

**Human Resource Services**

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

January 12, 2016

Honorable Board of Supervisors
Administration Building
Oakland, CA 94612

Subject: Salary Ordinance Amendment

Dear Board Members:

Recommendation:

Adopt a Salary Ordinance amendment to (1) establish a footnote for one position of Deputy Division Director, Public Health to address a compaction issue in the Health Care Services Agency, (2) amend Section 3-17.51 extending the provisions which is scheduled to terminate on January 3, 2016 to May 7, 2017, to address a continued compaction issues in the Sheriff's Office, and (3) establish the new job classification of Programs Performance Management & Accreditation Director in the Health Care Services Agency, that includes salary administration criteria.

Discussion/Findings:

The December 23, 2012 through April 8, 2017 Memorandum of Understanding with the Alameda County Management Employees Association (ACMEA), requires that management conduct a review of salaries for issues of compaction. As a result of our review, we are recommending a footnote be established for one position of Job Code 5083 Deputy Division Director, Public Health, to be compensated five percent above the base salary of Job Code 5872, Chief Therapist, to address a salary compaction issue between the two classifications. Additionally, prior to the end of the agreement, we will review the footnote, to see if an extension of the provisions are warranted. As such, the footnote will sunset May 7, 2017.

In addition, we are extending the current provisions of Salary Ordinance Section 3-17-51 which provides one position of Job Code 1315, Accounting Technician, when assigned the day-to-day supervision of Job Code 1314, Accounting Specialist I in the Sheriff's Office, to be compensated five percent above the base salary rate of the Accounting Specialist I, which is scheduled to terminate on January 3, 2016 to be extended to May 7, 2017. This extension will address the ongoing compaction issue between the two job classifications through the term of the 2012-2017 ACMEA MOU.

Lastly, we are recommending the new job classification of Job Code 5760SM, Programs Performance Management and Accreditation Director, in the Public Health Department. This single-position will report to the Director, or Deputy Director of Public Health and will be responsible for, planning, implementation, coordination and evaluation of the Quality Assurance/Improvement Program and Accreditation Process across Public Health Department Divisions.

Financing:

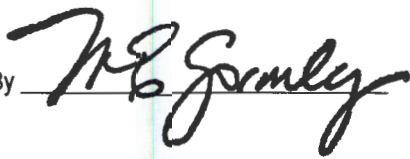
Funds are available in the 2015-2016 budget appropriation to pay the costs of these actions.

Very truly yours,

Mary Welch, Interim Director
Human Resource Services

MW:vb
Z/Board Letters2016/01.26.16 Salary Ordinance Amendment_HCSA_Sheriff's Office

Cc: County Administrator
Auditor-Controller
County Counsel
Director, Health Care Services Agency
Sheriff

By 

O-2016-8

AN ORDINANCE AMENDING
CERTAIN PROVISIONS OF THE 2015 - 2016
ALAMEDA COUNTY SALARY ORDINANCE

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

SECTION I

Article 3 of Ordinance Number 0-2015-54 of the County of Alameda is hereby amended by the addition thereto of the following note to be effective on the date shown:

3-12.84 **Effective January 3, 2016** not to exceed one position of Job Code 5083 Deputy Division Director, Public Health, when assigned the day-to-day clinical supervision of Job Code 5872, Chief Therapist, shall be compensated 5% above the base salary rate of the Chief Therapist, position. The compensation provided by this footnote will terminate effective May 7, 2017.

SECTION II

Article 3 of Ordinance Number 0-2015-54 of the County of Alameda is hereby amended by the amendment thereof of the following notes:

3-17.51 Effective July 5, 2015, not to exceed one position under Job Code 1315M, Accounting Technician, when assigned the day-to-day supervision of Job Code 1314NM, Accounting Specialist I in the Sheriff's Office, shall be compensated 5% above the base rate of the Accounting Specialist I, position. The compensation provided by this footnote will terminate effective January 3, 2016 **May 7, 2017.**

3-12.19 Add "and Job Code 5760SM"

SECTION III

Article 3 of Ordinance Number 0-2015-54 of the County of Alameda is hereby amended by the addition thereto of the following Salary, Job Code, and Title to be effective February 14, 2016.

ITEM	TITLE	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05
5760 SM	Programs Performance Management & Accreditation Director	3100.80				4136.00

SECTION IV

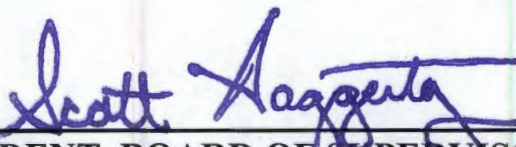
This Ordinance shall take effect immediately, and before the expiration of fifteen days after its passage, shall be published once with the names of the members voting for and against the same in the Inter-City Express, a newspaper published in the said County of Alameda.

THE FOREGOING was **PASSED** and **ADOPTED** by a majority vote of the Alameda County Board of Supervisors this 2nd day of February, 2016, to wit:

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

NOES: None

EXCUSED: None



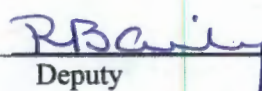
PRESIDENT, BOARD OF SUPERVISORS

File: 29729
Agenda No: 9
Document No: O-2016-8



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: 
Deputy