



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

Human Resource Services

January 11, 2017

Honorable Board of Supervisors
Administration Building
Oakland, CA 94612

Subject: Salary Ordinance Amendment

Dear Board Members:

Recommendation:

- A. Adopt a Salary Ordinance amendment to adjust the salary for the Dental Assistant position in the Health Care Services Agency (HCSA) that was revised and retitled to Registered Dental Assistant.
- B. Adopt a Salary Ordinance amendment to delete Section 3-12.73 that provides additional compensation for employees with possession of a Registered Dental Assistant License as this provision will no longer be needed based on changes to the revised job specification.

Discussion/Findings:

We are recommending that the salary for the Dental Assistant position in the HCSA be increased by approximately 8.14% to account for recent changes made to the job specification and the addition of required licensure, previously absent from the minimum qualifications.

The classification was revised and retitled to require possession of a valid Registered Dental Assistant license, issued by the Dental Board of California, due to the Agency's need for incumbents to perform duties, permitted only by Registered Dental Assistants.

Adjusting the salary will assist the County in attracting and maintaining appropriate talent, and make the rate more comparable to our external Bay Area market. As such, steps 1 through 5 will be increased accordingly.

Concurrently, we are recommending that Salary Ordinance Section 3-12.73 be deleted, as the additional compensation provided for possession of a Registered Dental Assistant License has been incorporated into the revised job specification and reflected in the increased salary rate.

Funding:

Appropriations for the salary adjustment are included in the FY 2016-17 Approved Budget and there will be no increase in net County cost as a result of this action.

Very truly yours,

Kathy Mount, Interim Director
Human Resource Services

KM:vb

Z:\Board letter 2017\01.24.17 Salary Ordinance Amendment_HCSA

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

Approved as to Form
DONNA ZIEGLER, County Counsel

By Andrew J. Carlson
Assistant County Counsel

O-2017-7
AN ORDINANCE AMENDING
CERTAIN PROVISIONS OF THE 2016-2017
ALAMEDA COUNTY 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 to specify the following Salary, to be effective February 12, 2017.

Job Code	Title	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05
5510	NM Registered Dental Assistant	1910.25	1992.00	2074.50	2173.50	2262.00

SECTION II

Article 3, of the County of Alameda Salary Ordinance is hereby amended by the deletion therefrom of the following note, effective February 12, 2017.

3-12.73 Effective July 27, 2008, not to exceed one employee occupying a position in Job Code 5510 in the Public Health department shall receive additional 5% compensation when he/she possess a Registered Dental Assistant license from the State of California and a Certificate in coronal polishing, when assigned and performing the duties related to coronal polishing and placement of dental sealants.

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 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 7th day of, **February, 2017**, to wit:

AYES: Supervisors Carson, Haggerty, Valle & President Chan - 4

NOES: None

EXCUSED: Supervisor Miley – 1



PRESIDENT, BOARD OF SUPERVISORS

File: 29922
Agenda No: 21
Document No: O-2017-7



I certify that the foregoing is a correct copy of a Ordinance adopted by the Board of Supervisor, Alameda County, State of California

ATTEST:
Clerk, Board of Supervisors

By: R. Bailey
Deputy

THE INTER-CITY EXPRESS
~ SINCE 1909 ~

1109 OAK STREET STE 103, OAKLAND, CA 94607-4866
Telephone (510) 272-4747 / Fax (510) 465-1657

Jasmin Alvarez - Rhonda Bailey
ALAMEDA CO CLERK BD OF SUPERVISORS
1221 OAK ST 5TH FLR
OAKLAND, CA - 94612

PROOF OF PUBLICATION

(2015.5 C.C.P.)

State of California)
County of ALAMEDA) ss

Notice Type: ORD - ORDINANCE PUBLICATION

Ad Description: O-2017-7 Salary Ordinance amendment to adjust the

I am a citizen of the United States; I am over the age of eighteen years, and not a party to or interested in the above-entitled matter. I am the principal clerk of the printer and publisher of the INTER-CITY EXPRESS, a newspaper published in the English language in the City of Oakland, County of Alameda, State of California.

I declare that the INTER-CITY EXPRESS is a newspaper of general circulation as defined by the laws of the State of California as determined by this Court's order, dated October 21, 1910, in the action entitled In the Matter of the Application of the INTER-CITY EXPRESS Publishing Company Establishing "THE INTER-CITY EXPRESS" To be a Newspaper of General Circulation, Case Number 33837, and as Amended November, 19, 1974. Said order, as amended, Orders that: "The INTER-CITY EXPRESS' is a newspaper of general circulation, as defined in Section 6000 et seq. of the Government Code, for the City of Oakland, the County of Alameda, and The State of California." Said order as amended has not been revoked.

I declare that the notice, of which the annexed is a printed copy, has been published in each regular and entire issue of said newspaper and not in any supplement thereof on the following dates, to-wit:

02/24/2017

Executed on: 02/24/2017
At Los Angeles, California

I certify (or declare) under penalty of perjury that the foregoing is true and correct.

Signature

Email

This space for filing stamp only

OK #: 2979857

O-2017-7
AN ORDINANCE AMENDING
CERTAIN PROVISIONS OF THE 2016-
2017
ALAMEDA COUNTY
SALARY ORDINANCE

Approved as to Form
DONNA R. ZIEGLER, County Counsel

By: Andrea Carlise
2/24/17

OK-2979857#

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Adopted by the Board of Supervisors of the County of Alameda, State of California, on February 7, 2017, by the following called vote:

AYES: Supervisors Carson, Chan, Valle & President Haggerty - 4
NOES: None
EXCUSED: Supervisor Miley - 1

SCOTT HAGGERTY
President of the Board of Supervisors
County of Alameda, State of California

ATTEST: ANIKA CAMPBELL-BELTON
Clerk of the Board of Supervisors, County of Alameda

