

SECOND READING - CONTINUED FROM 03/26/2024

AGENDA NO. _____ March 26, 2024



Lakeside Plaza Building
1401 Lakeside Drive, Suite 500
Oakland, CA 94612-4305
TDD: (510) 272-3703

March 26, 2024

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

SUBJECT: ADOPT SALARY ORDINANCE AMENDMENTS TO SUBSECTIONS 1) 1-1.1, TO ESTABLISH A NEW CLASSIFICATION OF FORENSIC MENTAL HEALTH SPECIALIST (JOB CODE ("JC") 6532), 2) 3-12.91, TO ADD A SUNSET DATE, AND 3) 3-12.93 AND 3-12.99, TO ADD JC 6532; AND SECTION 6-2, TO UPDATE AND CLEAN UP THE PROVISION

Dear Board Members:

RECOMMENDATIONS:

Adopt Salary Ordinance amendments to update:

- i. Article 1, Section 1-1 (Pay Rate Schedules), subsection 1-1.1, to establish a new classification of Forensic Mental Health Specialist (Job Code ("JC") 6532) located in the Health Care Services Agency ("HCSA") effective April 14, 2024;
- ii. Article 3, Section 3-12 (Health Care Services Agency), subsection 3-12.91, to add a sunset date of June 8, 2024 and delete said subsection in its entirety upon the sunset date, including some non-substantive language clean up;
- iii. Article 3, Section 3-12 (Health Care Services Agency), subsections 3-12.93 and 3-12.99, to add the new classification of Forensic Mental Health Specialist (JC 6532) eligible to receive the recruitment and retention bonuses, respectively, effective April 14, 2024, including some non-substantive language clean up; and
- iv. Article 6, Section 6-2 (Split Shift and Night Shift Work), to remove reference to SEIU, Local 1021-represented classifications for provisions covered in the December 11, 2022 – January 3, 2026 Memorandum of Understanding ("MOU") between SEIU, Local 1021 and the County of Alameda ("County"), including some non-substantive language clean up.

DISCUSSION/SUMMARY:

The HCSA requested that Human Resource Services Department ("HRS") create a department-unique classification of Forensic Mental Health Specialist (JC 6532) to provide mental health clinical services and forensic-focused case management services to clients specifically in Santa Rita Jail ("SRJ") in the Adult Forensic Behavioral Health Division. HCSA has been proactively recruiting to fill the vacant positions at SRJ using the County's existing Mental Health Specialist classification series but with little success. As such, HRS concurs with creating a unique classification of Forensic Mental Health Specialist (JC 6532), specific to positions located at SRJ and establishing the salary range commensurate with the level and scope of responsibilities of the classification. The new classification specification was approved by the Civil Service Commission on February 7, 2024. Given that the existing subsection 3-12.91 of the

Salary Ordinance provides an additional compensation of 15% of the base pay to employees in the Mental Health Specialist classification series when assigned to work at SRJ, staff proposes the new salary to be 15% above the top step of the Mental Health Specialist III (JC 6492) classification as outlined in the attached Salary Ordinance amendment. In addition, staff recommends amending subsection 3-12.91 of the Salary Ordinance to include a sunset date of June 8, 2024, which will allow HCSA adequate time to process the reclassification of existing employees in the Mental Health Specialist classification series to the newly established Forensic Mental Health Specialist (JC 6532) classification and delete said subsection in its entirety from the Salary Ordinance upon the sunset date.

Further, staff recommends amending subsections 3-12.93 and 3-12.99 of the Salary Ordinance by adding the new classification of Forensic Mental Health Specialist (JC 6532) eligible for the recruitment and retention bonuses, effective April 14, 2024, including some non-substantive language clean up.

Lastly, staff recommends amending Section 6-2 of the Salary Ordinance to remove reference to certain SEIU, Local 1021- represented classifications for provisions covered in the December 11, 2022 – January 3, 2026 MOU between SEIU, Local 1021 and the County, including some non-substantive language clean up.

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 recommendations.

VISION 2026 GOAL:

The recommendations 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:

Margarita Zamora, Interim Director
Human Resource Services

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

By 
Kristy van Herick, Asst. County Cour

O-2024-10

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 added thereto of the following job code, title, and salaries effective on April 14, 2024 as shown below:

Item	MC	Classification Title	Unit Code	Step 01	Step 02	Step 03	Step 04	Step 05	FLSA Status
6532	NM	Forensic Mental Health Specialist	008	3170.25	3328.50	3495.00	3669.75	3853.50	N

SECTION II

Article 3, Section 3-12, Subsection 3-12.91 of the County of Alameda Salary Ordinance is hereby amended to read as follows:

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, shall be compensated an additional 15% of the base pay.

Employees in Job Codes 6490NM, 6491NM, and 6492NM 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.

This subsection shall sunset effective June 8, 2024 and shall be deleted in its entirety from the Salary Ordinance upon the sunset date.

SECTION III

Article 3, Section 3-12, Subsection 3-12.93 of the County of Alameda Salary Ordinance is hereby amended to read as follows:

3-12.93 – Effective January 23, 2022, persons newly hired with the County of Alameda on or after January 23, 2022 into the classification groups (Job Code (“JC”) 6490, and/or 6491), (JCs 6638, and/or 6640), (JCs 6505 and/or #6528), (JCs 6510 and/or #6529), or individual JC-#s 6492, 6497, 6525, 6527 and 5065, and effective May 14, 2023, persons newly hired in JC-#s 6530 and 6531; and effective April 14, 2024, persons newly hired in JC 6532, assigned to Santa Rita Jail, shall receive a one-time hiring incentive to be paid in specified increments over a three (3) year period as follows:

Mental Health Specialist I (JC #6490), and/or Mental Health Specialist II (JC #6491) and/or Forensic Mental Health Specialist (JC 6532) – \$8,000

- \$1,500 after completion of 6-months (13-pay periods) of employment following hire date
- \$2,000 after completion of 1-year (26-pay periods) of employment following hire date
- \$2,000 after completion of 2-years (52-pay periods) of employment following hire date
- \$2,500 after completion of 3-years (78-pay periods) of employment following hire date

Rehabilitation Counselor I (JC #6638) and/or Rehabilitation Counselor II (JC #6640) – \$8,000

- \$1,500 after completion of 6-months (13-pay periods) of employment following hire date
- \$2,000 after completion of 1-year (26-pay periods) of employment following hire date
- \$2,000 after completion of 2-years (52-pay periods) of employment following hire date
- \$2,500 after completion of 3-years (78-pay periods) of employment following hire date

Mental Health Specialist III (JC #6492) and/or Forensic Mental Health Specialist (JC 6532) – \$8,000

- \$1,500 after completion of 6-months (13-pay periods) of employment following hire date
- \$2,000 after completion of 1-year (26-pay periods) of employment following hire date
- \$2,000 after completion of 2-years (52-pay periods) of employment following hire date
- \$2,500 after completion of 3-years (78-pay periods) of employment following hire date

Marriage and Family Therapist II (JC #6497) – \$12,000

- \$2,000 after completion of 6-months (13-pay periods) of employment following hire date
- \$2,500 after completion of 1-year (26-pay periods) of employment following hire date
- \$3,000 after completion of 2-years (52-pay periods) of employment following hire date
- \$4,500 after completion of 3-years (78-pay periods) of employment following hire date

Behavioral Health Clinician I (JC #6505) and/or Forensic Behavioral Health Clinician I (JC #6528) – \$12,000

- \$2,000 after completion of 6-months (13-pay periods) of employment following hire date
- \$2,500 after completion of 1-year (26-pay periods) of employment following hire date
- \$3,000 after completion of 2-years (52-pay periods) of employment following hire date
- \$4,500 after completion of 3-years (78-pay periods) of employment following hire date

Behavioral Health Clinician II (JC #6510) and/or Forensic Behavioral Health Clinician II (JC #6529) – \$12,000

- \$2,000 after completion of 6-months (13-pay periods) of employment following hire date
- \$2,500 after completion of 1-year (26-pay periods) of employment following hire date
- \$3,000 after completion of 2-years (52-pay periods) of employment following hire date
- \$4,500 after completion of 3-years (78-pay periods) of employment following hire date

Behavioral Health Clinical Supervisor (JC #6525) and/or Forensic Behavioral Health Clinical Supervisor (JC #6530) – \$14,000

- \$2,500 after completion of 6-months (13-pay periods) of employment following hire date
- \$3,000 after completion of 1-year (26-pay periods) of employment following hire date
- \$4,000 after completion of 2-years (52-pay periods) of employment following hire date
- \$4,500 after completion of 3-years (78-pay periods) of employment following hire date

Behavioral Health Clinical Manager (JC #6527) and/or Forensic Behavioral Health Manager (JC #6531) – \$15,500

- \$3,000 after completion of 6-months (13-pay periods) of employment following hire date
- \$3,500 after completion of 1-year (26-pay periods) of employment following hire date
- \$4,000 after completion of 2-years (52-pay periods) of employment following hire date
- \$5,000 after completion of 3-years (78-pay periods) of employment following hire date

Assistant Director, Forensic, Diversion & Re-Entry System of Care (JC #5065) – \$17,000

- \$3,000 after completion of 6-months (13-pay periods) of employment following hire date
- \$4,000 after completion of 1-year (26-pay periods) of employment following hire date
- \$4,500 after completion of 2-years (52-pay periods) of employment following hire date
- \$5,500 after completion of 3-years (78-pay periods) of employment following hire date

Newly hired employees shall only be entitled to one (1) recruitment bonus based on date of hire.

SECTION IV

Article 3, Section 3-12, Subsection 3-12.99 of the County of Alameda Salary Ordinance is hereby amended to read as follows:

3-12.99 – Effective March 19, 2023, employees hired prior to January 23, 2022, and assigned to Santa Rita Jail in the listed classification groups (Job Code (“JC”) 6490 and/or 6491), (JCs 6638 and/or 6640), (JCs 6505 and/or 6528), (JCs 6510 and/or 6529), or individual JCs 6492 or 6497, and effective April 14, 2024, JC 6532, shall receive a one-time retention bonus to be paid over a 3-year period.

Mental Health Specialist I (JC #6490), ~~and/or~~ Mental Health Specialist II (JC #6491) and/or Forensic Mental Health Specialist (JC 6532) – \$8,000

- \$500 after completion of 6-pay periods of continuous service following March 19, 2023.
- \$650 after completion of 12-pay periods of continuous service following March 19, 2023.
- \$850 after completion of 19-pay periods of continuous service following March 19, 2023.
- \$1,500 after completion of 26-pay periods of continuous service following March 19, 2023.
- \$2,250 after completion of 52-pay periods of continuous service following March 19, 2023.
- \$2,250 after completion of 78-pay periods of continuous service following March 19, 2023.

Mental Health Specialist III (JC #6492) and/or Forensic Mental Health Specialist (JC 6532) – \$8,000

- \$500 after completion of 6-pay periods of continuous service following March 19, 2023.
- \$650 after completion of 12-pay periods of continuous service following March 19, 2023.
- \$850 after completion of 19-pay periods of continuous service following March 19, 2023.
- \$1,500 after completion of 26-pay periods of continuous service following March 19, 2023.
- \$2,250 after completion of 52-pay periods of continuous service following March 19, 2023.
- \$2,250 after completion of 78-pay periods of continuous service following March 19, 2023.

Rehabilitation Counselor I (JC #6638) and/or Rehabilitation Counselor II (JC #6640) – \$8,000

- \$500 after completion of 6-pay periods of continuous service following March 19, 2023.
- \$650 after completion of 12-pay periods of continuous service following March 19, 2023.
- \$850 after completion of 19-pay periods of continuous service following March 19, 2023.
- \$1,500 after completion of 26-pay periods of continuous service following March 19, 2023.
- \$2,250 after completion of 52-pay periods of continuous service following March 19, 2023.
- \$2,250 after completion of 78-pay periods of continuous service following March 19, 2023.

Marriage and Family Therapist II (JC #6497) – \$12,000

- \$1,000 after completion of 6-pay periods of continuous service following March 19, 2023.
- \$1,300 after completion of 12-pay periods of continuous service following March 19, 2023.
- \$1,700 after completion of 19-pay periods of continuous service following March 19, 2023.
- \$2,000 after completion of 26-pay periods of continuous service following March 19, 2023.
- \$3,000 after completion of 52-pay periods of continuous service following March 19, 2023.
- \$3,000 after completion of 78-pay periods of continuous service following March 19, 2023.

Behavioral Health Clinician I (JC 6505) or Forensic Behavioral Health Clinician I (JC #6528) or Behavioral Health Clinician II (JC #6510) or Forensic Behavioral Health Clinician II (JC #6529) – \$12,000

- \$1,000 after completion of 6-pay periods of continuous service following March 19, 2023.
- \$1,300 after completion of 12-pay periods of continuous service following March 19, 2023.
- \$1,700 after completion of 19-pay periods of continuous service following March 19, 2023.
- \$2,000 after completion of 26-pay periods of continuous service following March 19, 2023.
- \$3,000 after completion of 52-pay periods of continuous service following March 19, 2023.
- \$3,000 after completion of 78-pay periods of continuous service following March 19, 2023.

Those employees who qualify for the retention bonus under this subsection shall only be eligible for one-time retention bonus based on their assignment and continuous service as of March 19, 2023. An employee who is promoted or reclassified to a different classification shall not be eligible for additional retention bonuses in a different job code.

SECTION V

Article 6, Section 6-2 of the County of Alameda Salary Ordinance is hereby amended to read as follows:

Except as otherwise set forth in this Section, each employee who is required by their agency/department to work a "split shift" or a "night shift" is herewith allowed, in addition to compensation otherwise provided for in this Salary Ordinance, compensation for each such shift at the rate of five percent (5%) of the pay for their job classification.

For the purpose of this Section, "split shift" means all time worked by an employee holding a regular biweekly salary position who is required by the Agency/Department Head to perform the normal daily tour of duty within a period of more than nine and one-half (9.5) hours.

For the purpose of this Section, "night shift" means all time worked by an employee required to work at least five-eighths (5/8th) of the normal daily tour of duty after 4:30 p.m. or before 8:00 a.m.

Employees in Job Codes ~~1792, 1793, 1794, 1795, 1798, 1799, 1809, 1810, 1811, 1811N, 1812,~~ 1813, and 1814 who are required to work at least five-eighths (5/8th) of their normal tour of duty between 4:30 p.m. and 12:00 a.m., shall be paid at a rate of seven percent (7%) over and above their normal biweekly or hourly rate of pay for the entire shift so worked; and such employees who are required to work at least five-eighths (5/8th) of their normal tour of duty between 12 a.m. and 8 a.m., shall be paid at a rate of nine percent (9%) of their normal biweekly or hourly rate of pay for the entire shift worked.

Employees in Job Codes 1792, 1793, 1794, 1795, 1798, 1799, 1809, 1810, 1811, 1811N, and 1812 who are required to work at least five-eighths (5/8th) of their normal tour of duty between 12:00 a.m. and 8:00 a.m., shall be paid at a rate of nine percent (9%) of their normal biweekly or hourly rate of pay for the entire shift worked.

Employees in Job Codes ~~1882, 1885, 1885N,~~ 1887 and 1889 who are required to work at least five-eighths (5/8th) of their normal tour of duty between 4:30 p.m. and 12:00 a.m., shall be paid at a rate of seven percent (7%) over and above their normal biweekly or hourly rate of pay for the entire shift so worked; and such employees who are required to work at least five-eighths (5/8th) of their normal tour of duty between 12:00 a.m. and 8:00 a.m., shall be paid at a rate of ten percent (10%) over and above their normal biweekly or hourly rate of pay for the entire shift ~~so~~ worked.

The provisions of this Section do not apply to employees in Job Codes 0055, 8602, 8604, 8617, 8620, 8625, 8635; in the Alameda County Sheriff's Office ("ACSO"), 1305N in the Treasurer-Tax Collector's Office, and 6205.

Employees in Job Codes 1511, ~~of and~~ 1513 when assigned to warrants in ACSO, and 1882, 1885, and 1885N ~~or when assigned to the Emergency Services Dispatch Center in the Sheriff's Office and who are required to work at least five-eighths (5/8th) of their normal tour of duty between 4:30 p.m. and 12:00 a.m., shall be paid at a rate of seven percent (7%) over and above their normal biweekly or hourly rate of pay for the entire shift so worked; and such employees~~ who are required to work at least five-eighths (5/8th) of their normal tour of duty between 12:00 a.m. and 8:00 a.m., shall be paid at a rate of ten percent (10%) over and above their normal biweekly or hourly rate of pay for the entire shift ~~so~~ worked.

~~Employees in Job Codes 6740, 6745, 1128-1129, 1132, 1471, 1472, 1571, 1572, and 1573 in the Social Services Agency and who are required to work at least five-eighths (5/8th) of their normal work schedule between 4:30 p.m. and 12:00 a.m., shall be paid at a rate of seven percent (7%) over and above their normal biweekly or hourly rate of pay for the entire shift so worked.~~

Effective July 27, 2008, employees in Job Codes 6750, 6284, and 1473 in the Social Services Agency who are required to work at least five-eighths (5/8th) of their normal work schedule between 4:30 p.m. and 12:00 a.m., shall be paid at a rate of seven percent (7%) over and above their normal biweekly or hourly rate of pay for the entire shift ~~so~~-worked.

SECTION VI

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 2nd day of **April, 2024**, to wit:

AYES: Supervisors Carson, Marquez, Tam & President Miley – 4

NOES: None

EXCUSED: Supervisor Haubert – 1



PRESIDENT, BOARD OF SUPERVISORS

File No: 31182
Agenda No: 29
Document No: O-2024-10



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