	Info Systems Director	U15	4598.40				6440.80	X
0451	SM	Contract Compliance Supvr	U15	4011.20				4874.40	X
0471	SM	Train and Ed Ctr Org Dev Mgr	U15	4616.80				5613.60	X
0474	PA	Conf Ctr Services Manager	U15	3879.20				5068.80	X
0477	PA	Training Cntr Bus Specialist	U15	2611.20				3173.60	X
0479	PA	County Trng and Prgm Coord	U15	2611.20				3269.60	X
0481	PA	Contract Compliance Officer	U15	3306.40				4432.00	X

Job Code	Classification Title	Unit Code	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
0482	PA Train ad Ed Ctr Cus Srv Spec	U15	2190.40				2936.00	X
0483	PA Trg Ctr Cust Srv andSalesCo	U15	2805.60				3757.60	X
0485	PA Training and System Specialist	U15	3022.40				3869.60	X
0601	PA Management Consultant	U15	2020.80				11152.00	X
1090	NM Retired Annuitant I	095	15.53				89.55	N
1091	NM Retired Annuitant II	095	15.53				89.55	N
1092	NM Retired Annuitant – Safety I	095	26.65				159.60	N
1093	NM Retired Annuitant – Safety II	095	30.92				159.60	N

## SECTION II

**Article 3, Section 3-18** of the County of Alameda Salary Ordinance is hereby amended by the addition of subsections 3-18.45 and 3-18.46 as follows:

3-18.45 – Effective December 20, 2022, employees in Job Codes 6740NM and 6745NM assigned to work in the Emergency Response (“ER”) field units who are 1) continuously employed and working in the ER field units and complete the Required Length of Service in the ER Field Units as noted below; and 2) who are in active status during the pay period (“PP”) ending date as specified in the Payment Period Determination End Date below, shall be eligible to receive the corresponding Retention Pay Stipend Amount.

<u>Required Length of Service in ER Field Units</u>	<u>Retention Pay Stipend Amount</u>
<u>Completion of 12-months</u>	<u>\$1,000</u>
<u>Completion of 18-months</u>	<u>\$2,500</u>
<u>Completion of 24-months</u>	<u>\$3,000</u>
<u>Completion of 36-months</u>	<u>\$4,000</u>
<u>Completion of 60-months</u>	<u>\$5,000</u>

Thereafter, on an annual basis, said employees who complete the above-referenced Required Length of Service in the ER Field Units shall receive said Retention Pay Stipend Amount in accordance with the Payment Period Determination End Date below:

<u>Payment Year</u>	<u>Payment Period Determination End Date</u>
<u>2022</u>	<u>The full PP following ACERA pensionability determination.</u>
<u>2023</u>	<u>The PP ending November 25, 2023 (PP 23-25).</u>
<u>2024</u>	<u>The PP ending November 23, 2024 (PP 24-25).</u>
<u>2025</u>	<u>The PP ending June 21, 2025 (PP 25-14).</u>

This subsection shall sunset and be deleted from the Salary Ordinance the earliest of June 30, 2025 or when SSA no longer receives said grant funds from the State of California as appropriated in the Budget Act of 2021.

3-18.46 – Effective December 20, 2022, employees in Job Codes 6760NM, 6765NM, and 6770SM assigned to work in the Adult Protective Services (“APS”) Program, who were continuously employed (no break in service) and in paid status in the APS Program during the pay period beginning March 8, 2020 though the pay period ending August 6, 2022, shall receive a one-time stipend of \$1,200. This subsection shall sunset effective January 31, 2023 and be deleted from the Salary Ordinance upon the sunset date.

### **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 the County of Alameda.