



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

Human Resource Services

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January 5, 2021

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

SUBJECT: ADOPT SALARY ORDINANCE AMENDMENTS TO: 1) UPDATE SUBSECTION 1-1.1 TO INCREASE THE SALARIES FOR CERTAIN UNREP M-DESIGNATED & NON-MGMT CLASSES RELATED TO CLASSES REPRESENTED BY ACMEA GG & CONFIDENTIAL UNITS & ESTABLISH THE CLASS OF FORENSIC, DIVERSION AND RE-ENTRY SERVICES DIRECTOR (JC #5074SM); 2) AMEND SUBSECTION 3-12.19 TO ADD JC #5074SM; 3) AMEND SUBSECTIONS 3-12.90 & 3-12.91; AND 4) ADD NEW SUBSECTION 3-12.92

Dear Board Members:

**RECOMMENDATIONS:**

Adopt Salary Ordinance amendments to:

- i. Update Article 1, Section 1-1 (Pay Rate Schedules), subsection 1-1.1, to: 1) 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-quarter percent (3.25%) retroactive to December 27, 2020 and 2) establish one (1) new classification of Forensic, Diversion and Re-Entry Services Director (Job Code (“JC”) #5074SM) located in the Health Care Services Agency (“HCSA”) Alameda County Behavioral Health (“ACBH”) effective January 24, 2021; and
- ii. Amend Article 3, Section 3-12 (Health Care Services Agency) to: 1) update subsection 3-12.19 to add salary administration criteria for the new classification of Forensic, Diversion and Re-Entry Services Director (JC #5074SM) effective January 24, 2021; 2) update subsections 3-12.90 and 3-12.91 to include application of the additional compensation of 15% of the base pay to employees in the same classifications, who are not regularly assigned to Santa Rita Jail (“SRJ”), but work overtime shifts at SRJ and therefore, required to perform the same expanded duties; and 3) add subsection 3-12.92, a footnote for additional compensation of 15% of the base salary for employees in the classifications of Behavioral Health Clinical Supervisor (JC #6525SM) and Behavioral Health Clinical Manager (JC #6527SM) in the HCSA ACBH Adult Forensic Behavioral Health (“AFBH”) Unit retroactive to December 27, 2020.

**DISCUSSION/SUMMARY:**

Historically, certain Unrepresented M-designated and Non-Management classifications related to Management classifications have received the same salary increases and benefit changes as the ACMEA General Government and Confidential Units. As such, we recommend increasing the salaries of the specified Unrepresented M-designated and Non-Management classifications in the attached Salary Ordinance amendment by three and one-quarter percent (3.25%), retroactive to December 27, 2020.

Staff recommends that your Board approve establishing one (1) new unrepresented classification of Forensic, Diversion and Re-Entry Services Director (JC #5074SM) in HCSA’s ACBH, effective January 24, 2021. HCSA ACBH requested to create a new classification of Forensic, Diversion and Re-Entry Services Director (JC #5074SM) to oversee all diversion and forensic mental health services across systems of care in ACBH. This new classification will be responsible for directing all administrative

functions and for developing operational policies, procedures, goals, and objectives for all health services programs within ACBH Diversion and Forensic Services. Further, its focus is to lead ACBH in departmental program planning and systems building efforts to support re-entry services and strategy alignment. Oversight will include, but is not limited to, programs for all justice health services provided in Juvenile Hall, Camp Wilmont Sweeney, SRJ, Conditional Release Program and Behavioral Health Court. Staff conducted a salary survey of the five (5) Bay Area counties but did not find sufficient matches for a valid external market survey. However, a review of the internal relationship within ACBH determined that the autonomy and scope of responsibility this new classification will have within the HCSA will be comparable to the other ACBH System of Care Directors (Adult/Older Adult System of Care Director, BHCS, (JC #5091SM) and Child/Young Adult System of Care Director, BHCS (JC #5069SM)), therefore, staff recommends establishing the salary equivalent to the salary range of said classifications, effective January 24, 2021. In addition, staff recommends amending Article 3, Section 3-12 (Health Care Services Agency), subsection 3-12.19 of the Salary Ordinance to include salary administration criteria for this new classification (JC #5074SM), effective January 24, 2021.

On December 8, 2020, your Board approved, effective December 27, 2020, Salary Ordinance subsections 3-12.90 and 3-12.91 which includes additional compensation of 15% of the base pay for specified clinical and paraprofessional classifications. The recommended additional compensation was determined based on the current variance between the Behavioral Health Crisis Intervention Specialist (BHCIS) II (JC #6513) and Behavioral Health Clinician II (JC #6510NM) salaries and the Behavioral Health Crisis Intervention Associate (JC #6509NM) and the Mental Health Specialist III (JC #6492NM) salaries. Due to the staffing shortage at SRJ, employees in the same clinical and paraprofessional classifications, but assigned to other units in HCSA ACBH, are signing up for overtime shifts at SRJ, to ensure continuous staffing of the vacant shifts until positions are permanently filled. As such, the additional compensation specified in Salary Ordinance subsections 3-12.90 and 3-12.91, should be extended to employees not regularly assigned to SRJ, but working overtime shifts at the SRJ location, as they are subject to the same expanded duties of crisis intervention, de-escalation, and accompaniment of pre-planned use of force (“PPUF”) incidents as employees who are regularly assigned to SRJ.

Lastly, on December 8, 2020, staff concluded meet and confer with ACMEA General Government Unit also regarding the expansion of the clinical services and staffing of HCSA’s AFBH Unit at the ACSO’s SRJ and the impact to employees in the classifications of Behavioral Health Clinical (“BHC”) Supervisor (JC #6525SM) and BHC Manager (JC #6527SM). Based on the meet and confer discussions with ACMEA, and given the BHC Supervisors (JC #6525SM) and BHC Manager (JC #6527SM) are subject to the same expanded duties and requirements as the clinicians and paraprofessional staff, in addition to overseeing the clinician’s role in PPUF incidents, staff recommends establishing the same additional compensation of 15% of the base pay authorized to the SEIU-represented employees to said ACMEA classifications retroactive to the same date, December 27, 2020. Staff does not recommend a sunset date for this footnote as the added clinical duties will be ongoing as part of a four (4) year expanded staffing plan.

**FINANCING:**

Funds are available in the 2020-2021 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 01/05/2021

Approved as to Form  
DONNA ZIEGLER, County Counsel

By   
Kristy van Herick, Asst. County Counsel

## 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 thereto of the following job codes, titles and salaries, to be effective as follows:

Job Code		Classification Title	Eff. Date	Unit Code	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA Status
0023	EM	Chief Deputy Assessor	12/27/2020	051					7228.00	X
0030	EM	Chief Deputy Auditor	12/27/2020	051					7717.60	X
0031	SM	Asst Controller	12/27/2020	051	5696.00	5983.20	6280.00	6596.00	6924.80	X
0035	SE	County Administrator	12/27/2020	071	11068.80				14426.40	X
0053	EM	Asst Sheriff	12/27/2020	051					9927.20	X
0055	EM	Undersheriff	12/27/2020	051					10757.60	X
0070	EM	Chief Deputy Tax Collector	12/27/2020	051	5054.40				6132.80	X
0134	SM	Senior Cashiering Accountant	12/27/2020	U15	3180.00				3813.60	X
0137	SM	Treasurer-Tax Collector Admin	12/27/2020	U15	4092.00				5064.80	X
0139	SM	Treasurer-Tax Colltr Fin Mgr	12/27/2020	U15	5054.40				6132.80	X
0141	SM	Treasurer-Tx Col Actg Op Mgr	12/27/2020	U15	4092.00				4969.60	X
0146	SM	Suprvsing Auditor	12/27/2020	U15	2956.00				3884.00	X
0150	SM	Senior Supervising Auditor	12/27/2020	U15	3692.00	3885.60	4069.60	4267.20	4484.80	X
0151	SM	Principal Auditor	12/27/2020	U15	4092.00	4288.00	4504.80	4738.40	4969.60	X
0154	SM	Chief, Fiscal Services	12/27/2020	U15	3925.60	4120.00	4324.00	4546.40	4772.80	X
0160	SM	Division Chief, Auditor	12/27/2020	U15	5255.20	5508.00	5790.40	6086.40	6377.60	X
0162	EM	Asst Treasurer	12/27/2020	051					6608.00	X
0167	SM	Chief, Real Estate Taxes	12/27/2020	U15	3404.00	3580.80	3773.60	3968.00	4177.60	X
0168	SM	Suprvsr, Persnl Prop Taxes	12/27/2020	U15	2433.60	2564.80	2691.20	2817.60	2961.60	X
0169	EM	Chief, Executive Offcr ACERA	12/27/2020	066	10031.20				11942.40	X
0170	PA	Chief Inves Officer-Tre Dept	12/27/2020	U15	5054.40				6132.80	X
0176	PA	Sustainability Project Mgr	12/27/2020	U15	3085.60				4559.20	X
0178	SM	Sustainability Program Mgr	12/27/2020	U15	4572.00				5616.00	X
0180	SM	Operations Support Manager,GSA	12/27/2020	U50	4515.20				5486.40	X
0181	PA	Sustainability Specialist	12/27/2020	U15	2549.60				3524.00	X

Job Code		Classification Title	Eff. Date	Unit Code	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA Status
0182	SM	Acctg and Finance Manager	12/27/2020	U44	4717.60				5732.80	X
0183	SM	Chief Financial Manager	12/27/2020	U15	5054.40				6132.80	X
0184	SM	Logistics Svcs Manager, GSA	12/27/2020	U15	4782.40				5873.60	X
0185	SM	Procurement Administrator	12/27/2020	U15	5285.60				6713.60	X
0190	SE	Dir, General Services Agency	12/27/2020	071	7456.80				9734.40	X
0193	SM	Chief Deputy, Admin GSA	12/27/2020	051	5292.00				7384.80	X
0194	EM	Deputy Director, GSA	12/27/2020	051	6328.80				7696.80	X
0195	EM	Chief Deputy of Ops, GSA	12/27/2020	051	6645.60				8082.40	X
0203	PA	Management Associate I	12/27/2020	U15	2385.60				2749.60	X
0204	PA	Management Associate II	12/27/2020	U15	2633.60				3404.00	X
0208	PA	Off of Prog & Pol Dev Mgr	12/27/2020	U50	3931.20				4777.60	X
0224	PA	Clerk, BOS Service Manager	12/27/2020	U15	2854.40				4016.00	X
0225	EM	Financial Svcs Director, HCSA	12/27/2020	051	5624.00				6833.60	X
0227	SM	Management Svcs Admin Pub Wks	12/27/2020	U50	5624.00	5911.20	6204.80	6504.00	6833.60	X
0229	SM	Admin/Financial Svcs Manager	12/27/2020	U50	4486.40	4712.80	4950.40	5192.00	5457.60	X
0232	PA	Exec Programs Coordinator	12/27/2020	U50	3649.60				4787.20	X
0234	PA	Management Analyst Assistant	12/27/2020	U15	2227.20	2340.00	2468.00	2573.60	2705.60	N
0235	MA	Management Services Trainee	12/27/2020	U15			2350.40	2451.20	2577.60	N
0240	PA	Admin Trainee	12/27/2020	U50	2385.60				2749.60	N
0243	PA	Asst Admin Analyst	12/27/2020	U50	2798.40				3404.00	X
0244	CA	Local Agency Formation Comm Ck	12/27/2020	U50	2669.60				3278.40	X
0245	PA	Admin Analyst	12/27/2020	U50	3732.80				5721.60	X
0246	SM	Law Office Manager	12/27/2020	U50	3536.00				4731.20	X
0247	PA	Program Manager ACAC	12/27/2020	U15	2832.80				4569.60	X
0248	PA	Local Agcy Format Comm Analyst	12/27/2020	U50	3732.80				5721.60	X
0250	PA	Economic Development Anl,Trnee	12/27/2020	U50	2385.60				2749.60	X
0251	PA	Economic Development Analyst I	12/27/2020	U50	2798.40				3404.00	X
0252	PA	Grants Program Manager	12/27/2020	U50	3312.00				6149.60	X
0253	PA	Cable TV & Comm Analyst	12/27/2020	U50	3522.40				5397.60	X
0254	PA	Public Information Officer	12/27/2020	U50	3522.40				5397.60	X
0255	SM	Principal Admin Analyst	12/27/2020	U50	5624.00				6833.60	X
0256	SM	Local Agy Format Comm Ex Offr	12/27/2020	U50	4128.80				6294.40	X
0257	EM	Deputy County Administrator	12/27/2020	U50	9464.80				12079.20	X
0258	SM	Countywide Initiative Prg Coord	12/27/2020	U50	5060.00				7889.60	X
0259	PA	County Finance Director	12/27/2020	051	6344.00				8927.20	X
0260	EM	Asst County Administrator	12/27/2020	051	8689.60				10558.40	X
0261	SM	Employee Services Adminstr	12/27/2020	U50	4240.80				5506.40	X
0262	SM	Benefits Admin Supervisor	12/27/2020	U50	3972.00				4969.60	X
0263	CA	Employee Benefits Specialist	12/27/2020	U50	2956.00				3884.00	N
0265	CA	Employee Benefits Tech I	12/27/2020	U50	2566.40				3321.60	N
0266	CA	Employee Benefits Tech II	12/27/2020	U50	2960.00				3657.60	N

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0267	PA	Benefits Accountant	12/27/2020	U50	2517.60				3484.80	X
0268	CA	Business Analyst	12/27/2020	U50	3972.00				4969.60	X
0269	CA	HR Validation Processor	12/27/2020	U50	2402.40				3032.00	N
0270	PA	Economic Development Anlyst II	12/27/2020	U50	3522.40				5397.60	X
0271	SM	Exec Director EDAB	12/27/2020	U50	5597.60				8268.80	X
0272	PA	Assistant Business Analyst	12/27/2020	U50	3484.80				4379.20	X
0274	CA	Salary Adminstration Tech	12/27/2020	U50	2499.20				3037.60	N
0275N	NM	Human Resources Intern SAN	12/27/2020	043	23.39				31.27	N
0276	CA	Human Resources Trainee	12/27/2020	U50	2798.40				3404.00	X
0281	SM	Principal Labor Rel Analyst	12/27/2020	U50	4890.40				6151.20	X
0283	CA	Labor Relations Analyst I	12/27/2020	U50	3048.80				4379.20	X
0284	PA	Labor Relations Analyst II	12/27/2020	U50	3609.60				5266.40	X
0286	EM	Employee Relations Manager	12/27/2020	051	5768.80				7032.00	X
0287	SM	Human Resource Services Mgr	12/27/2020	U50	4890.40				6151.20	X
0288	EM	Dir Of Industrial Relations	12/27/2020	051					7155.20	X
0289	SM	Manager,Employee Bene Svc Ctr	12/27/2020	U50	4890.40				6151.20	X
0290	EM	Deputy Director, HRS	12/27/2020	051	6269.60				7641.60	X
0292	SM	Labor Relations Manager	12/27/2020	U50	5659.20				6946.40	X
0293	SM	Personnel Services Program Mgr	12/27/2020	U50	4515.20				5486.40	X
0294	SM	Human Resource Div Manager	12/27/2020	U50	5244.80				6377.60	X
0295	SE	Dir Of Human Resource Svcs	12/27/2020	071	7783.20				10117.60	X
0296	SM	TAP Program Manager	12/27/2020	U50	4124.00				5016.80	X
0299N	NM	Admin Intern SAN	12/27/2020	043	15.49				21.15	N
0302	PA	Program Support Rep	12/27/2020	U15	2727.20				3348.00	X
0310	PA	Fund Deve and Grant Specialt	12/27/2020	U45	2708.00				3999.20	X
0312	MA	Program Administrator II	12/27/2020	U15	4026.40	4228.80	4438.40	4662.40	4888.00	X
0313	SM	Family Health Services Coord	12/27/2020	U45	3345.60				4480.80	X
0315	SM	Health Care Program Admin II	12/27/2020	U15	3664.80				4888.00	X
0318	PA	Dev Disabilities Coordinator	12/27/2020	U45	3324.80	3481.60	3658.40	3842.40	4032.80	X
0320	PA	Public Information Specialist	12/27/2020	U15	2902.40	3050.40	3212.00	3382.40	3562.40	N
0321	PA	Assessor's Communicatn Coord	12/27/2020	U15	2327.20				2968.80	X
0322	SM	Departmental Communictns Mgr	12/27/2020	U15	3649.60				4787.20	X
0330	SM	Child Care Svcs Prog Admin	12/27/2020	U50	3237.60				4726.40	X
0340	PA	Community Liaison Specialist	12/27/2020	U15		3197.60	3354.40	3524.80	3702.40	X
0401	SM	Dir of Interagy Chdr Pol Coun	12/27/2020	U45	4116.00				5053.60	X
0424	SM	Info Systems Director	12/27/2020	U15	4313.60				6041.60	X
0427	SM	Info Systems Deputy Director	12/27/2020	U15	4690.40				5700.00	X
0451	SM	Contract Compliance Supervr	12/27/2020	U15	3762.40				4572.80	X
0459	CA	Dept HR Officer Trainee	12/27/2020	U50	2759.20				3352.00	X
0462	SM	Departmntal HR Manager	12/27/2020	U50	4124.00				5016.80	X
0463	SM	Disability Progrm Administrator	12/27/2020	U50	4515.20				5486.40	X

Job Code		Classification Title	Eff. Date	Unit Code	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA Status
0465	SM	Chief Dept HR Administrator	12/27/2020	U50	4515.20				5486.40	X
0466	PA	Cty Trng and Org Dev Special	12/27/2020	U50	3868.00				4702.40	X
0467	CA	Disability Program Case Mgr	12/27/2020	U50	3048.80				4379.20	X
0468	SM	Disability Program Supervisor	12/27/2020	U50	4331.20				5266.40	X
0469	SM	Privacy Compliance Officer	12/27/2020	U50	3948.00				5449.60	X
0471	SM	Train and Ed Ctr Org Dev Mgr	12/27/2020	U15	4331.20				5266.40	X
0473	SM	Training&Education Center Dir	12/27/2020	U50	5244.80				6377.60	X
0474	PA	Conf Ctr Services Manager	12/27/2020	U15	3639.20				4755.20	X
0475	SM	Director, Risk Management	12/27/2020	U50	5060.00				6457.60	X
0476	PA	Staff Development Coord-MHS	12/27/2020	U45	4055.20	4255.20	4468.00	4691.20	4925.60	X
0477	PA	Training Cntr Bus Specialist	12/27/2020	U15	2449.60				2976.80	X
0478	SM	Safety & Loss Control Manager	12/27/2020	U50	4046.40				5584.00	X
0479	PA	County Trng and Prgm Coord	12/27/2020	U15	2449.60				3067.20	X
0481	PA	Contract Compliance Officer	12/27/2020	U15	3101.60				4157.60	X
0482	PA	Train ad Ed Ctr Cus Srv Spec	12/27/2020	U15	2054.40				2754.40	X
0483	PA	Trg Ctr Cust Srv andSalesCo	12/27/2020	U15	2631.20				3524.80	X
0484	SM	Staff Development Manager	12/27/2020	U49	4359.20				5304.80	X
0485	PA	Training and System Specialist	12/27/2020	U15	2835.20				3629.60	X
0487	PA	Diversity Programs Asst Mgr	12/27/2020	U50	3522.40				5397.60	X
0490	PA	Disability Mgmt & Rehab Coord	12/27/2020	U50	3374.40				4312.80	X
0491	PA	Senior Risk & Insurance Analst	12/27/2020	U50	3449.60				5288.80	X
0492	SM	Assistant Risk Manager	12/27/2020	U50	4152.00				5728.00	X
0493	PA	Risk Coordinator	12/27/2020	U50	3231.20				4368.80	X
0495	CA	Suprvsor's Assistant	12/27/2020	U50	1788.80				5140.80	X
0496	CA	Chief of Staff, BOS	12/27/2020	U50	4673.60				6007.20	X
0601	PA	Management Consultant	12/27/2020	U15	1896.00				10461.60	X
1005	SE	Registrar of Voters	12/27/2020	071	6024.00				7320.00	X
1007	EM	Deputy Registrar of Voters	12/27/2020	051	5368.80				6532.80	X
1008	SM	Asst Clerk, Bd of Supervisors	12/27/2020	U50	3522.40				5397.60	X
1137	CA	Administrative Associate,CAO	12/27/2020	U50	2669.60	2809.60	2957.60	3116.00	3278.40	X
1226	CA	Administrative Legal Secretary	12/27/2020	U50	2889.60				3440.00	X
1229	CA	Exec Asst to the County Admin	12/27/2020	U50	3830.40	4020.00	4221.60	4433.60	4654.40	X
1244	SM	Supervising Civil Legal Sec	12/27/2020	U15	2886.40	2999.20	3148.00	3307.20	3471.20	X
1339	PA	Compliance Officer, ACERA	12/27/2020	066	3101.60				4157.60	X
1343	PA	Investment Analyst,ACERA	12/27/2020	066	2596.80				4414.40	X
1345	PA	Chief Investment Officer,ACERA	12/27/2020	066	7685.60				12288.80	X
1346	PA	Investment Officer, ACERA	12/27/2020	066	3245.60				5516.80	X
1347	PA	Human Resources Officer, ACERA	12/27/2020	066	3937.60				6492.00	X
1348	CA	Human Resources Tech, ACERA	12/27/2020	066	2778.40				4379.20	X
1349	SM	Investment Ops Officer, ACERA	12/27/2020	066	5472.00				7115.20	X
1350	CA	Exec Secretary, ACERA	12/27/2020	066	2766.40				4208.00	X

Job Code		Classification Title	Eff. Date	Unit Code	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA Status
1355	SM	Retirement Benefits Manager	12/27/2020	066	3937.60				6492.00	X
1356	SM	Retirement Asst Benefits Mgr	12/27/2020	066	3249.60				5516.80	X
1357	SM	Fiscal Services Ofcr, ACERA	12/27/2020	066	5624.00				6833.60	X
1358	EM	Asst Chief Execu Offcr,ACERA	12/27/2020	066	5740.80				9178.40	X
1359	SM	Retirement Asst Actcing Mgr	12/27/2020	066	3249.60				5516.80	X
1360	PA	Retiremt Budget Analyst, ACERA	12/27/2020	066	3854.40				4683.20	X
1363	PA	Communications Manager,ACERA	12/27/2020	066	3154.40				4192.00	X
1364	PA	Security Analyst, ACERA	12/27/2020	066	3350.40				4502.40	X
1365	SM	Retirement Tech Officer, ACERA	12/27/2020	066	3937.60				6789.60	X
1366	PA	Comp & Netwrk Sys Analst,ACERA	12/27/2020	066	4414.40				5902.40	X
1367	PA	Comp & Netwrk Sys Spec, ACERA	12/27/2020	066	3136.80				4204.00	X
1368	MA	Retirement Sys Prg Anyst,ACERA	12/27/2020	066	3485.60				5053.60	X
1371	PA	Retirement Accountant III	12/27/2020	066	3500.80	3679.20	3864.80	4070.40	4259.20	X
1372	PA	Internal Auditor, ACERA	12/27/2020	066	3675.20				4471.20	X
1373	PA	Chief of Internal Audit, ACERA	12/27/2020	066	3937.60				6492.00	X
1418	PA	Foundation Director	12/27/2020	U15	3715.20				4513.60	X
1419	PA	Library Fund Dev and Gt Spec	12/27/2020	U15	2697.60				3612.00	X
1458	SM	Registered Health Info Coord	12/27/2020	U45	2568.00	2692.00	2791.20	2924.80	3049.60	X
1486	SM	Spvg Health Insurance Tech	12/27/2020	U45	2968.80	3012.80	3163.20	3322.40	3491.20	X
1530	EM	Asst County Clerk Recorder	12/27/2020	051	4092.00	4288.00	4504.80	4738.40	4969.60	X
1539	SM	Deferred Com Program Mgr	12/27/2020	U15	4089.60				4968.00	X
1581	PA	Probate Specialist	12/27/2020	U15	2800.80	2950.40	3103.20	3262.40	3439.20	N
1583	PA	Civil Paralegal	12/27/2020	U15	2800.80	2950.40	3103.20	3262.40	3439.20	X
1585N	NM	Legal Assistant SAN	12/27/2020	043	16.87				32.28	N
1587	NM	Attorney Assistant	12/27/2020	043	2303.25	2415.00	2535.00	2663.25	2798.25	N
1716	SM	Supervising Storekeeper I	12/27/2020	U15	2152.00	2256.80	2356.00	2474.40	2582.40	X
1734	SM	Asst Prop & Salvage Mgr	12/27/2020	U15	2137.60	2247.20	2355.20	2455.20	2572.80	X
1817	PA	Network Services Analyst I	12/27/2020	U15	3476.00				4660.00	X
1818	PA	Network Services Analyst II	12/27/2020	U15	4080.00				5376.00	X
1824	PA	Senior Network Servs Analyst	12/27/2020	U15	4748.80				6357.60	X
1826	MA	Senior Systems Analyst	12/27/2020	U15	4770.40				6376.00	X
1828	PA	Infrastructure Srvs Tech	12/27/2020	U15	3017.60				3900.80	X
1829	SM	Sr Tech Services Director	12/27/2020	U15	6004.80				8017.60	X
1830	PA	Infrastructure Srvs Analyst	12/27/2020	U15	3823.20				4892.00	X
1832	PA	Sr Infrastruc Srvs Analyst	12/27/2020	U15	4536.00				5804.80	X
1835	SM	Technical Service Director	12/27/2020	U15	5499.20				7336.00	X
1836	PA	Infrastructure Srvs Engineer	12/27/2020	U15	4674.40				6602.40	X
1837	SM	Infrastructure Srvs Manager	12/27/2020	U15	5499.20				7336.00	X
1838	SM	Deputy Dir, Network Servs	12/27/2020	U15	6004.80				8017.60	X
1841	PA	Software Analyst II	12/27/2020	U15	3347.20	3498.40	3664.80	3844.80	4024.00	X
1843	PA	Senior Software Analyst	12/27/2020	U15	4770.40				6376.00	X



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1845	EM	Assistant Chief Info Officer	12/27/2020	051	6384.00				8800.00	X
1846	PA	Associate Infrastr Srvs Tech	12/27/2020	U15	2665.60				3237.60	X
1847	EM	Chief Technology Officer	12/27/2020	051	6384.00				8800.00	X
1849	SE	Chief Information Officer	12/27/2020	071	7405.60				9928.00	X
1851	PA	Technology Project Manager	12/27/2020	U15	4619.20				5867.20	X
1852	PA	Senior Technology Project Mgr	12/27/2020	U15	4848.80				6602.40	X
1854	PA	Web Designer I	12/27/2020	U15	2870.40				3820.00	X
1855	PA	Web Designer II	12/27/2020	U15	3444.80				4584.80	X
1856	PA	Web Designer III	12/27/2020	U15	4132.80				5501.60	X
1857	PA	County Webmaster	12/27/2020	U15	4959.20				6602.40	X
1863	PA	Associate Web Designer	12/27/2020	U15	2559.20				3108.00	X
1868	PA	Application Systems Enginr III	12/27/2020	U15	4848.80				6602.40	X
2046	SM	Asst Deputy Dir, Public Works	12/27/2020	U44	5496.80	5776.00	6063.20	6355.20	6680.00	X
2047	EM	Deputy Dir, Public Works	12/27/2020	051	6328.80	6632.80	6966.40	7320.00	7696.80	X
2050	EM	Asst Dir of Public Works	12/27/2020	051	7276.00	7640.00	8031.20	8432.00	8842.40	X
2055	SE	Dir of Public Works	12/27/2020	071	7456.80				9734.40	X
2081	SM	Suprvsing Ind Hygiene Eng	12/27/2020	U15	4205.60	4392.80	4598.40	4801.60	5032.80	X
2090	PA	Public Art Program Coord	12/27/2020	U15	2697.60				3612.00	X
2115	SM	Grading Supervisor	12/27/2020	U44	4497.60	4716.00	4956.80	5203.20	5459.20	X
2126	PA	Geo Info Systems Analyst	12/27/2020	U15	3353.60				4293.60	X
2190	SM	Suprvsing Traffic Technician	12/27/2020	U44	3491.20	3668.80	3852.80	4036.80	4240.80	X
2218	SM	Capital Program Manager	12/27/2020	U15	5564.80				7101.60	X
2219	SM	Medical Facilities Dev Manager	12/27/2020	U15	4810.40				6713.60	X
2220	SM	Stra Facil Capital Plan Mgr	12/27/2020	U15	4801.60				6713.60	X
2624	PA	Training Officer, Assessor	12/27/2020	U15	3504.00	3681.60	3858.40	4055.20	4253.60	X
2722	SM	Suprvsing Auditor-Appraiser I	12/27/2020	U15	3212.80	3378.40	3539.20	3719.20	3903.20	X
2940	MA	Senior Planner	12/27/2020	U15	4432.80	4646.40	4881.60	5124.80	5382.40	X
2950	SE	Dir, Community Dev Agency	12/27/2020	071	7456.80				9734.40	X
2951	SM	Dir of Finance, CDA	12/27/2020	U15	6376.80	6684.80	7021.60	7375.20	7756.80	X
2952	EM	Deputy Dir, CDA	12/27/2020	051	6328.80	6632.80	6966.40	7320.00	7696.80	X
2953	SM	Asst Deputy Dir, CDA	12/27/2020	U15	5496.80	5776.00	6063.20	6355.20	6680.00	X
2954	PA	Dir of Ops & Mgmt Svcs, CDA	12/27/2020	U15	5724.80	6012.00	6312.00	6627.20	6959.20	X
2958	PA	Bonds and Finance Coordinator	12/27/2020	U15	3425.60	3594.40	3773.60	3964.00	4160.00	X
2974	SM	Bonds and Finance Manager	12/27/2020	U15	4432.80	4646.40	4881.60	5124.80	5382.40	X
2985	SM	Economic & Civic Dev Manager	12/27/2020	U15	4432.80	4646.40	4881.60	5124.80	5382.40	X
2986	EM	Assistant Dir Surplus Prop Au	12/27/2020	U15	5496.80	5776.00	6063.20	6355.20	6680.00	X
2987	EM	Director, Surplus Property Au	12/27/2020	U15	6328.80	6632.80	6711.20	7320.00	7696.80	X
3165	EM	Deputy Dir, Dept Child Svs	12/27/2020	051	6301.60				8694.40	X
3170	SE	Director, Dept Child Svs	12/27/2020	071	6960.80				9173.60	X
3310	SM	DA Admin Chief of Staff	12/27/2020	046	5251.20				6380.80	X
4185	EM	Deputy County Librarian	12/27/2020	051	5388.80	5656.00	5943.20	6233.60	6557.60	X

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4190	SE	County Librarian	12/27/2020	071	5999.20				8398.40	X
5006	EM	Exec Director, ACCFC	12/27/2020	067					7202.40	X
5007	EM	Deputy Director, ACCFC	12/27/2020	067					5459.20	X
5008	SM	Family Svcs Program Dir, ACCFC	12/27/2020	067					4995.20	X
5009	PA	Child Care Director,ACCFC	12/27/2020	067					4981.60	X
5010	PA	Admin / Financial Dir, ACCFC	12/27/2020	067					5008.00	X
5011	PA	Evaluation & Tech Dir, ACCFC	12/27/2020	067	3777.60				4992.80	X
5013	CA	Contracts & Grants Coord,ACCFC	12/27/2020	067	3082.40				4059.20	X
5014	SM	Office Manager, ACCFC	12/27/2020	067					3122.40	X
5015	CA	Evaluation Specialist	12/27/2020	067	3270.40				4240.80	X
5016	PA	Acctg/Leveragng Spec,ACCFC	12/27/2020	067	3611.20				4210.40	X
5017	PA	Admin Svcs Assistant, ACCFC	12/27/2020	067	2331.20	2448.00	2560.80	2701.60	2828.80	X
5018	SM	Hospital Outreach Coord,ACCFC	12/27/2020	067	1994.40				2660.00	X
5023	PA	Program Svcs Coordinator,ACCFC	12/27/2020	067	3209.60	3371.20	3537.60	3715.20	3902.40	X
5024	SM	Program Svcs Adminstr,ACCFC	12/27/2020	067	3704.80	3887.20	4084.00	4287.20	4503.20	X
5025	PA	Info Systems Coord,ACCFC	12/27/2020	067	2708.00				3910.40	X
5026	PA	Hopital Outreach Mgr,ACCFC	12/27/2020	067	2567.20	2696.00	2830.40	2972.80	3122.40	X
5027	PA	Research Analyst,ACCFC	12/27/2020	067	2710.40				3628.80	X
5028	PA	Program Associate,ACCFC	12/27/2020	067	2582.40				3812.00	X
5030	SM	Housing Services Administrator	12/27/2020	U45	4564.80	4791.20	5030.40	5282.40	5540.00	X
5043	EM	Asst Agcy Dir, Comm Hlth Svcs	12/27/2020	051	6170.40	6478.40	6800.80	7141.60	7505.60	X
5044	EM	Dir, Public Health	12/27/2020	051	6170.40				7505.60	X
5045	EM	Dir, Behavioral Health	12/27/2020	051	6954.40				9040.80	X
5046	PA	County Health Officer	12/27/2020	U45	10032.00				12188.80	X
5047	SM	Deputy Dir, Public Health	12/27/2020	U45	4508.00				6043.20	X
5049	PA	Dir of Asmt, Plng and Health	12/27/2020	U45	4498.40				5462.40	X
5050	SE	Dir of Health Care Svcs	12/27/2020	071	8466.40				11419.20	X
5056	EM	Assistant Director, HCSA	12/27/2020	051	5458.40				7638.40	X
5061	SM	Care Connect Deputy Director	12/27/2020	U45	5809.60	6100.00	6404.80	6725.60	7061.60	X
5062	SM	Health Care Sys Integ Admin	12/27/2020	U50	5060.00				6457.60	X
5063	SM	Dir of Clin Case Mgmt Methods	12/27/2020	U45	6181.60				7511.20	X
5064	SM	Clinical Case Mgmt Prit Mgr	12/27/2020	U45	4904.00				5957.60	X
5065	SM	Cond Rel&Crime Justi Svcs Dir	12/27/2020	U45	4093.60				5770.40	X
5070	SM	Well, Rec and Res Dir BHCS	12/27/2020	U45	4536.00	4763.20	5000.80	5248.80	5512.80	X
5071	PA	Early Per Scr Diag&Treat Coord	12/27/2020	U45	4052.00				5017.60	X
5072	SM	Alcohol and Drug Prgm Admin	12/27/2020	U45	4992.80	5244.80	5505.60	5782.40	6068.80	X
5075	SM	Juv Justice Hlth Srvc Director	12/27/2020	U45	4515.20				5492.80	X
5076	SM	Bus Intel/Analytics Dir, HCSA	12/27/2020	U45	5616.80	5900.00	6186.40	6360.00	6838.40	X
5077	SM	Quality Mgmt Prog Dir,ACBH	12/27/2020	U45	5136.80				6171.20	X
5078	SM	Deputy Director, Behav Health	12/27/2020	U45	5756.00	6048.00	6345.60	6520.80	7009.60	X
5079	SM	Associate Dir, Adult Svc, BHCS	12/27/2020	U45	5241.60				6373.60	X

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5080	SM	Quality Assurance Admin, BHCS	12/27/2020	U45	4388.00				5415.20	X
5081	SM	Quality Assur Assoc Admn BHC	12/27/2020	U45	4071.20	4248.00	4425.60	4610.40	4804.80	X
5084	SM	Comm Health Svcs Administrator	12/27/2020	U45	4429.60	4652.00	4883.20	5079.20	5380.00	X
5088	PA	Community Health Svcs Coord	12/27/2020	U45	3623.20				4388.80	X
5090	SM	Training Officer, HCSA	12/27/2020	U15	4055.20	4255.20	4468.00	4691.20	4925.60	X
5091	SM	Adult / Older Ad Sys Care Dir	12/27/2020	U45	5241.60				6373.60	X
5092	SM	Older Adult System Care Dir	12/27/2020	U45	4536.00	4763.20	5001.60	5251.20	5512.80	X
5093	SM	Trans Age Youth Sys Care Dir	12/27/2020	U45	4536.00	4763.20	5001.60	5251.20	5512.80	X
5094	SM	Division Director, BHCS	12/27/2020	U45	4536.00	4763.20	5001.60	5251.20	5512.80	X
5095	PA	Compliance Officer, BHCS	12/27/2020	U45	4302.40				5308.00	X
5096	SM	Consumer / Fam Relations Mgr	12/27/2020	U15	3225.60				4324.00	X
5098	SM	Workforce Ed & Trg Mgr, BHCS	12/27/2020	U15	4002.40				5170.40	X
5149	PA	Chief Forensic Pathologist	12/27/2020	U45	12148.80				14761.60	X
5151	PA	Forensic Pathologist	12/27/2020	U15	10564.80				12836.00	X
5160	SM	Medical Director, BHCS	12/27/2020	U45					9694.40	X
5343	PA	Infection Control Coordinator	12/27/2020	U45		4069.60	4261.60	4546.40	4852.80	X
5390	PA	Deputy Dir, Pub Hlth Nrsng	12/27/2020	U45	4978.40				6136.80	X
5594	SM	Clinical Lab Operations Mgr	12/27/2020	U45	4116.80	4331.20	4543.20	4764.00	5005.60	X
5615	SM	Suprvsing Microbiologist	12/27/2020	U45	3462.40	3638.40	3812.00	4013.60	4189.60	X
5687	SM	Chief, Vector Control Svcs Dist	12/27/2020	U15	3692.80	3880.00	4069.60	4276.80	4484.00	X
5760	SM	Prog Perf Mgt and Accred Dir	12/27/2020	U45	3558.40				4746.40	X
5773	SM	Senior Public Hlth Investigatr	12/27/2020	U45	2620.80	2752.00	2890.40	3032.80	3184.80	X
5774	SM	Chief Public Health Investgtr	12/27/2020	U45	2972.80	3123.20	3276.80	3440.80	3624.00	X
5782	SM	Epidemiology Research Scient	12/27/2020	U45	4020.00				4961.60	X
5783	SM	Dir of Comm Assess Plan Eval	12/27/2020	U45	3807.20				5100.80	X
5794	SM	Senior Nutritionist	12/27/2020	U45	3200.00	3364.00	3536.00	3710.40	3891.20	X
5801	SM	Lactation Specialist	12/27/2020	U45	2670.40				3279.20	X
6031	SM	Prob Re-Entry Svcs Coord	12/27/2020	U15	4359.20				5304.80	X
6033	SM	Prob Com Re-Entry & Outrch Dir	12/27/2020	U50	5677.60				6905.60	X
6037	SM	Prob Chief of Res and Eval	12/27/2020	U50	5677.60				6905.60	X
6047	SM	Policy Director	12/27/2020	U49	4468.80				5983.20	X
6048	SM	Ast Chf of Pol and Std Comp	12/27/2020	051	4921.60				5983.20	X
6049	SM	Chief of Policy and Std Comp	12/27/2020	051	5677.60				6905.60	X
6070	SM	Financial Srv Deputy Dir, SSA	12/27/2020	U15	4299.20	4518.40	4743.20	4983.20	5227.20	X
6072	EM	Fin Svcs Director, ACSO	12/27/2020	051	5328.00				6476.80	X
6073	EM	Finance and Contr Dir, Prob	12/27/2020	051	5328.00				6476.80	X
6074	SM	Asst Dir, Fin and Contr, Prob	12/27/2020	U15	4936.00				6002.40	X
6075	EM	Financial Svcs Director, SSA	12/27/2020	051	5624.00				6833.60	X
6076	SM	Prob Contracts/Grants Admstr	12/27/2020	U15	4490.40				5456.80	X
6080	EM	Asst Agcy Dir, Social Svcs Agcy	12/27/2020	051	6170.40				7505.60	X
6082	EM	Deputy Director, SSA	12/27/2020	051	6345.60	6653.60	6993.60	7342.40	7700.80	X

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6085	SE	Dir of Social Services	12/27/2020	071	8143.20				10445.60	X
6125	PA	Div Ops Services Mgr, SSA	12/27/2020	U49	4601.60				5592.80	X
6135	PA	Probation Project Coordinatr	12/27/2020	051	3473.60	3648.00	3830.40	4020.80	4222.40	X
6137	EM	Admin Chief of Staff, Probat	12/27/2020	051	5251.20	5512.80	5789.60	6077.60	6380.80	X
6138	EM	Director of Bus Svcs, Prob	12/27/2020	051	5124.00				6538.40	X
6141	NM	Violence Prevention Coord	12/27/2020	U15	3096.00				3809.60	X
6145	EM	Asst Chief Probation Officer	12/27/2020	051	6276.80				7617.60	X
6150	SE	Chief Probation Officer	12/27/2020	071	7491.20				9738.40	X
6183	SM	Comm Network Coordinator	12/27/2020	U15	2920.00	3058.40	3219.20	3374.40	3535.20	X
6185	SM	Volunteer Program Coord(CASA)	12/27/2020	U49	3623.20	3800.00	3993.60	4186.40	4388.80	X
6420	SM	Medical Social Work Suprvsr	12/27/2020	U45	3505.60	3671.20	3842.40	4024.80	4209.60	X
6500	SM	Youth&Family Svcs Supervisor	12/27/2020	U15	3812.80				4580.00	X
6502	PA	Youth and Family Svcs Mgr	12/27/2020	U15	4044.80				5109.60	X
6514	SM	Behav Hlth Crisis Intr Sup	12/27/2020	U15	4223.20				5184.80	X
6516	SM	Clinical ReviewSp Supervisor	12/27/2020	U15	4223.20				5184.80	X
6517	SM	ACCESS Program Clinical Mgr	12/27/2020	U15	4362.40				5356.00	X
6518	PA	Critical Care Manager, BHCS	12/27/2020	U45	3883.20				4768.00	X
6644	SM	SupClinCaseMgr- CtrHlthSch&Comm	12/27/2020	U45			4012.00	4212.80	4423.20	X
6645	SM	Sch Hlth Adm-Ctr Hlth Sch&Comm	12/27/2020	U45	3664.80				4888.00	X
6647	SM	Chd and Youth Inita Directr	12/27/2020	U45	4536.00				5532.80	X
6780	SM	Senior Employment Specialist	12/27/2020	U45	2818.40				3425.60	X
6789	MA	Welfare Serv Con Social Serv	12/27/2020	U49	2067.20				4336.00	X
6795	PA	Social Services Agency Planner	12/27/2020	U49	3864.80	4068.00	4260.00	4475.20	4699.20	X
6905	PA	Minority Recruiter	12/27/2020	U50	2904.00				4169.60	X
6910	PA	Recruitment Specialist, HCSA	12/27/2020	U15	2904.00				4169.60	X
6915	PA	Coord Of Community Services	12/27/2020	U15	3264.00				4763.20	N
7425	SM	Manager, Janitorial Services	12/27/2020	U15	3124.80				3804.80	X
7740	SM	Laundry Supervisor	12/27/2020	U15	2208.00	2304.00	2426.40	2543.20	2670.40	N
8344	PA	Asst Building Official	12/27/2020	U44	4013.60	4225.60	4439.20	4658.40	4888.80	X
8355	SM	Suprvsing Construction Insp	12/27/2020	U44	2546.40				4938.40	X
8421	SM	Dpty Agri Com/Sealr of WandM	12/27/2020	U15	3573.60	3754.40	3939.20	4151.20	4348.00	X
8435	SM	Deputy Sealer of Wts&Measures	12/27/2020	U15	3140.00	3297.60	3461.60	3645.60	3819.20	X
8508	SM	Director, Div of Adult Protect	12/27/2020	U49	4574.40	4801.60	5047.20	5293.60	5572.00	X
8518	PA	Forensic Auditor	12/27/2020	046	3796.00				4859.20	X
8532	SM	Support Enforcemnt Collectn Off	12/27/2020	046	1865.60	1956.80	2078.40	2174.40	2283.20	N
8541	NM	Investigative Assistant	12/27/2020	043	2188.80	2304.80	2421.60	2532.00	2658.40	N
8560	PA	Narc Task Force Chief Pilot	12/27/2020	U15	3516.80				4785.60	X
8561N	PA	Sh Office Pilot SAN	12/27/2020	U15	84.97				103.25	X
8562N	SM	Sh Office Chief Pilot SAN	12/27/2020	U15	106.22				129.06	X
8586	SM	Sup of Professnal Stds, Prob	12/27/2020	051	4678.40				5689.60	X
8587	SM	Dir of Prof Stdards, Prob	12/27/2020	051	5265.60				6400.80	X

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8588	CA	Investigator, Probation Dept	12/27/2020	U50	4296.80				5199.20	X
8756	PA	Sheriff's Fleet Svcs Coord	12/27/2020	U15	2435.20				2959.20	X
8764	SM	Sr Code Enforce Investigator	12/27/2020	U15	4432.80	4646.40	4881.60	5124.80	5382.40	X
8850	PA	Sh Grant Developmt Specialist	12/27/2020	U15	3292.00				4987.20	X
9213	PA	Audio Visual Technician	12/27/2020	046	2128.00	2236.80	2350.40	2460.00	2582.40	N
9215	PA	Audio Visual Specialist	12/27/2020	046	3119.20				3884.80	N
9225	SM	Suprvsr, Crpntry, Paint and Lk	12/27/2020	U15					4143.20	X
9245	SM	Painter Supervisor	12/27/2020	U15					3780.00	X
9282	PA	Telecom Systems Analyst	12/27/2020	U15	3681.60	3828.80	3984.00	4181.60	4390.40	X
9285	PA	Senior Telecom Systems Analyst	12/27/2020	U15	4258.40				5320.80	X
9286	SM	Senior Telecom Tech	12/27/2020	U15	3600.00	3789.60	3972.00	4175.20	4389.60	N
9287	M	Telephone Services Specialist	12/27/2020	U15	3129.60	3283.20	3432.80	3607.20	3791.20	N
9425	SM	Auto Mechanic Supervisor	12/27/2020	U15					3840.00	X
9445	SM	Manager, Motor Vehicle Div	12/27/2020	U15	3830.40				4649.60	X
9680	SM	Suprvsr, Bldgs & Plant Main	12/27/2020	U15					4834.40	X
9688	SM	Suprvsing Maint Eng, Rehb Cnt	12/27/2020	U15					5022.40	X
9691	PA	Portfolio Manager	12/27/2020	U15					6079.20	X
9692	SM	Maintenance Coordinator	12/27/2020	U15	2932.80				3929.60	X
9695	MA	Real Estate Projects Manager	12/27/2020	U15	3524.80				5022.40	X
9702	SM	Real Estate Program Manager	12/27/2020	U15	4188.00				5873.60	X
<u>5074</u>	<u>SM</u>	<u>Forensic, Diversion and Re-Entry Services Director</u>	<u>01/24/2021</u>	<u>U45</u>	<u>5241.60</u>				<u>6373.60</u>	<u>X</u>

## SECTION II

**Article 3, Section 3-12, Subsections 3-12.19, 3-12.90, 3-12.91 and 3-12.92** of the County of Alameda Salary Ordinance is hereby amended, to read as follows:

3-12.19 - Persons occupying positions under the following Job Codes may be compensated at any biweekly amount within the range of salaries shown for that classification, as determined by the Director of Health Care Services: 0225EM (effective 11/14/10, BOS approved 11/2/10); 0302PA (effective 3/7/10, BOS approved 2/9/10); 0310PA, 0313SM, 0401SM Director of Interagency Children's Policy Council (effective 3/15/15, BOS approved 3/10/15); 1500SM (effective 6/6/16, BOS approved 5/24/16); 5021NM (effective 6/28/20, BOS approved 6/23/20); 5044EM, 5045EM (effective 5/26/13, BOS approved 5/21/13); 5046SM (effective 6/14/20, BOS approved 6/9/20); 5047SM, 5049PA (BOS approved 3/11/08); 5055SM (effective 6/17/16, BOS approved 7/12/16); 5056EM (BOS approved 12/19/17); 5061SM, 5062SM (effective 7/2/17, BOS approved 6/27/17); 5063SM, 5064SM (effective 1/12/20; BOS approved 1/14/20); 5065SM, 5067SM, 5069SM (effective 4/13/14, BOS approved 4/8/14), 5071PA; 5074SM (effective 1/24/21); 5075SM (effective 2/3/13, BOS approved 1/29/13); 5077SM, 5079SM, 5080SM, 5086SM (effective 1/25/09, BOS approved 1/27/09); 5088PA, 5091SM (BOS approved 12/19/17); 5095PA (effective 12/21/14, BOS approved 12/16/14); 5096SM (effective 09/20/09, BOS approved 9/15/09); 5098SM (effective 3/21/10, BOS approved 3/16/10); 5390PA (effective 7/29/18, BOS approved 7/24/18); 5391PA (effective 10/3/10, BOS approved 9/28/10); 5643PA (effective 9/23/07); 5681EM (effective 11/1/20); 5693SM (effective 2/1/15, BOS approved 1/27/15); 5760SM (effective 2/14/16, BOS approved 2/2/16); 5777PA, 5778SM (effective 7/28/19, BOS approved 7/23/19); 5782SM (effective 3/26/17, BOS approved 3/21/17); 5789SM (effective 9/24/17, BOS

approved 9/12/17); 5791SM (effective 9/23/07); 5801SM (effective 11/15/09, BOS approved 11/10/09); 6141PA, 6186SM, 6494SM, 6645SM, 6516SM, 6517SM (effective 4/4/10, BOS approved 3/30/10); 6518PA (effective 11/14/10, BOS approved 11/2/10); 6647SM (effective 1/25/09, BOS approved 1/27/09); 6780SM (effective 7/28/19, BOS approved 7/23/19); 6910PA (effective 7/28/19, BOS approved 12/19/17); (BOS approved amendment 2/4/20) (BOS approved amendment 10/20/20)

**3-12.90** – Effective December 27, 2020, employees in Job Codes 6505NM, 6510NM, 6496NM, 6497NM, 6638NM, and 6640NM, assigned to work at Santa Rita Jail (“SRJ”), ~~and~~ are required to participate in pre-planned use of force (“PPUF”) incidents with Alameda County Sheriff’s Office sworn staff, to include the facilitation of crisis intervention, de-escalation and therapeutic needs of a client, ~~and~~ shall be compensated an additional 15% of the base pay.

Employees in Job Codes 6505NM, 6510NM, 6496NM, 6497NM, 6638NM, and 6640NM who are not regularly assigned to work at SRJ, but work overtime shifts at SRJ, are required to participate in PPUF incidents shall be compensated an additional 15% of the base pay when working such shifts.

**3-12.91** – Effective December 27, 2020, employees in Job Codes #6490NM, #6491NM and #6492NM, assigned to work at Santa Rita Jail (“SRJ”), are required to accompany licensed or licensed-eligible clinicians to participate in pre-planned use of force (“PPUF”) incidents with Alameda County Sheriff’s Office sworn staff to include crisis intervention, de-escalation and therapeutic needs of a client, ~~and~~ shall be compensated an additional 15% of the base pay.

Employees in Job Codes 6490NM, 6491NM and 6640NM who are not regularly assigned to work at SRJ, but work overtime shifts at SRJ, are required to participate in PPUF incidents, shall be compensated an additional 15% of the base pay when working such shifts.

**3-12.92** – Effective December 27, 2020, employees in Job Codes #6527SM and #6525SM, assigned to work at Santa Rita Jail, are required to participate in and have supervisory oversight of the clinician’s role in pre-planned use of force incidents with Alameda County Sheriff’s Office sworn staff, to include crisis intervention, de-escalation and therapeutic needs of a client, shall be compensated an additional 15% of the base pay.

### 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.