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Human Resource Services

February 14, 2018

Honorable Board of Supervisors
Administration Building
Oakland, CA 94612

SUBJECT: ADOPT SALARY ORDINANCE AND ADMINISTRATIVE CODE AMENDMENTS AND TWO MINUTE ORDERS TO BRING SPECIFIED UNREPRESENTED MANAGEMENT EMPLOYEES' SALARY AND BENEFITS IN PARITY WITH ACMEA GENERAL AND CONFIDENTIAL REPRESENTED EMPLOYEES

Dear Board Members:

Recommendation:

- A. Adopt a Salary Ordinance amendment increasing the salaries for Unrepresented Managers; and amending Sections 3-21.8 Word Processing Differential, 6-8 Bilingual Pay and 7-10 Cafeteria Plan;
- B. Adopt an Ordinance amending Administrative Code Sections: 3.24.070, Vacation Leave; 3.28.010, Definition of Overtime; 3.28.050, Requirement of actual work; and 3.64.050 Employee Health and Welfare Benefit Program;
- C. Adopt two Minute Orders that provide additional benefit changes similar to those received by Represented Management employees.

Discussion/Findings:

Your board previously approved the adoption of Memoranda of Understanding between the Alameda County Management Employees Association (ACMEA) General and Confidential Units and the County of Alameda. We are recommending that the Unrepresented Management job classifications specified in the attached amendments receive a 4% salary increase, effective December 31, 2017, and a 3.5% salary increase, effective December 30, 2018, similar to the increases ACMEA General Government and Confidential represented employees are to receive. We are also recommending that employees in the specified Unrepresented Management job classifications on payroll as of July 2, 2018, receive a one-time gross payment of \$2500 to bring them in parity with the payment to be made to ACMEA General Government and Confidential represented employees.

Additionally, we are recommending that the following provisions be applied to the Unrepresented Managers and that the applicable Administrative Code sections be amended accordingly: Effective December 29, 2019, implement a hard cap on the vacation accrual for all employees; effective March 25, 2018, paid vacation, vacation buy, sick leave, floating holiday pay and management paid leave shall not be counted towards the accumulation of the workweek when calculating overtime compensation and effective Plan Year 2019, we are recommending implementing an increase in the share of the cost of medical premiums for the Unrepresented Managers pursuant to which the County will pay eighty-seven and one-half percent (87.5%) and employees in Unrepresented Management classifications will pay the remaining twelve and one-half percent (12.5%) of the premium costs.

Further, we are recommending that the following provisions be applied to Unrepresented Managers and amended in the Salary Ordinance: Effective Plan Year 2019, the County Allowance will be increased from the current amount of \$3100 to \$3300, corresponding with the increases in the medical premium cost sharing; effective December 30, 2018, Bilingual Pay will be increased from \$40 to \$55 for a person occupying a position designated as requiring fluency in a language other than English and from \$45 to \$60 for a person occupying a position requiring fluency in 2 or more languages other than English; and the Word Processing Differential shall be amended to reflect that it no

longer applies to unrepresented management. We are also recommending that the Bilingual Pay be increased similarly for unrepresented non-management groups effective retroactively to March 3, 2016, when the increase in Bilingual Pay was granted to the Service Employees International Union Local 1021.

Lastly, we are recommending the adoption of two Minute Orders based on the following provisions for the Unrepresented Managers: An increase in the monthly Share the Savings stipend in Plan Year 2019 of an additional \$50 per month in each tier; and an increase in the Dental coverage limit from the current \$1550 to \$1650 in Plan Year 2019.

Financing:

Funds are available within existing appropriations in the Approved 2017 – 2018 budget to cover the cost increases in the current year.


Very truly yours,



Joe Angelo, Director
Human Resource Services

JA:my
Z:\Board Letters\02.27.18 Unrepresented Management

Cc: CAO
Auditor-Controller
County Counsel
Agency/Department Heads


By _____

AN ORDINANCE AMENDING
CERTAIN PROVISIONS OF THE
COUNTY OF ALAMEDA ADMINISTRATIVE CODE

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

SECTION I

Chapter 3.24 Vacation, of the Alameda County Administrative Code is hereby amended by the addition of the following language in Subsection 3.24.070:

3.24.070 – Limitation on unused vacation leave balances for unrepresented M-designated employees.

Effective December 29, 2019, for all unrepresented managers, the accrual of vacation leave will cease effective with any pay period in which the employee's vacation accrual reaches its maximum balance as specified herein and such accrual shall not recommence until the employee's vacation leave balance falls below this maximum. While employees shall have the primary responsibility to schedule and take sufficient vacation to reduce their accrued vacation leave balances to levels which do not exceed their maximum balance, department heads will make a reasonable effort to accommodate written vacation leave requests submitted by employees which state that the purpose of such request is to reduce accrued vacation leave balances to a level below their maximum accrual.

SECTION II

Chapter 3.28 Overtime, of the Alameda County Administrative Code is hereby amended by the addition of the following language to Subsections 3.28.010 and 3.28.050, respectively:

3.28.010 - Definitions.

Effective March 25, 2018, for unrepresented management employees, vacation, vacation buy, personal leave, sick leave (all types), floating holiday leave and paid management leave shall not count towards the accumulation of the workweek when calculating overtime compensation.

3.28.050 - Requirement of actual work.

Effective March 25, 2018, for unrepresented management employees, there shall be no overtime payment unless the employee has actually worked over that employee's regular full time weekly hours of 37.5 or 40.0 hours during said workweek, including holiday compensation.

SECTION III

Chapter 3.64 Employee Health and Welfare Benefit Program, of the Alameda County Administrative Code is hereby amended by the addition of the following language to Subsection 3.64.050:

3.64.050 – County Contribution

Effective February 1, 2019, for unrepresented M-designated employees, the County and covered employees will share in the cost of health care premiums. The County will pay eighty-seven and one-half (87.5) percent of the total premium for a health maintenance organization (HMO) plan and an amount to be determined, as specified below, of the total premium for a PPO/Indemnity plan:

1. The county shall contribute eighty-seven (87.5) percent of the total premium for an HMO at the corresponding level of coverage (i.e., self, self plus one dependent, or family) in a plan year.
2. The county shall contribute eighty-seven (87.5) percent of the total premium of the lowest cost HMO toward the total monthly premium of the PPO plan at the corresponding level of coverage (Le., self, self + one dependent, family) in a plan year.

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.

SECOND READING - CONTINUED FROM 02/27/2018

Approved as to Form
DONNA ZIEGLER, County Counsel

By 

AN ORDINANCE AMENDING CERTAIN PROVISIONS OF THE 2017 – 2018 COUNTY OF ALAMEDA SALARY ORDINANCE

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

SECTION I

Section 1-2.2 of the County of Alameda Salary Ordinance is hereby amended by the amendment thereof of the following Salaries to be effective on the date shown:

ITEM	MC	TITLE	Eff Date	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05
1458	SM	Accredited Record Technician						
			12/31/2017	2327.20	2439.20	2529.60	2651.20	2764.00
			12/30/2018	2408.80	2524.80	2618.40	2744.00	2860.80
0182	SM	Acctg and Finance Manager						
			12/31/2017	4275.20				5196.00
			12/30/2018	4424.80				5377.60
5016	PA	Acctg/Leveragng Spec,ACFC						
			12/31/2017	3272.80				3816.00
			12/30/2018	3387.20				3949.60
5010	PA	Admin / Financial Dir, ACFC						
			12/31/2017					4538.40
			12/30/2018					4697.60
0245	PA	Admin Analyst						
			12/31/2017	3192.00				4892.00
			12/30/2018	3304.00				5063.20
6137	EM	Admin Chief of Staff, Probat						
			12/31/2017	4759.20	4996.00	5246.40	5508.00	5783.20
			12/30/2018	4925.60	5171.20	5430.40	5700.80	5985.60
0299	N NM	Admin Intern SAN						
			12/31/2017	9.84				19.17
			12/30/2018	10.18				19.84
5017	PA	Admin Svcs Assistant, ACFC						
			12/31/2017	2112.80	2219.20	2320.00	2448.80	2564.00
			12/30/2018	2186.40	2296.80	2401.60	2534.40	2653.60
0240	PA	Admin Trainee						
			12/31/2017	2161.60				2492.00
			12/30/2018	2237.60				2579.20
0229	SM	Admin/Financial Svcs Manager						
			12/31/2017	4065.60	4271.20	4486.40	4705.60	4946.40
			12/30/2018	4208.00	4420.80	4643.20	4870.40	5119.20
1137	CA	Administrative Associate,CAO						
			12/31/2017	2419.20	2546.40	2680.80	2823.20	2971.20
			12/30/2018	2504.00	2635.20	2774.40	2922.40	3075.20
5091	SM	Adult / Older Ad Sys Care Dir						
			12/31/2017	4750.40				5776.00
			12/30/2018	4916.80				5978.40
5072	SM	Alcohol and Drug Prgm Admin						
			12/31/2017	4525.60	4753.60	4989.60	5240.80	5500.00
			12/30/2018	4684.00	4920.00	5164.00	5424.00	5692.80

ITEM	MC	TITLE	Effit Date	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05
1868	PA	Application Systems Enginr III	12/31/2017	4394.40				5888.80
			12/30/2018	4548.00				6095.20
0272	PA	Assistant Business Analyst	12/31/2017	3158.40				3968.80
			12/30/2018	3268.80				4108.00
2986	EM	Assistant Dir Surplus Prop Au	12/31/2017	4982.40	5235.20	5495.20	5760.00	6053.60
			12/30/2018	5156.80	5418.40	5687.20	5961.60	6265.60
5056	EM	Assistant Director, HCSA	12/31/2017	4947.20				6922.40
			12/30/2018	5120.00				7164.80
0492	SM	Assistant Risk Manager	12/31/2017	3763.20				5192.00
			12/30/2018	3895.20				5373.60
5079	SM	Associate Dir, Adult Svc, BHCS	12/31/2017	4750.40				5776.00
			12/30/2018	4916.80				5978.40
5390	PA	Associate Dir, Pub Hlth Nrsg	12/31/2017	4101.60	4305.60	4513.60	4724.00	5049.60
			12/30/2018	4244.80	4456.00	4671.20	4889.60	5226.40
0243	PA	Asst Admin Analyst	12/31/2017	2536.00				3084.80
			12/30/2018	2624.80				3192.80
5043	EM	Asst Agcy Dir, Comm Hlth Svcs	12/31/2017	5592.00	5871.20	6163.20	6472.80	6802.40
			12/30/2018	5788.00	6076.80	6379.20	6699.20	7040.80
6080	EM	Asst Agcy Dir, Social Svs Agcy	12/31/2017	5227.20	5481.60	5761.60	6049.60	6344.80
			12/30/2018	5410.40	5673.60	5963.20	6261.60	6567.20
8344	PA	Asst Building Official	12/31/2017	3637.60	3829.60	4023.20	4221.60	4431.20
			12/30/2018	3764.80	3964.00	4164.00	4369.60	4586.40
1358	EM	Asst Chief Execu Offcr,ACERA	12/31/2017	5202.40				8318.40
			12/30/2018	5384.80				8609.60
6145	EM	Asst Chief Probation Officer	12/31/2017	5523.20				6702.40
			12/30/2018	5716.80				6936.80
1008	SM	Asst Clerk, Bd of Supervisors	12/31/2017	3192.00				4892.00
			12/30/2018	3304.00				5063.20
0031	SM	Asst Controller	12/31/2017	5162.40	5423.20	5692.00	5977.60	6276.00
			12/30/2018	5343.20	5612.80	5891.20	6187.20	6496.00
0260	EM	Asst County Administrator	12/31/2017	7875.20				9569.60
			12/30/2018	8151.20				9904.80
1530	EM	Asst County Clerk Recorder	12/31/2017	3708.80	3886.40	4082.40	4294.40	4504.00
			12/30/2018	3838.40	4022.40	4225.60	4444.80	4661.60
2046	SM	Asst Depty Dir, Public Works	12/31/2017	4982.40	5235.20	5495.20	5760.00	6053.60
			12/30/2018	5156.80	5418.40	5687.20	5961.60	6265.60

ITEM	MC	TITLE	Eff Date	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05
2953	SM	Asst Deputy Dir, CDA	12/31/2017	4982.40	5235.20	5495.20	5760.00	6053.60
			12/30/2018	5156.80	5418.40	5687.20	5961.60	6265.60
2050	EM	Asst Dir of Public Works	12/31/2017	6594.40	6924.00	7279.20	7642.40	8013.60
			12/30/2018	6825.60	7166.40	7533.60	7909.60	8294.40
1845	EM	Asst Dir, Info Tech Dept	12/31/2017	5786.40				7976.00
			12/30/2018	5988.80				8255.20
1834	SM	Asst Manager Comp Operations	12/31/2017	2878.40				3977.60
			12/30/2018	2979.20				4116.80
1734	SM	Asst Prop & Salvage Mgr	12/31/2017	1937.60	2036.80	2134.40	2224.80	2332.00
			12/30/2018	2005.60	2108.00	2208.80	2302.40	2413.60
0053	EM	Asst Sheriff	12/31/2017					8497.60
			12/30/2018					8795.20
0162	EM	Asst Treasurer	12/31/2017					5988.80
			12/30/2018					6198.40
6048	SM	Ast Chf of Pol and Std Comp	12/31/2017	4460.00				5423.20
			12/30/2018	4616.00				5612.80
9215	PA	Audio Visual Specialist	12/31/2017	2826.40				3520.80
			12/30/2018	2925.60				3644.00
9213	PA	Audio Visual Technician	12/31/2017	1928.80	2027.20	2130.40	2228.80	2340.80
			12/30/2018	1996.00	2098.40	2204.80	2307.20	2422.40
5342	SM	Authorization Svcs Coordinator	12/31/2017		4231.20	4445.60	4757.60	5084.00
			12/30/2018		4379.20	4600.80	4924.00	5261.60
9425	SM	Auto Mechanic Supervisor	12/31/2017					3480.80
			12/30/2018					3602.40
6517	SM	ACCESS Program Clinical Mgr	12/31/2017	3953.60				4854.40
			12/30/2018	4092.00				5024.00
0262	SM	Benefits Admin Supervisor	12/31/2017	3600.00				4504.00
			12/30/2018	3726.40				4661.60
0267	PA	Benefits Auditor	12/31/2017	2281.60				3158.40
			12/30/2018	2361.60				3268.80
2958	PA	Bonds and Finance Coordinator	12/31/2017	3104.00	3257.60	3420.00	3592.80	3769.60
			12/30/2018	3212.80	3372.00	3540.00	3718.40	3901.60
2974	SM	Bonds and Finance Manager	12/31/2017	4017.60	4211.20	4424.00	4644.80	4878.40
			12/30/2018	4158.40	4358.40	4579.20	4807.20	5048.80
5076	SM	Bus Intel/Analytics Dir, HCSA	12/31/2017	5090.40	5347.20	5607.20	5764.80	6197.60
			12/30/2018	5268.80	5534.40	5803.20	5966.40	6414.40

ITEM	MC	TITLE	Effrt Date	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05
0268	CA	Business Analyst	12/31/2017	3600.00				4504.00
			12/30/2018	3726.40				4661.60
0253	PA	Cable TV & Comm Analyst	12/31/2017	3192.00				4892.00
			12/30/2018	3304.00				5063.20
5061	SM	Care Connect Deputy Director	12/31/2017	5265.60	5528.80	5804.80	6095.20	6400.00
			12/30/2018	5449.60	5722.40	6008.00	6308.80	6624.00
5062	SM	Care Connect Sys Integ Admin	12/31/2017	4585.60				5852.80
			12/30/2018	4746.40				6057.60
6647	SM	Chd and Youth Inita Directr	12/31/2017	4111.20				5014.40
			12/30/2018	4255.20				5189.60
1373	PA	Chief of Internal Audit, ACERA	12/31/2017	3568.80				5884.80
			12/30/2018	3693.60				6090.40
6049	SM	Chief of Policy and Std Comp	12/31/2017	5146.40				6258.40
			12/30/2018	5326.40				6477.60
0465	SM	Chief Dept HR Administrator	12/31/2017	4092.00				4972.00
			12/30/2018	4235.20				5146.40
0195	EM	Chief Deputy of Ops, GSA	12/31/2017	6023.20				7325.60
			12/30/2018	6234.40				7581.60
0023	EM	Chief Deputy Assessor	12/31/2017					6551.20
			12/30/2018					6780.80
0030	EM	Chief Deputy Auditor	12/31/2017					6994.40
			12/30/2018					7239.20
0070	EM	Chief Deputy Tax Collector	12/31/2017	4580.80				5558.40
			12/30/2018	4740.80				5752.80
0193	SM	Chief Deputy, Admin GSA	12/31/2017	4796.00				6692.80
			12/30/2018	4964.00				6927.20
5793	SM	Chief Envir Hlt Admin&Tech Svs	12/31/2017	4328.80	4519.20	4732.80	4938.40	5182.40
			12/30/2018	4480.00	4677.60	4898.40	5111.20	5364.00
0183	SM	Chief Financial Manager	12/31/2017	4580.80				5558.40
			12/30/2018	4740.80				5752.80
5149	PA	Chief Forensic Pathologist	12/31/2017	7296.00				10250.40
			12/30/2018	7551.20				10608.80
0170	PA	Chief Inves Officer-Tre Dept	12/31/2017	4580.80				5558.40
			12/30/2018	4740.80				5752.80
1345	PA	Chief Investment Officer,ACERA	12/31/2017	5202.40				8318.40
			12/30/2018	5384.80				8609.60

ITEM	MC	TITLE	Eff Date	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05
6150	SE	Chief Probation Officer	12/31/2017	6789.60				8826.40
			12/30/2018	7027.20				9135.20
5774	SM	Chief Public Health Investgr	12/31/2017	2694.40	2830.40	2969.60	3119.20	3284.00
			12/30/2018	2788.80	2929.60	3073.60	3228.00	3399.20
1847	EM	Chief Technology Officer	12/31/2017	5786.40				7976.00
			12/30/2018	5988.80				8255.20
5790	SM	Chief, Environ Hlth Fid Oper	12/31/2017	4328.80	4519.20	4732.80	4938.40	5182.40
			12/30/2018	4480.00	4677.60	4898.40	5111.20	5364.00
0169	EM	Chief, Executive Offcr ACERA	12/31/2017	9091.20				10823.20
			12/30/2018	9409.60				11202.40
0154	SM	Chief, Fiscal Services	12/31/2017	3557.60	3734.40	3919.20	4120.80	4325.60
			12/30/2018	3682.40	3864.80	4056.00	4264.80	4476.80
0167	SM	Chief, Real Estate Taxes	12/31/2017	3084.80	3245.60	3420.00	3596.80	3786.40
			12/30/2018	3192.80	3359.20	3540.00	3722.40	3919.20
5687	SM	Chief,Vector Control Svcs Dist	12/31/2017	3347.20	3516.00	3688.80	3876.00	4064.00
			12/30/2018	3464.00	3639.20	3817.60	4012.00	4206.40
5009	PA	Child Care Director,ACCFC	12/31/2017					4514.40
			12/30/2018					4672.80
0330	SM	Child Care Srvs Prog Admin	12/31/2017	2935.20				4284.00
			12/30/2018	3037.60				4433.60
5019	SM	Child Dev Corps Coord, ACCFC	12/31/2017	2555.20				3120.00
			12/30/2018	2644.80				3229.60
0224	PA	Clerk, BOS Service Manager	12/31/2017	2587.20				3640.00
			12/30/2018	2677.60				3767.20
5594	SM	Clinical Lab Operations Mgr	12/31/2017	3731.20	3925.60	4117.60	4317.60	4536.80
			12/30/2018	3861.60	4063.20	4261.60	4468.80	4695.20
6516	SM	Clinical ReviewSp Supervisor	12/31/2017	3730.40				4580.00
			12/30/2018	3860.80				4740.00
5084	SM	Comm Health Svcs Administrator	12/31/2017	4014.40	4216.80	4425.60	4603.20	4876.00
			12/30/2018	4155.20	4364.00	4580.80	4764.00	5046.40
6183	SM	Comm Network Coordinator	12/31/2017	2646.40	2772.00	2916.80	3057.60	3204.00
			12/30/2018	2739.20	2868.80	3019.20	3164.80	3316.00
5012	PA	Comm Outreach Cordinator,ACCFC	12/31/2017	2792.80				3394.40
			12/30/2018	2890.40				3513.60
1363	PA	Communications Manager,ACERA	12/31/2017	2630.40				3495.20
			12/30/2018	2722.40				3617.60

ITEM	MC	TITLE	Effrt Date	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05
5088	PA	Community Health Svs Coord	12/31/2017	3283.20				3977.60
			12/30/2018	3398.40				4116.80
0340	PA	Community Liaison Specialist	12/31/2017		2897.60	3040.00	3194.40	3355.20
			12/30/2018		2999.20	3146.40	3306.40	3472.80
1366	PA	Comp & Netwrk Sys Analst,ACERA	12/31/2017	4000.80				5349.60
			12/30/2018	4140.80				5536.80
1367	PA	Comp & Netwrk Sys Spec, ACERA	12/31/2017	2843.20				3810.40
			12/30/2018	2942.40				3944.00
1339	PA	Compliance Officer, ACERA	12/31/2017	2811.20				3768.00
			12/30/2018	2909.60				3900.00
5095	PA	Compliance Officer, BHCS	12/31/2017	3899.20				4811.20
			12/30/2018	4036.00				4979.20
5065	SM	Cond Rel&Crime Justi Svs Dir	12/31/2017	3710.40				5229.60
			12/30/2018	3840.00				5412.80
0474	PA	Conf Ctr Services Manager	12/31/2017	3298.40				4309.60
			12/30/2018	3413.60				4460.80
5096	SM	Consumer / Fam Relations Mgr	12/31/2017	2852.00				3823.20
			12/30/2018	2952.00				3956.80
0481	PA	Contract Compliance Officer	12/31/2017	2811.20				3768.00
			12/30/2018	2909.60				3900.00
0451	SM	Contract Compliance Supervr	12/31/2017	3410.40				4144.80
			12/30/2018	3529.60				4289.60
5013	CA	Contracts & Grants Coord,ACCFC	12/31/2017	2794.40				3678.40
			12/30/2018	2892.00				3807.20
6915	PA	Coord Of Community Services	12/31/2017	2959.20				4316.80
			12/30/2018	3062.40				4468.00
0035	SE	County Administrator	12/31/2017	10031.20				13074.40
			12/30/2018	10382.40				13532.00
0259	PA	County Finance Director	12/31/2017	4914.40				6916.80
			12/30/2018	5086.40				7159.20
5046	PA	County Health Officer	12/31/2017	6618.40	6947.20	7295.20	7660.00	8035.20
			12/30/2018	6850.40	7190.40	7550.40	7928.00	8316.80
4190	SE	County Librarian	12/31/2017	5436.80				7612.00
			12/30/2018	5627.20				7878.40
0479	PA	County Trng and Prgm Coord	12/31/2017	2220.80				2779.20
			12/30/2018	2298.40				2876.80

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1857	PA	County Webmaster	12/31/2017	4494.40				5983.20
			12/30/2018	4652.00				6192.80
0258	SM	Countywide Initiative Prg Coor	12/31/2017	4585.60				7150.40
			12/30/2018	4746.40				7400.80
6518	PA	Critical Care Manager, BHCS	12/31/2017	3519.20				4320.80
			12/30/2018	3642.40				4472.00
0466	PA	Cty Trng and Org Dev Special	12/31/2017	3506.40				4262.40
			12/30/2018	3628.80				4411.20
1815	PA	Data Network Design Specialist	12/31/2017	2392.00				3281.60
			12/30/2018	2476.00				3396.80
1808	SM	Data Processing Supervisor	12/31/2017	2155.20	2264.80	2367.20	2496.80	2616.00
			12/30/2018	2230.40	2344.00	2450.40	2584.00	2707.20
1539	SM	Deferred Com and Personnel Mgr	12/31/2017	4580.80				5558.40
			12/30/2018	4740.80				5752.80
0462	SM	Departmntal HR Manager	12/31/2017	3737.60				4547.20
			12/30/2018	3868.80				4706.40
0459	CA	Dept HR Officer Trainee	12/31/2017	2500.80				3037.60
			12/30/2018	2588.00				3144.00
4184	PA	Deputy of Admn Svcs, Cty Lib	12/31/2017	4640.00				5645.60
			12/30/2018	4802.40				5843.20
0257	EM	Deputy County Administrator	12/31/2017	6618.40				8446.40
			12/30/2018	6850.40				8742.40
4185	EM	Deputy County Librarian	12/31/2017	4884.00	5125.60	5386.40	5649.60	5943.20
			12/30/2018	5055.20	5304.80	5575.20	5847.20	6151.20
5078	SM	Deputy Dir Behav Hlth Care Sv	12/31/2017	5217.60	5481.60	5750.40	5909.60	6352.80
			12/30/2018	5400.00	5673.60	5952.00	6116.80	6575.20
1829	SM	Deputy Dir., Inf Tech Dept	12/31/2017	5442.40				7266.40
			12/30/2018	5632.80				7520.80
2952	EM	Deputy Dir, CDA	12/31/2017	5736.00	6011.20	6314.40	6634.40	6976.00
			12/30/2018	5936.80	6221.60	6535.20	6866.40	7220.00
3165	EM	Deputy Dir, Dept Child Svcs	12/31/2017	5711.20				7880.00
			12/30/2018	5911.20				8156.00
1831	SM	Deputy Dir, DP Plan & Control	12/31/2017	4535.20				6060.80
			12/30/2018	4693.60				6272.80
1838	SM	Deputy Dir, Network Servs	12/31/2017	5442.40				7266.40
			12/30/2018	5632.80				7520.80

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5047	SM	Deputy Dir, Public Health	12/31/2017	3986.40				5343.20
			12/30/2018	4125.60				5530.40
2047	EM	Deputy Dir, Public Works	12/31/2017	5736.00	6011.20	6314.40	6634.40	6976.00
			12/30/2018	5936.80	6221.60	6535.20	6866.40	7220.00
5007	EM	Deputy Director, ACCFC	12/31/2017					4948.00
			12/30/2018					5120.80
5789	SM	Deputy Director, EMS District	12/31/2017	3716.00				4512.00
			12/30/2018	3846.40				4669.60
0194	EM	Deputy Director, GSA	12/31/2017	5736.00				6976.00
			12/30/2018	5936.80				7220.00
0290	EM	Deputy Director, HRS	12/31/2017	5681.60				6925.60
			12/30/2018	5880.80				7168.00
6082	EM	Deputy Director, SSA	12/31/2017	5750.40	6029.60	6338.40	6654.40	6980.00
			12/30/2018	5952.00	6240.80	6560.00	6887.20	7224.00
1007	EM	Deputy Registrar of Voters	12/31/2017	4287.20	4501.60	4720.00	4963.20	5216.80
			12/30/2018	4437.60	4659.20	4885.60	5136.80	5399.20
8435	SM	Deputy Sealer of Wts&Measures	12/31/2017	2845.60	2988.00	3137.60	3304.00	3461.60
			12/30/2018	2944.80	3092.80	3247.20	3420.00	3582.40
2218	SM	Design and Construction Mgr	12/31/2017	4294.40				5538.40
			12/30/2018	4444.80				5732.00
0318	PA	Dev Disabilities Coordinator	12/31/2017	3012.80	3155.20	3316.00	3483.20	3654.40
			12/30/2018	3118.40	3265.60	3432.00	3604.80	3782.40
5049	PA	Dir of Asmt, Plng and Health	12/31/2017	4077.60				4950.40
			12/30/2018	4220.00				5124.00
5783	SM	Dir of Comm Assess Plan Eval	12/31/2017	3450.40				4623.20
			12/30/2018	3571.20				4784.80
2951	SM	Dir of Finance, CDA	12/31/2017	5779.20	6058.40	6364.00	6684.80	7029.60
			12/30/2018	5981.60	6270.40	6586.40	6918.40	7276.00
5050	SE	Dir of Health Care Svcs	12/31/2017	7672.80				10349.60
			12/30/2018	7941.60				10712.00
0401	SM	Dir of Interagy Chdr Pol Coun	12/31/2017	3730.40				4580.00
			12/30/2018	3860.80				4740.00
2954	PA	Dir of Ops & Mgmt Svcs, CDA	12/31/2017	5188.80	5448.80	5720.80	6005.60	6307.20
			12/30/2018	5370.40	5639.20	5920.80	6216.00	6528.00
8587	SM	Dir of Prof Stdards, Prob	12/31/2017	4772.00				5800.80
			12/30/2018	4939.20				6004.00

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2055	SE	Dir of Public Works	12/31/2017	6758.40				8822.40
			12/30/2018	6995.20				9131.20
6085	SE	Dir of Social Services	12/31/2017	7380.80				9467.20
			12/30/2018	7639.20				9798.40
0295	SE	Dir Of Human Resource Svcs	12/31/2017	7053.60				9169.60
			12/30/2018	7300.80				9490.40
0288	EM	Dir Of Industrial Relations	12/31/2017					6484.00
			12/30/2018					6711.20
5045	EM	Dir, Behavioral Hlth Care Svc	12/31/2017	6302.40				8193.60
			12/30/2018	6523.20				8480.00
2950	SE	Dir, Community Dev Agency	12/31/2017	6758.40				8822.40
			12/30/2018	6995.20				9131.20
0190	SE	Dir, General Services Agency	12/31/2017	6758.40				8822.40
			12/30/2018	6995.20				9131.20
1849	SE	Dir, Info Technology Dept	12/31/2017	6712.00				8997.60
			12/30/2018	6947.20				9312.80
5044	EM	Dir, Public Health	12/31/2017	5592.00				6802.40
			12/30/2018	5788.00				7040.80
6138	EM	Director of Bus Svcs, Prob	12/31/2017	4644.00				5926.40
			12/30/2018	4806.40				6133.60
3170	SE	Director, Dept Child Svcs	12/31/2017	6308.80				8313.60
			12/30/2018	6529.60				8604.80
8508	SM	Director, Div of Adult Protect	12/31/2017	4146.40	4352.00	4574.40	4797.60	5050.40
			12/30/2018	4291.20	4504.00	4734.40	4965.60	5227.20
0475	SM	Director, Risk Management	12/31/2017	4585.60				5852.80
			12/30/2018	4746.40				6057.60
2987	EM	Director, Surplus Property Au	12/31/2017	5736.00	6011.20	6082.40	6634.40	6976.00
			12/30/2018	5936.80	6221.60	6295.20	6866.40	7220.00
0490	PA	Disability Mgmt & Rehab Coord	12/31/2017	3057.60				3908.80
			12/30/2018	3164.80				4045.60
0467	CA	Disability Program Case Mgr	12/31/2017	2763.20				3968.80
			12/30/2018	2860.00				4108.00
0468	SM	Disability Program Supervisor	12/31/2017	3925.60				4772.80
			12/30/2018	4063.20				4940.00
0463	SM	Disability Progrm Administor	12/31/2017	4092.00				4972.00
			12/30/2018	4235.20				5146.40

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0487	PA	Diversity Programs Asst Mgr	12/31/2017	3192.00				4892.00
			12/30/2018	3304.00				5063.20
0160	SM	Division Chief, Auditor	12/31/2017	4580.80	4800.80	5046.40	5305.60	5558.40
			12/30/2018	4740.80	4968.80	5223.20	5491.20	5752.80
5094	SM	Division Director, BHCS	12/31/2017	4111.20	4316.80	4532.80	4759.20	4996.00
			12/30/2018	4255.20	4468.00	4691.20	4925.60	5171.20
8421	SM	Dpty Agri Com/Sealr of WandM	12/31/2017	3238.40	3402.40	3570.40	3762.40	3940.80
			12/30/2018	3352.00	3521.60	3695.20	3894.40	4078.40
5071	PA	Early Per Scr Diag&Treat Coord	12/31/2017	3672.80				4548.00
			12/30/2018	3801.60				4707.20
2985	SM	Economic & Civic Dev Manager	12/31/2017	4017.60	4211.20	4424.00	4644.80	4878.40
			12/30/2018	4158.40	4358.40	4579.20	4807.20	5048.80
0251	PA	Economic Development Analyst I	12/31/2017	2536.00				3084.80
			12/30/2018	2624.80				3192.80
0250	PA	Economic Development Anl,Trnee	12/31/2017	2161.60				2492.00
			12/30/2018	2237.60				2579.20
0270	PA	Economic Development Anlyst II	12/31/2017	3192.00				4892.00
			12/30/2018	3304.00				5063.20
0263	CA	Employee Benefits Specialist	12/31/2017	2679.20				3520.00
			12/30/2018	2772.80				3643.20
0265	CA	Employee Benefits Tech I	12/31/2017	2325.60				3009.60
			12/30/2018	2407.20				3115.20
0266	CA	Employee Benefits Tech II	12/31/2017	2683.20				3315.20
			12/30/2018	2776.80				3431.20
0286	EM	Employee Relations Manager	12/31/2017	5228.00				6372.80
			12/30/2018	5411.20				6596.00
0261	SM	Employee Services Adminstr	12/31/2017	3843.20				4990.40
			12/30/2018	3977.60				5164.80
5782	SM	Epidemiology Research Scient	12/31/2017	3644.00				4496.80
			12/30/2018	3771.20				4654.40
5011	PA	Evaluation & Tech Dir, ACCFC	12/31/2017	3423.20				4525.60
			12/30/2018	3543.20				4684.00
5015	CA	Evaluation Specialist	12/31/2017	2963.20				3843.20
			12/30/2018	3067.20				3977.60
1229	CA	Exec Asst to the County Admin	12/31/2017	3471.20	3644.00	3826.40	4018.40	4218.40
			12/30/2018	3592.80	3771.20	3960.00	4159.20	4366.40

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0271	SM	Exec Director EDAB	12/31/2017	5073.60				7494.40
			12/30/2018	5251.20				7756.80
5006	EM	Exec Director, ACCFC	12/31/2017					6528.00
			12/30/2018					6756.80
0232	PA	Exec Programs Coordinator	12/31/2017	3307.20				4339.20
			12/30/2018	3423.20				4491.20
1350	CA	Exec Secretary, ACERA	12/31/2017	2507.20				3813.60
			12/30/2018	2595.20				3947.20
0313	SM	Family Health Services Coord	12/31/2017	3032.00				4060.80
			12/30/2018	3138.40				4203.20
5008	SM	Family Svcs Program Dir, ACCFC	12/31/2017					4527.20
			12/30/2018					4685.60
6072	EM	Fin Svcs Director, ACSO	12/31/2017	4828.80				5869.60
			12/30/2018	4997.60				6075.20
6070	SM	Financial Srv Deputy Dir,SSA	12/31/2017	3896.80	4095.20	4298.40	4516.00	4737.60
			12/30/2018	4032.80	4238.40	4448.80	4674.40	4903.20
6075	EM	Financial Svcs Director, SSA	12/31/2017	5097.60				6193.60
			12/30/2018	5276.00				6410.40
0225	EM	Financial Svcs Director, HCSA	12/31/2017	5097.60				6193.60
			12/30/2018	5276.00				6410.40
1357	SM	Fiscal Services Ofcr, ACERA	12/31/2017	5097.60				6193.60
			12/30/2018	5276.00				6410.40
8518	SM	Forensic Auditor	12/31/2017	3440.00				4404.00
			12/30/2018	3560.80				4558.40
1418	PA	Foundation Director	12/31/2017	3367.20				4090.40
			12/30/2018	3484.80				4233.60
0310	PA	Fund Deve and Grant Specialt	12/31/2017	2454.40				3624.80
			12/30/2018	2540.00				3752.00
2126	PA	Geo Info Systems Analyst	12/31/2017	3039.20				3891.20
			12/30/2018	3145.60				4027.20
2115	SM	Grading Supervisor	12/31/2017	4076.80	4273.60	4492.00	4716.00	4948.00
			12/30/2018	4219.20	4423.20	4649.60	4880.80	5120.80
0252	PA	Grants Program Manager	12/31/2017	3002.40				5573.60
			12/30/2018	3107.20				5768.80
0315	SM	Health Care Program Admin II	12/31/2017	3321.60				4430.40
			12/30/2018	3437.60				4585.60

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5026	PA	Hospital Outreach Mgr,ACCFC	12/31/2017	2326.40	2443.20	2565.60	2694.40	2829.60
			12/30/2018	2408.00	2528.80	2655.20	2788.80	2928.80
5018	SM	Hospital Outreach Coord,ACCFC	12/31/2017	1808.00				2411.20
			12/30/2018	1871.20				2495.20
5030	SM	Housing Services Administrator	12/31/2017	4136.80	4341.60	4559.20	4788.00	5020.80
			12/30/2018	4281.60	4493.60	4718.40	4955.20	5196.80
0294	SM	Human Resource Div Manager	12/31/2017	4753.60				5780.00
			12/30/2018	4920.00				5982.40
0287	SM	Human Resource Services Mgr	12/31/2017	4432.80				5575.20
			12/30/2018	4588.00				5770.40
0275	N NM	Human Resources Intern SAN	12/31/2017	21.20				28.35
			12/30/2018	21.94				29.34
1347	PA	Human Resources Officer, ACERA	12/31/2017	3568.80				5884.80
			12/30/2018	3693.60				6090.40
1348	CA	Human Resources Tech, ACERA	12/31/2017	2518.40				3968.80
			12/30/2018	2606.40				4108.00
0276	CA	Human Resources Trainee	12/31/2017	2536.00				3084.80
			12/30/2018	2624.80				3192.80
0269	CA	HR Validation Processor	12/31/2017	2176.80				2748.00
			12/30/2018	2252.80				2844.00
5343	PA	Infection Control Coordinator	12/31/2017		3688.80	3862.40	4120.80	4398.40
			12/30/2018		3817.60	3997.60	4264.80	4552.00
5025	PA	Info Systems Coord,ACCFC	12/31/2017	2454.40				3544.00
			12/30/2018	2540.00				3668.00
0427	SM	Info Systems Deputy Director	12/31/2017	4250.40				5166.40
			12/30/2018	4399.20				5347.20
0424	SM	Info Systems Director	12/31/2017	3909.60				5475.20
			12/30/2018	4046.40				5667.20
1835	SM	Info Technology Manager	12/31/2017	4984.00				6648.00
			12/30/2018	5158.40				6880.80
1830	PA	Infrastructure Svcs Analyst	12/31/2017	3464.80				4434.40
			12/30/2018	3586.40				4589.60
1836	PA	Infrastructure Svcs Engineer	12/31/2017	4236.80				5983.20
			12/30/2018	4384.80				6192.80
1837	SM	Infrastructure Svcs Manager	12/31/2017	4984.00				6648.00
			12/30/2018	5158.40				6880.80

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1828	PA	Infrastructure Svcs Tech	12/31/2017	2734.40				3535.20
			12/30/2018	2830.40				3659.20
1372	PA	Internal Auditor, ACERA	12/31/2017	3330.40				4052.80
			12/30/2018	3447.20				4194.40
8541	NM	Investigative Assistant	12/31/2017	1984.00	2088.80	2195.20	2295.20	2409.60
			12/30/2018	2053.60	2161.60	2272.00	2375.20	2493.60
1343	PA	Investment Analyst, ACERA	12/31/2017	2353.60				4000.80
			12/30/2018	2436.00				4140.80
1346	PA	Investment Officer, ACERA	12/31/2017	2940.80				5000.00
			12/30/2018	3044.00				5175.20
5075	SM	Juv Justice Hlth Srvc Director	12/31/2017	4092.00				4978.40
			12/30/2018	4235.20				5152.80
0283	CA	Labor Relations Analyst I	12/31/2017	2763.20				3968.80
			12/30/2018	2860.00				4108.00
0284	PA	Labor Relations Analyst II	12/31/2017	3271.20				4772.80
			12/30/2018	3385.60				4940.00
0292	SM	Labor Relations Manager	12/31/2017	5128.80				6296.00
			12/30/2018	5308.00				6516.00
5801	SM	Lactation Specialist	12/31/2017	2420.00				2972.00
			12/30/2018	2504.80				3076.00
7740	SM	Laundry Supervisor	12/31/2017	2000.80	2088.00	2200.00	2304.80	2420.00
			12/30/2018	2071.20	2160.80	2276.80	2385.60	2504.80
0246	SM	Law Office Manager	12/31/2017	3204.80				4288.00
			12/30/2018	3316.80				4438.40
1419	PA	Library Fund Dev and Gt Spec	12/31/2017	2444.80				3273.60
			12/30/2018	2530.40				3388.00
0184	SM	Logistics Svcs Manager, GSA	12/31/2017	4144.00				5089.60
			12/30/2018	4288.80				5268.00
9692	SM	Maintenance Coordinator	12/31/2017	2658.40				3560.80
			12/30/2018	2751.20				3685.60
0203	PA	Management Associate I	12/31/2017	2161.60				2492.00
			12/30/2018	2237.60				2579.20
0204	PA	Management Associate II	12/31/2017	2387.20				3084.80
			12/30/2018	2470.40				3192.80
0601	PA	Management Consultant	12/31/2017	1718.40				9480.80
			12/30/2018	1778.40				9812.80

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0235	MA	Management Services Trainee	12/31/2017			2130.40	2222.40	2336.80
			12/30/2018			2204.80	2300.00	2418.40
0227	SM	Management Svcs Admin Pub Wks	12/31/2017	5097.60	5357.60	5624.00	5894.40	6193.60
			12/30/2018	5276.00	5544.80	5820.80	6100.80	6410.40
1844	SM	Manager, DP Technical Services	12/31/2017	4084.80				5458.40
			12/30/2018	4228.00				5649.60
7425	SM	Manager, Janitorial Services	12/31/2017	2737.60				3334.40
			12/30/2018	2833.60				3451.20
9445	SM	Manager, Motor Vehicle Div	12/31/2017	3471.20				4214.40
			12/30/2018	3592.80				4361.60
0289	SM	Manager, Employee Bene Svc Ctr	12/31/2017	4432.80				5575.20
			12/30/2018	4588.00				5770.40
0234	PA	Management Analyst Assistant	12/31/2017	2018.40	2120.80	2236.80	2332.80	2452.80
			12/30/2018	2088.80	2195.20	2315.20	2414.40	2538.40
5086	SM	Maternal Pat Child and Adm	12/31/2017	3948.80				4714.40
			12/30/2018	4087.20				4879.20
5160	SM	Medical Director, BHCS	12/31/2017					8787.20
			12/30/2018					9094.40
2219	SM	Medical Facilities Dev Manager	12/31/2017	4360.00				6084.80
			12/30/2018	4512.80				6297.60
1459	SM	Medical Records Manager	12/31/2017	2340.80	2456.80	2576.80	2708.00	2844.00
			12/30/2018	2422.40	2542.40	2667.20	2802.40	2943.20
6420	SM	Medical Social Work Suprvsr	12/31/2017	3176.80	3327.20	3483.20	3648.00	3815.20
			12/30/2018	3288.00	3444.00	3604.80	3776.00	3948.80
6905	PA	Minority Recruiter	12/31/2017	2632.00				3779.20
			12/30/2018	2724.00				3911.20
8560	PA	Narc Task Force Chief Pilot	12/31/2017	3188.00				4337.60
			12/30/2018	3299.20				4489.60
1817	PA	Network Services Analyst I	12/31/2017	3150.40				4223.20
			12/30/2018	3260.80				4371.20
1818	PA	Network Services Analyst II	12/31/2017	3697.60				4872.00
			12/30/2018	3827.20				5042.40
5818	SM	Occupational Therapist III	12/31/2017	3590.40	3764.80	3948.00	4141.60	4356.80
			12/30/2018	3716.00	3896.80	4086.40	4286.40	4509.60
0208	PA	Off of Prog & Pol Dev Mgr	12/31/2017	3562.40				4330.40
			12/30/2018	3687.20				4481.60

ITEM	MC	TITLE	Eff Date	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05
5014	SM	Office Manager, ACCFC	12/31/2017					2829.60
			12/30/2018					2928.80
5092	SM	Older Adult System Care Dir	12/31/2017	4111.20	4316.80	4532.80	4759.20	4996.00
			12/30/2018	4255.20	4468.00	4691.20	4925.60	5171.20
0180	SM	Operations Support Manager,GSA	12/31/2017	4092.00				4972.00
			12/30/2018	4235.20				5146.40
9245	SM	Painter Supervisor	12/31/2017					3425.60
			12/30/2018					3545.60
0293	SM	Personnel Services Manager	12/31/2017	4092.00				4972.00
			12/30/2018	4235.20				5146.40
5843	SM	Physical Therapist III	12/31/2017	3590.40	3764.80	3948.00	4141.60	4356.80
			12/30/2018	3716.00	3896.80	4086.40	4286.40	4509.60
6047	SM	Policy Director	12/31/2017	4050.40				5423.20
			12/30/2018	4192.00				5612.80
9691	PA	Portfolio Manager	12/31/2017					5509.60
			12/30/2018					5702.40
0255	SM	Principal Admin Analyst	12/31/2017	4585.60				5852.80
			12/30/2018	4746.40				6057.60
0151	SM	Principal Auditor	12/31/2017	3708.80	3886.40	4082.40	4294.40	4504.00
			12/30/2018	3838.40	4022.40	4225.60	4444.80	4661.60
0281	SM	Principal Labor Rel Analyst	12/31/2017	4432.80				5575.20
			12/30/2018	4588.00				5770.40
0469	SM	Privacy Compliance Officer	12/31/2017	3578.40				4939.20
			12/30/2018	3704.00				5112.00
6135	PA	Probation Project Coordinatr	12/31/2017	3148.00	3305.60	3471.20	3644.80	3827.20
			12/30/2018	3258.40	3421.60	3592.80	3772.00	3960.80
0185	SM	Procurement Administrator	12/31/2017	4790.40				6084.80
			12/30/2018	4958.40				6297.60
5760	SM	Prog Perf Mgt and Accred Dir	12/31/2017	3224.80				4301.60
			12/30/2018	3337.60				4452.00
0312	MA	Program Administrator II	12/31/2017	3649.60	3832.80	4022.40	4225.60	4430.40
			12/30/2018	3777.60	3967.20	4163.20	4373.60	4585.60
5028	PA	Program Associate,ACCFC	12/31/2017	2340.80				3455.20
			12/30/2018	2422.40				3576.00
0247	PA	Program Manager ACAC	12/31/2017	2568.00				4141.60
			12/30/2018	2657.60				4286.40

ITEM	MC	TITLE	Eff Date	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05
5024	SM	Program Srvs Adminstr,ACCFC	12/31/2017	3357.60	3523.20	3700.80	3885.60	4080.80
			12/30/2018	3475.20	3646.40	3830.40	4021.60	4224.00
5023	PA	Program Srvs Coordinator,ACCFC	12/31/2017	2909.60	3055.20	3206.40	3367.20	3536.00
			12/30/2018	3011.20	3162.40	3318.40	3484.80	3660.00
0302	PA	Program Support Rep	12/31/2017	2472.00				3033.60
			12/30/2018	2558.40				3140.00
2090	PA	Public Art Program Coord	12/31/2017	2444.80				3273.60
			12/30/2018	2530.40				3388.00
0254	PA	Public Information Officer	12/31/2017	3192.00				4892.00
			12/30/2018	3304.00				5063.20
0320	PA	Public Information Specialist	12/31/2017	2630.40	2764.80	2912.00	3065.60	3228.80
			12/30/2018	2722.40	2861.60	3013.60	3172.80	3341.60
5081	SM	Quality Assur Assoc Admn BHC	12/31/2017	3690.40	3850.40	4011.20	4178.40	4354.40
			12/30/2018	3819.20	3984.80	4151.20	4324.80	4507.20
5080	SM	Quality Assurance Admin, BHCS	12/31/2017	3976.80				4908.00
			12/30/2018	4116.00				5080.00
5077	SM	Quality Mgmt Program Dir	12/31/2017	4655.20				5592.80
			12/30/2018	4818.40				5788.80
9695	MA	Real Estate Projects Manager	12/31/2017	3194.40				4552.00
			12/30/2018	3306.40				4711.20
6910	PA	Recruitment Specialist, HCSA	12/31/2017	2632.00				3779.20
			12/30/2018	2724.00				3911.20
1005	SE	Registrar of Voters	12/31/2017	5459.20				6634.40
			12/30/2018	5650.40				6866.40
5027	PA	Research Analyst,ACCFC	12/31/2017	2456.80				3288.80
			12/30/2018	2542.40				3404.00
1371	PA	Retirement Accountant III	12/31/2017	3172.80	3334.40	3503.20	3689.60	3860.00
			12/30/2018	3284.00	3451.20	3625.60	3818.40	3995.20
1359	SM	Retirement Asst Accting Mgr	12/31/2017	2944.80				5000.00
			12/30/2018	3048.00				5175.20
1356	SM	Retirement Asst Benefits Mgr	12/31/2017	2944.80				5000.00
			12/30/2018	3048.00				5175.20
1355	SM	Retirement Benefits Manager	12/31/2017	3568.80				5884.80
			12/30/2018	3693.60				6090.40
1368	MA	Retirement Sys Prg Anyst,ACERA	12/31/2017	3159.20				4580.00
			12/30/2018	3269.60				4740.00

ITEM	MC TITLE	Eff Date	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05
1365	SM Retirement Tech Officer, ACERA	12/31/2017	3568.80				6153.60
		12/30/2018	3693.60				6368.80
0493	PA Risk Coordinator	12/31/2017	2928.80				3960.00
		12/30/2018	3031.20				4098.40
0478	SM Safety & Loss Control Manager	12/31/2017	3668.00				5060.80
		12/30/2018	3796.00				5237.60
0274	CA Salary Administration Tech	12/31/2017	2265.60				2752.80
		12/30/2018	2344.80				2848.80
6645	SM Sch Hlth Adm-Ctr Hlth Sch&Comm	12/31/2017	3321.60				4430.40
		12/30/2018	3437.60				4585.60
1364	PA Security Analyst, ACERA	12/31/2017	3036.00				4080.00
		12/30/2018	3142.40				4223.20
0134	SM Senior Cashiering Accountant	12/31/2017	2882.40				3456.80
		12/30/2018	2983.20				3577.60
6493	SM Senior Mental Hlth Specialist	12/31/2017	2719.20	2837.60	2968.00	3117.60	3259.20
		12/30/2018	2814.40	2936.80	3072.00	3226.40	3373.60
1824	PA Senior Network Servs Analyst	12/31/2017	4304.00				5762.40
		12/30/2018	4454.40				5964.00
5794	SM Senior Nutritionist	12/31/2017	2900.00	3049.60	3204.80	3363.20	3527.20
		12/30/2018	3001.60	3156.00	3316.80	3480.80	3650.40
2940	MA Senior Planner	12/31/2017	4017.60	4211.20	4424.00	4644.80	4878.40
		12/30/2018	4158.40	4358.40	4579.20	4807.20	5048.80
5773	SM Senior Public Hlth Investigatr	12/31/2017	2375.20	2494.40	2619.20	2748.80	2887.20
		12/30/2018	2458.40	2581.60	2711.20	2844.80	2988.00
0491	PA Senior Risk & Insurance Analst	12/31/2017	3126.40				4792.80
		12/30/2018	3236.00				4960.80
1843	PA Senior Software Analyst	12/31/2017	4323.20				5778.40
		12/30/2018	4474.40				5980.80
0150	SM Senior Supervisng Auditor	12/31/2017	3217.60	3386.40	3547.20	3718.40	3908.80
		12/30/2018	3330.40	3504.80	3671.20	3848.80	4045.60
1826	MA Senior Systems Analyst	12/31/2017	4323.20				5778.40
		12/30/2018	4474.40				5980.80
1852	PA Senior Technology Project Mgr	12/31/2017	4394.40				5888.80
		12/30/2018	4548.00				6095.20
9285	PA Senior Telecom Systems Analyst	12/31/2017	3859.20				4822.40
		12/30/2018	3994.40				4991.20

ITEM	MC	TITLE	Eff Date	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05
9286	SM	Senior Telecom Tech	12/31/2017	3262.40	3435.20	3600.00	3784.00	3978.40
			12/30/2018	3376.80	3555.20	3726.40	3916.80	4117.60
8850	PA	Sh Accreditation Specialist	12/31/2017	2983.20				4520.00
			12/30/2018	3088.00				4678.40
8756	PA	Sheriff's Fleet Svcs Coord	12/31/2017	2206.40				2682.40
			12/30/2018	2284.00				2776.00
6795	PA	Social Services Agency Planner	12/31/2017	3503.20	3687.20	3860.80	4056.00	4259.20
			12/30/2018	3625.60	3816.00	3996.00	4197.60	4408.00
1841	PA	Software Analyst II	12/31/2017	3032.80	3170.40	3321.60	3484.80	3647.20
			12/30/2018	3139.20	3281.60	3437.60	3606.40	3775.20
1486	SM	Spvg Health Insurance Tech	12/31/2017	2690.40	2730.40	2867.20	3010.40	3164.80
			12/30/2018	2784.80	2825.60	2967.20	3116.00	3275.20
5791	SM	Spvg Prehospital Care Coord	12/31/2017	3454.40				4291.20
			12/30/2018	3575.20				4441.60
8764	SM	Sr Code Enforce Investigator	12/31/2017	4017.60	4211.20	4424.00	4644.80	4878.40
			12/30/2018	4158.40	4358.40	4579.20	4807.20	5048.80
1832	PA	Sr Infrastruc Svcs Analyst	12/31/2017	4111.20				5261.60
			12/30/2018	4255.20				5445.60
1349	SM	Sr Investment Officer, ACERA	12/31/2017	4959.20				6448.80
			12/30/2018	5132.80				6674.40
0476	PA	Staff Development Coord-MHS	12/31/2017	3674.40	3856.80	4049.60	4251.20	4464.00
			12/30/2018	3803.20	3992.00	4191.20	4400.00	4620.00
0484	SM	Staff Development Manager	12/31/2017	3872.80	4072.00	4266.40	4492.00	4713.60
			12/30/2018	4008.00	4214.40	4416.00	4649.60	4878.40
8586	SM	Sup of Professnal Stds, Prob	12/31/2017	4240.00				5156.00
			12/30/2018	4388.80				5336.80
1244	SM	Supervising Civil Legal Sec	12/31/2017	2616.00	2718.40	2852.80	2997.60	3145.60
			12/30/2018	2707.20	2813.60	2952.80	3102.40	3256.00
1716	SM	Supervising Storekeeper I	12/31/2017	1950.40	2045.60	2135.20	2243.20	2340.80
			12/30/2018	2018.40	2116.80	2209.60	2321.60	2422.40
8532	SM	Support Enforcemnt Collectn Off	12/31/2017	1691.20	1772.80	1884.00	1970.40	2068.80
			12/30/2018	1750.40	1835.20	1949.60	2039.20	2141.60
0146	SM	Suprvsing Auditor	12/31/2017	2679.20				3520.00
			12/30/2018	2772.80				3643.20
2722	SM	Suprvsing Auditor-Appraiser I	12/31/2017	2912.80	3061.60	3208.00	3371.20	3536.80
			12/30/2018	3014.40	3168.80	3320.00	3488.80	3660.80

ITEM	MC TITLE	Eff Date	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05
5556	SM Suprvsing Chemist	12/31/2017	3303.20	3461.60	3627.20	3798.40	3981.60
		12/30/2018	3419.20	3582.40	3754.40	3931.20	4120.80
8355	SM Suprvsing Construction Insp	12/31/2017	2308.00				4476.00
		12/30/2018	2388.80				4632.80
2081	SM Suprvsing Ind Hygiene Eng	12/31/2017	3812.00	3981.60	4168.00	4352.00	4560.80
		12/30/2018	3945.60	4120.80	4313.60	4504.00	4720.80
9688	SM Suprvsing Maint Eng, Rehb Cnt	12/31/2017					4552.00
		12/30/2018					4711.20
5615	SM Suprvsing Microbiologist	12/31/2017	3138.40	3297.60	3455.20	3637.60	3796.80
		12/30/2018	3248.00	3412.80	3576.00	3764.80	3929.60
2190	SM Suprvsing Traffic Technician	12/31/2017	3164.80	3325.60	3491.20	3658.40	3843.20
		12/30/2018	3275.20	3441.60	3613.60	3786.40	3977.60
0495	CA Suprvsor's Assistant	12/31/2017	1621.60				4659.20
		12/30/2018	1678.40				4822.40
9680	SM Suprvsr, Bldgs & Plant Main	12/31/2017					4133.60
		12/30/2018					4278.40
0168	SM Suprvsr, Persnl Prop Taxes	12/31/2017	2205.60	2324.00	2438.40	2553.60	2684.00
		12/30/2018	2282.40	2405.60	2524.00	2643.20	2777.60
9225	SM Suprvsr, Crpntry, Paint and Lk	12/31/2017					3681.60
		12/30/2018					3810.40
6644	SM SupClinCaseMgr-CtrHlthSch&Comm	12/31/2017			3636.00	3817.60	4008.80
		12/30/2018			3763.20	3951.20	4148.80
0178	SM Sustainability Program Mgr	12/31/2017	4144.00				5089.60
		12/30/2018	4288.80				5268.00
0176	PA Sustainability Project Mgr	12/31/2017	2796.80				4132.00
		12/30/2018	2894.40				4276.80
0181	PA Sustainability Specialist	12/31/2017	2311.20				3193.60
		12/30/2018	2392.00				3305.60
1851	PA Technology Project Manager	12/31/2017	4186.40				5316.80
		12/30/2018	4332.80				5503.20
9282	PA Telecom Systems Analyst	12/31/2017	3336.80	3469.60	3610.40	3789.60	3979.20
		12/30/2018	3453.60	3591.20	3736.80	3922.40	4118.40
9287	M Telephone Services Specialist	12/31/2017	2836.80	2976.00	3111.20	3269.60	3436.80
		12/30/2018	2936.00	3080.00	3220.00	3384.00	3556.80
0482	PA Train ad Ed Ctr Cus Srv Spec	12/31/2017	1862.40				2496.80
		12/30/2018	1927.20				2584.00

ITEM	MC	TITLE	Effrt Date	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05
0485	PA	Training and System Specialist	12/31/2017	2569.60				3289.60
			12/30/2018	2659.20				3404.80
0477	PA	Training Cntr Bus Specialist	12/31/2017	2220.80				2698.40
			12/30/2018	2298.40				2792.80
5090	SM	Training Officer	12/31/2017	3674.40	3856.80	4049.60	4251.20	4464.00
			12/30/2018	3803.20	3992.00	4191.20	4400.00	4620.00
2624	PA	Training Officer, Assessor	12/31/2017	2912.80	3061.60	3208.00	3371.20	3536.80
			12/30/2018	3014.40	3168.80	3320.00	3488.80	3660.80
0473	SM	Training&Education Center Dir	12/31/2017	4753.60				5780.00
			12/30/2018	4920.00				5982.40
5093	SM	Trans Age Youth Sys Care Dir	12/31/2017	4111.20	4316.80	4532.80	4759.20	4996.00
			12/30/2018	4255.20	4468.00	4691.20	4925.60	5171.20
0137	SM	Treasurer-Tax Collector Admin	12/31/2017	3708.80				4590.40
			12/30/2018	3838.40				4751.20
0139	SM	Treasurer-Tax Colltr Fin Mgr	12/31/2017	4580.80				5558.40
			12/30/2018	4740.80				5752.80
0141	SM	Treasurer-Tx Col Actg Op Mgr	12/31/2017	3708.80				4504.00
			12/30/2018	3838.40				4661.60
0483	PA	Trg Ctr Cust Srv andSalesCo	12/31/2017	2384.80				3194.40
			12/30/2018	2468.00				3306.40
0055	EM	Undersheriff	12/31/2017					9208.80
			12/30/2018					9531.20
6141	NM	Violence Prevention Coord	12/31/2017	2805.60				3452.80
			12/30/2018	2904.00				3573.60
6185	SM	Volunteer Program Coord(CASA)	12/31/2017	3283.20	3443.20	3620.00	3793.60	3977.60
			12/30/2018	3398.40	3564.00	3746.40	3926.40	4116.80
1854	PA	Web Designer I	12/31/2017	2601.60				3462.40
			12/30/2018	2692.80				3583.20
1855	PA	Web Designer II	12/31/2017	3121.60				4155.20
			12/30/2018	3231.20				4300.80
1856	PA	Web Designer III	12/31/2017	3745.60				4986.40
			12/30/2018	3876.80				5160.80
6789	MA	Welfare Serv Con Social Serv	12/31/2017	1873.60				3929.60
			12/30/2018	1939.20				4067.20
5070	SM	Well, Rec and Res Dir BHCS	12/31/2017	4111.20	4316.80	4532.00	4756.80	4996.00
			12/30/2018	4255.20	4468.00	4690.40	4923.20	5171.20

ITEM	MC	TITLE	Eff Date	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05
5098	SM	Workforce Ed & Trg Mgr, BHCS	12/31/2017	3627.20				4686.40
			12/30/2018	3754.40				4850.40
0471	SM	Workforce Plng and Dev Mgr	12/31/2017	3925.60				4772.80
			12/30/2018	4063.20				4940.00
6502	PA	Youth and Family Srvc Mgr	12/31/2017	3666.40				4630.40
			12/30/2018	3794.40				4792.80
6500	SM	Youth&Family Srvc Supervisor	12/31/2017	3325.60				4052.80
			12/30/2018	3441.60				4194.40

SECTION II

Article 3, Subsection 3-21.8 of the County of Alameda Salary Ordinance is hereby amended by the addition thereto of the following note:

3-21.8 Effective March 25, 2018, the provisions of this note shall no longer apply to an unrepresented M-designated employee.

SECTION III

Article 6, Section 6-8 of the County of Alameda Salary Ordinance is hereby amended by the addition thereto of the following note, effective as stated below:

6-8: Add the following paragraphs:

Effective March 3, 2016, for unrepresented non-management employees, the compensation provided in this Section shall be increased from \$40 to \$55 for a person occupying a position designated as requiring fluency in a language other than English and from \$45 to \$60 for a person occupying a position requiring fluency in 2 or more languages other than English

Effective December 30, 2018, for unrepresented M-designated employees, the compensation provided in this Section shall be increased from \$40 to \$55 for a person occupying a position designated as requiring fluency in a language other than English and from \$45 to \$60 for a person occupying a position requiring fluency in 2 or more languages other than English

SECTION IV

Article 7, Section 7-10 of the County of Alameda Salary Ordinance is hereby amended by the addition of the following note:

7-10: Add the following paragraphs:

Effective January 1, 2019, each full-time unrepresented M-designated employee, is eligible for a cafeteria benefit plan in the amount of \$3,300. This amount shall be prorated in advance of the calendar year for employees regularly scheduled to work less than full-time based upon the hours which the employee has been regularly scheduled to work.

An employee appointed to a position in a classification with a Job Code suffix EM, SM, CA, PA, MA, SE or M shall be entitled to a prorated amount of the cafeteria plan benefit based upon the number of pay periods to be worked full-time during the remainder of the calendar year, except that employees appointed during the two last full pay periods, and any following partial pay period, prior to December 31 shall not be eligible for plan benefits until the following calendar year. Effective January 1, 2014, the Plan was amended to include Dependent Care Assistance and Adoption Assistance.

SECTION V

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.

Approved as to Form
DONNA ZIEGLER, County Counsel

By Andrew J. Carlson

MINUTE ORDER

SHARE THE SAVINGS

The County shall increase the existing monthly Share the Savings stipend in Plan Year 2019, so that the new monthly totals shall be as follows for unrepresented management employees:

- \$250 for those employees who decline all medical coverage;
- \$200 for those employees who decline Family coverage and elect Single coverage;
- \$150 for those employees who decline Family coverage and elect 2-party coverage;
- \$150 for those employees who decline 2-party coverage and elect Single coverage.

JA:my
Z:\Board Letters\02.27.18 Unrepresented Management

Approved as to Form
DONNA ZIEGLER, County Counsel

By *Andrea H. Carlson*

MINUTE ORDER

MAXIMUM ANNUAL DENTAL COVERAGE LIMIT

Effective Plan Year 2019, the maximum annual dental coverage limit shall be increased \$100 to a total of \$1650 per plan year for each eligible unrepresented management employee.

JA:my
Z:\Board Letters\02.27.18 Unrepresented Management