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**Human Resource Services**

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March 12, 2024

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 12 UNREP MANAGEMENT CLASSIFICATIONS, 16 CLASSIFICATIONS REPRESENTED BY THE ALAMEDA COUNTY MANAGEMENT EMPLOYEES' ASSOCIATION AND 11 UNREP NON-MANAGEMENT CLASSIFICATIONS RELATED TO THE BUILDING & CONSTRUCTION TRADES COUNCIL; AND 2) AMEND SUBSECTION 3-12.95

Dear Board Members:

**RECOMMENDATION:**

Adopt Salary Ordinance amendments to:

- i. Update Article, Section 1-1 (Pay Rate Schedules) to increase the salaries for: 1) 12 Unrepresented management classifications and 16 classifications represented by the Alameda County Management Employees Association ("ACMEA") General Government Unit, ranging from seven-tenths percent (0.7%) to 12% effective March 31, 2024, due to compaction and retention issues, and 2) 11 Unrepresented non-management classifications related to the Building and Construction Trades Council ("BTC"), ranging from three and one-half percent (3.50%) to 11.01% effective retroactively to February 5, 2023 and February 4, 2024; and
- ii. Amend Article 3, Section 3-12 (Health Care Services Agency), subsection 3-12.95 to revise the review date by the Director of Human Resource Services to recur on or before January 1 of each year.

**DISCUSSION/SUMMARY:**

Staff conducted a countywide review of all supervisory and subordinate-level classifications to identify and address salary compaction and retention issues. The County's practice of defining salary compaction is a difference in base salary that is less than five percent (5%) between the top step of the supervisory classification and the top step of its subordinate-level classification(s), except in the case when a subordinate-level classification requires a specific licensure, certification or other unique requirement(s) that is not required of the supervisory classification. Based on a comprehensive analysis of the information gathered, staff recommends special salary adjustments for a total of 28 classifications (12 Unrepresented classifications and 16 classifications represented by ACMEA General Government Unit) ranging from seven-tenths percent (0.7%) to 12% effective March 31, 2024, as outlined in the attached Salary Ordinance.

In addition, staff recommends that 11 Unrepresented Non-Management classifications related to BTC receive a salary increase ranging from three and one-half percent (3.50%) to 11.01% effective retroactively to February 5, 2023 and February 4, 2024, similar to the increases scheduled for BTC-represented classifications as provided in the October 2, 2022 – February 1, 2025 Memorandum of Understanding between BTC and the County.

Lastly, subsection 3-12.95 of the Salary Ordinance provides an additional five percent (5%) compensation for one (1) employee in the classification of Program Specialist (Job Code (“JC”) #0305) in the Health Care Services Agency (“HCSA”) Alameda County Behavioral Health (“ACBH”) Department, when assigned lead responsibilities to other program staff, was subject to review on or before December 25, 2023. Staff conducted a review and HCSA ACBH confirmed that the incumbent will continue to perform the lead responsibilities for at least another year. As such, staff recommends updating subsection 3-12.95 of the Salary Ordinance to be subject to an annual review by the Director of Human Resource Services, on or before January 1.

**SELECTION CRITERIA:**

N/A

**FINANCING:**

Funds are available in the 2023-2024 Approved Budget and will be included in future years’ requested budgets to cover the costs resulting from the recommendation.

**VISION 2026 GOAL:**

The recommendation meets 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:

*Margarita Zamora*

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Margarita Zamora, Interim Director  
Human Resource Services

c: CAO  
County Counsel  
Agency/Department Heads

By   
Kristy van Herick, Asst. County Counsel

O-2024-8  
AN ORDINANCE AMENDING  
CERTAIN PROVISIONS OF THE 2023-2024  
COUNTY OF ALAMEDA SALARY ORDINANCE

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

**SECTION I**

**Article 1, Section 1-1, Subsection 1-1.1** of the County of Alameda Salary Ordinance is hereby amended thereto of the following job codes, titles and salaries, to be effective on the dates as shown below:

Job Code	Classification Title	Unit Code	Effective Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA Status
1315 M	Accounting Technician	R15	3/31/2024	2,525.60	2,655.20	2,776.80	2931.20	3068.80	N
1494 SM	Senior Billing Technician	R15	3/31/2024	2,612.00	2,745.60	2,884.80	3032.00	3185.60	X
2622 PA	Assessor's Representative	R15	3/31/2024	4,099.20	4,307.20	4,514.40	4744.80	4977.60	X
5320 SM	Registered Nurse IV	R45	3/31/2024		5,692.00	5,956.80	6360.00	6785.60	X
6500 SM	Youth and Family Services Supervisor	U15	3/31/2024	4353.60				5228.80	X
6502 PA	Youth and Family Services Manager	U15	3/31/2024	4355.20				5501.60	X
6525 SM	Behavioral Health Clinical Supervisor	R45	3/31/2024	4,105.60	4,306.40	4,508.80	4721.60	4931.20	X
9525 SM	Field Maintenance Supervisor	R44	3/31/2024					4775.20	X
9529 SM	Public Works Fleet Supervisor	R44	3/31/2024					4775.20	X
0150 SM	Senior Supervising Auditor	U15	3/31/2024	4037.60	4250.40	4451.20	4667.20	4904.80	X
0175 SM	Procurement and Contracts Supervisor	R15	3/31/2024	3,644.80				4430.40	X
1244 SM	Supervising Civil Legal Secretary	U15	3/31/2024	3336.80	3,466.40	3,640.00	3824.00	4012.80	X
2624 PA	Training Officer, Assessor	U15	3/31/2024	4,099.20	4,307.20	4,514.40	4744.80	4977.60	X
2625 SM	Supervising Appraiser II	R15	3/31/2024	4,293.60	4,503.20	4,712.80	4966.40	5216.00	X
2720 SM	Supervising Auditor-Appraiser II	R15	3/31/2024	4,293.60	4,503.20	4,712.80	4966.40	5216.00	X
5325 MA	Registered Nurse V	R45	3/31/2024		5956.80	6,240.80	6680.80	7111.20	X
5390 PA	Deputy Director, Public Health Nursing	R45	3/31/2024	5,768.80				7111.20	X
5391 PA	Director, Public Health Nursing	R45	3/31/2024	6,052.80				7443.20	X
5615 SM	Supervising Microbiologist	U45	3/31/2024	3912.80	4111.20	4308.00	4536.00	4734.40	X
5643 PA	Pharmacy Director, BHCS	R45	3/31/2024	4,664.80				7946.40	X
5692 SM	Vector Control Biologist Supervisor	R45	3/31/2024	3,650.40	3831.20	4022.40	4224.80	4436.00	X
5760 SM	Program Performance Mgmt and Accreditation Director	U45	3/31/2024	3842.40				5125.60	X
5794 SM	Senior Nutritionist	U45	3/31/2024	3524.00	3704.80	3893.60	4085.60	4284.80	X
6514 SM	BH Crisis Intervention Specialist Supervisor	R45	3/31/2024	4,640.80				5698.40	X
6516 SM	Clinical Review Specialist Supervisor	R45	3/31/2024	4,640.80				5698.40	X
9225 SM	Supervisor, Carpentry, Paint and Lock Services	U15	3/31/2024					4681.60	X

Job Code		Classification Title	Unit Code	Effective Date	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA Status
9425	SM	Auto Mechanic Supervisor	U15	3/31/2024					4462.40	X
9680	SM	Supervisor, Buildings and Plant Maintenance	U15	3/31/2024					5617.60	X
9105	N	Laborer SAN	040	2/5/2023			32.80	34.22	35.42	N
9105	N	Laborer SAN	040	2/4/2024			33.95	35.42	36.66	N
9125	N	Building Maintenance Laborer N	040	2/5/2023					36.01	N
9125	N	Building Maintenance Laborer N	040	2/4/2024					37.27	N
9220	N	Carpenter SAN	040	2/5/2023					50.88	N
9220	N	Carpenter SAN	040	2/4/2024					52.66	N
9230	N	Electrician SAN	040	2/5/2023					60.47	N
9230	N	Electrician SAN	040	2/4/2024					62.59	N
9240	N	Painter SAN	040	2/5/2023					46.27	N
9240	N	Painter SAN	040	2/4/2024					47.89	N
9320	N	Truck Driver SAN	040	2/5/2023					38.64	N
9320	N	Truck Driver SAN	040	2/4/2024					39.99	N
9325	N	Heavy Truck Driver SAN	040	2/5/2023					44.78	N
9325	N	Heavy Truck Driver SAN	040	2/4/2024					46.35	N
9355	N	Heavy Equipment Operator SAN	040	2/5/2023					52.32	N
9355	N	Heavy Equipment Operator SAN	040	2/4/2024					54.15	N
9402	N	Transportation Services Attendant N	040	2/5/2023					26.18	N
9402	N	Transportation Services Attendant N	040	2/4/2024					27.10	N
9665	N	Building Equipment Maintenance Worker N	040	2/5/2023				44.84	47.25	N
9665	N	Building Equipment Maintenance Worker N	040	2/4/2024				46.41	48.90	N
9670	N	Stationary Engineer SAN	040	2/5/2023					55.77	N
9670	N	Stationary Engineer SAN	040	2/4/2024					57.72	N

## SECTION II

**Article 3, Section 3, Subsection 3-12.95** of the County of Alameda Salary Ordinance is hereby amended to read as follows:

3-12.95 – Effective June 12, 2022, not to exceed one (1) employee in Job Code 0305PA in the Health Care Services Agency, Alameda County Behavioral Health, Vocational Services Division, when assigned lead responsibilities for providing oversight, guidance, training, coaching and interpreting program policies to staff within the respective assigned program, shall receive an additional five percent (5%) compensation of the base pay. This footnote shall be reviewed ~~on or before December 25, 2023~~ by the Director of Human Resource Services on or before January 1 of each year.

## 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.

**THE FOREGOING** was **PASSED** and **ADOPTED** by a majority vote of the Alameda County Board of Supervisors this **26<sup>th</sup>** day of **March, 2024**, to wit:

**AYES:** Supervisors Carson, Haubert, Marquez, Tam & President Miley – 5

**NOES:** None

**EXCUSED:** None

*Mate Miley*

**PRESIDENT, BOARD OF SUPERVISORS**

File No: 31182  
Agenda No: 39  
Document No: O-2024-8



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: *R Bauby*  
Deputy