alameda county
Human Resource Services
Our community. Your purpose.

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

April 16, 2024

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

SUBJECT: ADOPT 1) SALARY ORDINANCE AMENDMENTS TO UPDATE 1-1.1 TO ESTABLISH JOB CODE 9703 AND INCREASE THE SALARIES FOR CERTAIN UNREPRESENTED M-DESIGNATED AND NON-MANAGEMENT CLASSIFICATIONS, DELETE 3-17.25, ADD 3-21.111, UPDATE SECTION 6-6, AND ADD SECTION 7-20; AND 2) AN ADMINISTRATIVE CODE AMENDMENT TO ADD A NEW SECTION 2.02.190 (CODE OF ETHICAL CONDUCT)

Dear Board Members:

RECOMMENDATIONS

1. Adopt Salary Ordinance amendments to:

    i. Update Article 1, Section 1-1 (Pay Rate Schedules), subsection 1-1.1, to establish a new classification of Project Manager Trainee, General Services Agency (Job Code ("JC") 9703) located in the General Services Agency ("GSA") and increase the salaries for certain Unrepresented M-designated and non-management related to management classifications by six percent (6%) effective May 12, 2024,
    ii. Delete Article 3, Section 3-17 (Sheriff's Department), subsection 3-17.25 in its entirety effective April 27, 2024,
    iii. Amend Article 3, Section 3-21 (Miscellaneous) to add a new subsection 3-21.111 to provide a one-time lump sum gross payment of two thousand dollars ($2,000) to eligible employees in specified Unrepresented M-designated and non-management related to management classifications as outlined in Section II of the attached Salary Ordinance amendment and who are in paid status in the pay period containing May 12, 2024,
    iv. Update Section 6-6 (Longevity) to establish longevity pay of up to two percent (2%) effective May 12, 2024, for specified representation units, including some language and formatting clean up, and
    v. Add Section 7-20 (Retirement) to incorporate applicable retirement benefits language as outlined in Resolution No. R-2002-463, including an employer paid member contribution ("EPMC") amendment effective May 12, 2024; and

2. Adopt an Administrative Code amendment to add new subsection 2.02.190 (Code of Ethical Conduct) under Chapter 2.02 (General Administrative Rules).

DISCUSSION/SUMMARY:

The GSA requested that the Human Resource Services Department ("HRS") create a trainee/entry-level classification of Project Manager Trainee, GSA (JC 9703) as part of the existing project manager classification series, to provide a career path for the project manager profession. Currently, GSA has the classifications of Project Manager, GSA (JC 9700) and Senior Project Manager, GSA (JC 9701) which serves as the journey- and advanced-journey levels, respectively. The new classification will serve as the trainee/entry-level in the series and provide incumbents a lengthy career ladder/progression in the classification series. The new classification specification was approved by the Civil Service Commission on November 1, 2023. Staff conducted an external salary survey of the five (5) Bay Area counties,

however staff determined there was insufficient market data to establish a valid salary survey. As such, staff determined that the proposed salary for the Project Manager Trainee, GSA (JC 9703) classification will be based on an internal relationship, equivalent to classification of Administrative Specialist II (JC 0219) as outlined in the attached Salary Ordinance amendment. The basis of this recommendation is that the preponderance of the duties of the trainee classification are similar in level and scope to those of the Administrative Specialist II (JC 0219) classification.

In addition, staff recommends your Board approve increasing the salaries of specified unrepresented M-designated and non-management related to management classifications as outlined in the attached Salary Ordinance amendment by six percent (6%) effective May 12, 2024. Moreover, staff recommends adding subsection 3-21.111 to the Salary Ordinance to provide a one-time lump sum gross payment of two thousand dollars ($2,000) to employees in the Unrepresented M-designated and non-management related to management classifications who are in paid status in the pay period containing May 12, 2024, and that said new subsection shall sunset on December 21, 2024 and be deleted from the Salary Ordinance upon the sunset date. Further, staff recommends updating Section 6-6 (Longevity) of the Salary Ordinance to establish longevity pay of up to two percent (2%) for eligible employees in specified representation units effective May 12, 2024, including some language and formatting cleanup. And, adding Section 7-20 (Retirement) to the Salary Ordinance to incorporate applicable retirement benefits language as outlined in Resolution No. R-2002-463, including an EPMC amendment effective May 12, 2024.

In addition, on March 8, 2022, your Board authorized to reestablish and amend subsection 3-17.25 of the Salary Ordinance, a footnote for one (1) employee in the classification of Chief Departmental Human Resources Administrator (JC 0465) when assigned unique and extensive recruitment and retention activities for sworn personnel, to receive additional compensation of eight percent (8%) of the base pay effective March 20, 2022. The additional compensation was warranted as the incumbent was assigned to perform unique and extensive recruitment and retention activities including specialized hiring, outreach, and administration of the Alameda County Sheriff's Office ("ACSO") recruitment and retention incentive program, and succession planning of sworn personnel. Said footnote was subject to a review by the Director of Human Resource Services on or before March 19, 2024.

After consultation with ACSO, it was determined that the recruitment and retention activities related to the footnote are no longer unique nor extensive. Therefore, staff recommends deleting subsection 3-17.25 of the Salary Ordinance in its entirety effective April 27, 2024.

Lastly, on March 11, 2024, staff concluded meet and confer obligations with all employee organizations regarding the addition of a new Section 2.02.190 (Code of Ethical Conduct) to the County of Alameda's ("County") Administrative Code, Chapter 2.02 (General Administrative Rules). This new Section 2.02.190 codifies the existing expectations and responsibilities of all County employees and will serve as the County's general Code of Ethics policy statement. The addition of this Section 2.02.190 does not create new requirements for employees, as all County employees are currently held to the same standards to provide County services to our communities with ethics, honesty, integrity, and respect while continuing to adhere to all federal, state, county and local laws, ordinances, and regulations.

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 applicable 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
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Margarita Zamora, Interim Director
Human Resource Services

cc: CAO
Auditor-Controller
Agency/Department Heads

Approved as to Form
DONNA ZIEGLER, County Counsel

By _____
Kristy van Henick, Asst. County Counsel

O-2024-15

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 2.02 – General Administrative Rules of the County of Alameda Administrative Code is hereby amended with the addition of the following:

2.02.190 – Code of Ethical Conduct

The County of Alameda affirms that public service is a public trust. The mission of the County of Alameda is to enrich the lives of Alameda County residents through visionary policies and accessible, responsive, and effective services. To perform its mission, the County must have the trust and confidence of the public it serves.

The "County" is its employees, and the trust of county residents is dependent on those county employees discharging their duties honestly, forthrightly, objectively and with personal integrity. Every County of Alameda employee is responsible for performing their duties in a way that maintains the trust and confidence of the public, including placing the interest of the public good ahead of our own interest and working for the common good, and by adhering to standards of ethical conduct.

These standards of ethical conduct include:

A. Upholding principles of integrity, accountability, equality, fairness, and objectivity;
B. Treating all individuals with respect and dignity;
C. Upholding federal, state, county and local laws, ordinances and regulations;
D. Respecting and protecting privileged and confidential information received in the performance of County duties.

Professional and personal affairs must be conducted in a manner that demonstrates that employees will not be improperly influenced in the performance of official duties and do not seek personal gain through their position, regardless of the level of responsibility of the individual employee.

THE FOREGOING was **PASSED** and **ADOPTED** by a majority vote of the Alameda County Board of Supervisors this **30th** day of **April, 2024**, to wit:

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

NOES: None

EXCUSED: None

PRESIDENT, BOARD OF SUPERVISORS

File No: **31182**
Agenda No: **42**
Document No: **O-2024-15**

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

Approved as to Form
DONNA ZIEGLER, County Counsel

By _____
Kristy van Herick, Asst. County Counsel

O-2024-14

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 new job code, title, and salary effective on May 12, 2024 as shown below:

Job Code	MC	Unit Code	Classification Title	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	FLSA Status
9703	PA	R30	Project Manager Trainee, General Services Agency	3168.00	3326.40	3492.80	3667.20	3850.40	X

SECTION II

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 effective on May 12, 2024 as shown below:

Job Code	MC	Unit Code	Classification Title	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	FLSA Status
0275N	NM	043	Human Resources Intern SAN	26.43				35.34	N
0299N	NM	043	Admin Intern SAN	17.50				23.89	N
1585N	NM	043	Legal Assistant SAN	19.07				36.47	N
1587	NM	043	Attorney Assistant	2,602.50				3,162.75	N
8541	NM	043	Investigative Assistant	2,473.60	2,604.00	2,736.80	2,860.80	3,004.80	N
3310	SM	046	DA Admin Chief of Staff	5,934.40				7,210.40	X
8518	SM	046	Forensic Auditor	4,288.80				5,491.20	X
8532	SM	046	Support Enforcemnt Collctn Off	2,108.00	2,210.40	2,348.80	2,457.60	2,580.80	N
9213	PA	046	Audio Visual Technician	2,404.80	2,528.00	2,656.00	2,780.00	2,917.60	N
9215	PA	046	Audio Visual Specialist	3,524.80				4,390.40	N
0023	EM	051	Chief Deputy Assessor					8,168.00	X
0030	EM	051	Chief Deputy Auditor					9,418.40	X
0031	SM	051	Asst Controller	6,436.80	6,760.80	7,096.80	7,452.80	7,825.60	X
0070	EM	051	Chief Deputy Tax Collector	5,712.00				6,929.60	X
0162	EM	051	Asst Treasurer					7,467.20	X
0193	SM	051	Chief Deputy, Admin GSA	5,979.20				8,344.80	X
0194	EM	051	Deputy Director, GSA	7,151.20				8,697.60	X
0195	EM	051	Chief Deputy of Ops, GSA	7,508.80				9,132.80	X
0196	EM	051	Deputy Dir of Deten Fac Op	7,151.20				8,697.60	X
0225	EM	051	Financial Svcs Director, HCSA	6,355.20				7,721.60	X
0259	PA	051	Asst Deputy County Adminstr	7,168.80				10,088.00	X

Job Code	MC	Unit Code	Classification Title	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	FLSA Status
0260	EM	051	Asst County Administrator	9,820.00				11,931.20	X
0290	EM	051	Deputy Director, HRS	7,084.80				8,635.20	X
1007	EM	051	Deputy Registrar of Voters	6,066.40				7,381.60	X
1530	EM	051	Asst County Clerk Recorder	4,623.20	4,845.60	5,090.40	5,355.20	5,615.20	X
1845	EM	051	Assistant Chief Info Officer	7,213.60				9,944.80	X
1847	EM	051	Chief Technology Officer	7,213.60				9,944.80	X
2047	EM	051	Deputy Dir, Public Works	7,151.20	7,495.20	7,872.00	8,272.00	8,697.60	X
2050	EM	051	Asst Dir of Public Works	8,222.40	8,633.60	9,075.20	9,528.00	9,992.00	X
2952	EM	051	Deputy Dir, CDA	7,151.20	7,495.20	7,872.00	8,272.00	8,697.60	X
3165	EM	051	Deputy Dir, Dept Child Svs	7,120.80				9,824.80	X
4185	EM	051	Deputy County Librarian	6,089.60	6,391.20	6,716.00	7,044.00	7,410.40	X
5039	SM	051	Deputy Dir,Of of Hmlss Coord	6,212.00				7,548.80	X
5041	EM	051	Director,Of of Hmlss Coord	6,972.00				8,480.80	X
5043	EM	051	Asst Agcy Dir, Comm Hlth Svcs	6,972.00	7,320.80	7,684.80	8,070.40	8,480.80	X
5044	EM	051	Dir, Public Health	6,972.00				8,480.80	X
5045	EM	051	Dir, Behavioral Health	7,858.40				10,216.00	X
5056	EM	051	Assistant Director, HCSA	6,168.00				8,631.20	X
6048	SM	051	Ast Chf of Pol and Std Comp	5,562.40				6,760.80	X
6049	SM	051	Chief of Policy and Std Comp	6,416.00				7,803.20	X
6072	EM	051	Fin Srvcs Director, ACSO	6,020.80				7,319.20	X
6073	EM	051	Finance and Contr Dir, Prob	6,020.80				7,319.20	X
6075	EM	051	Financial Srvs Director, SSA	6,355.20				7,721.60	X
6080	EM	051	Asst Agcy Dir, Social Svs Agcy	6,972.00				8,480.80	X
6082	EM	051	Deputy Director, SSA	7,170.40	7,519.20	7,902.40	8,296.80	8,702.40	X
6135	PA	051	Probation Project Coordinatr	3,925.60	4,122.40	4,328.80	4,543.20	4,771.20	X
6145	EM	051	Asst Chief Probation Officer	7,801.60				9,469.60	X
8586	SM	051	Sup of Professnal Stds, Prob	5,286.40				6,428.80	X
8587	SM	051	Dir of Prof Stdards, Prob	5,949.60				7,232.80	X
0035	SE	071	County Administrator	12,508.00				16,301.60	X
0190	SE	071	Dir, General Services Agency	8,426.40				11,000.00	X
0295	SE	071	Dir Of Human Resource Svcs	8,795.20				11,432.80	X
1005	SE	071	Registrar of Voters	6,807.20				8,272.00	X
1849	SE	071	Chief Information Officer	8,368.80				11,218.40	X
2055	SE	071	Dir of Public Works	8,426.40				11,000.00	X
2950	SE	071	Dir, Community Dev Agency	8,426.40				11,000.00	X
3170	SE	071	Director, Dept Child Svs	7,866.40				10,365.60	X
4190	SE	071	County Librarian	6,779.20				9,489.60	X
5050	SE	071	Dir of Health Care Svcs	10,332.00				13,936.00	X
6085	SE	071	Dir of Social Services	9,201.60				11,804.00	X
6150	SE	071	Chief Probation Officer	8,465.60				11,004.80	X
0134	SM	U15	Senior Cashiering Accountant	3,592.80				4,309.60	X
0137	SM	U15	Treasurer-Tax Collector Admin	4,623.20				5,723.20	X

Job Code	MC	Unit Code	Classification Title	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	FLSA Status
0139	SM	U15	Treasurer-Tax Colltr Fin Mgr	5,712.00				6,929.60	X
0141	SM	U15	Treasurer-Tx Col Actg Op Mgr	4,623.20				5,615.20	X
0146	SM	U15	Suprvsing Auditor	3,340.00				4,389.60	X
0150	SM	U15	Senior Supervisng Auditor	4,280.00	4,505.60	4,718.40	4,947.20	5,199.20	X
0151	SM	U15	Principal Auditor	4,623.20	4,845.60	5,090.40	5,355.20	5,615.20	X
0160	SM	U15	Division Chief, Auditor	5,938.40	6,224.00	6,543.20	6,877.60	7,206.40	X
0167	SM	U15	Chief, Real Estate Taxes	3,846.40	4,045.60	4,264.80	4,484.00	4,720.80	X
0168	SM	U15	Suprvsr, Persnl Prop Taxes	2,750.40	2,898.40	3,040.80	3,184.00	3,346.40	X
0170	PA	U15	Chief Inves Officer-Tre Dept	5,712.00				6,929.60	X
0176	PA	U15	Sustainability Project Mgr	3,487.20				5,152.00	X
0178	SM	U15	Sustainability Program Mgr	5,166.40				6,346.40	X
0181	PA	U15	Sustainability Specialist	2,881.60				3,982.40	X
0183	SM	U15	Chief Financial Manager	5,712.00				6,929.60	X
0184	SM	U15	Logistics Srvs Manager, GSA	5,403.20				6,637.60	X
0185	SM	U15	Procurement Administrator	5,972.80				7,587.20	X
0203	PA	U15	Management Associate I	2,695.20				3,107.20	X
0204	PA	U15	Management Associate II	2,976.80				3,846.40	X
0224	PA	U15	Clerk, BOS Service Manager	3,225.60				4,538.40	X
0234	PA	U15	Mangement Analyst Assistant	2,516.80	2,644.00	2,788.80	2,908.80	3,056.80	N
0247	PA	U15	Program Manager ACAC	3,201.60				5,163.20	X
0302	PA	U15	Program Support Rep	3,081.60				3,784.00	X
0312	MA	U15	Program Administrator II	4,549.60	4,779.20	5,015.20	5,268.80	5,523.20	X
0315	SM	U15	Health Care Program Admin II	4,140.80				5,523.20	X
0320	PA	U15	Public Information Specialist	3,280.00	3,446.40	3,629.60	3,821.60	4,026.40	X
0321	PA	U15	Assessor's Communicatn Coord	2,629.60				3,354.40	X
0322	SM	U15	Departmental Communictns Mgr	4,124.00				5,410.40	X
0323	SM	U15	Assessor's Extrnl Affairs Mgr	4,330.40				5,679.20	X
0340	PA	U15	Community Liaison Specialist		3,613.60	3,790.40	3,983.20	4,184.00	X
0424	SM	U15	Info Systems Director	4,874.40				6,827.20	X
0451	SM	U15	Contract Compliance Supervr	4,252.00				5,167.20	X
0471	SM	U15	Train and Ed Ctr Org Dev Mgr	4,893.60				5,950.40	X
0474	PA	U15	Conf Ctr Services Manager	4,112.00				5,372.80	X
0477	PA	U15	Training Cntr Bus Specialist	2,768.00				3,364.00	X
0479	PA	U15	County Trng and Prgm Coord	2,768.00				3,465.60	X
0481	PA	U15	Contract Compliance Officer	3,504.80				4,697.60	X
0482	PA	U15	Train ad Ed Ctr Cus Srv Spec	2,321.60				3,112.00	X
0483	PA	U15	Trg Ctr Cust Srv andSalesCo	2,973.60				3,983.20	X
0485	PA	U15	Training and System Specialist	3,204.00				4,101.60	X
0601	PA	U15	Management Consultant	2,142.40				11,820.80	X
1244	SM	U15	Supervising Civil Legal Sec	3,536.80	3,674.40	3,858.40	4,053.60	4,253.60	X

Job Code	MC	Unit Code	Classification Title	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	FLSA Status
1374	PA	U15	Cybersecurity Analyst, ACERA	5,846.40				7,461.60	X
1418	PA	U15	Foundation Director	4,197.60				5,100.00	X
1419	PA	U15	Library Fund Dev and Gt Spec	3,048.80				4,081.60	X
1539	SM	U15	Deferred Com Program Mgr	4,620.80				5,613.60	X
1581	PA	U15	Probate Specialist	3,164.80	3,334.40	3,506.40	3,686.40	3,886.40	N
1583	PA	U15	Civil Paralegal	3,164.80	3,334.40	3,506.40	3,686.40	3,886.40	X
1716	SM	U15	Supervising Storekeeper I	2,432.00	2,550.40	2,661.60	2,796.80	2,917.60	X
1734	SM	U15	Asst Prop & Salvage Mgr	2,415.20	2,539.20	2,660.80	2,774.40	2,907.20	X
1817	PA	U15	Network Services Analyst I	3,928.00				5,266.40	X
1818	PA	U15	Network Services Analyst II	4,610.40				6,075.20	X
1824	PA	U15	Senior Network Servs Analyst	5,366.40				7,183.20	X
1826	MA	U15	Senior Systems Analyst	5,390.40				7,204.80	X
1828	PA	U15	Infrastructure Srvs Tech	3,409.60				4,408.00	X
1829	SM	U15	Sr Tech Services Director	6,785.60				9,060.00	X
1830	PA	U15	Infrastructure Srvs Analyst	4,320.00				5,527.20	X
1832	PA	U15	Sr Infrastruc Srvs Analyst	5,125.60				6,560.00	X
1835	SM	U15	Technical Service Director	6,214.40				8,290.40	X
1836	PA	U15	Infrastructure Srvs Engineer	5,282.40				7,461.60	X
1837	SM	U15	Infrastructure Srvs Manager	6,214.40				8,290.40	X
1838	SM	U15	Sr Infrastructure Srvs Mgr	6,785.60				9,060.00	X
1841	PA	U15	Software Analyst II	3,783.20	3,953.60	4,140.80	4,344.00	4,547.20	X
1843	PA	U15	Senior Software Analyst	5,390.40				7,204.80	X
1846	PA	U15	Associate Infrastr Srvs Tech	3,012.00				3,658.40	X
1851	PA	U15	Technology Project Manager	5,219.20				6,629.60	X
1852	PA	U15	Senior Technology Project Mgr	5,480.00				7,461.60	X
1854	PA	U15	Web Designer I	3,244.00				4,316.00	X
1855	PA	U15	Web Designer II	3,892.00				5,181.60	X
1856	PA	U15	Web Designer III	4,669.60				6,216.80	X
1857	PA	U15	County Webmaster	5,603.20				7,461.60	X
1863	PA	U15	Associate Web Designer	2,892.00				3,512.80	X
1868	PA	U15	Application Systems Enginr III	5,480.00				7,461.60	X
2081	SM	U15	Suprvsing Ind Hygiene Eng	4,752.80	4,964.00	5,196.00	5,425.60	5,687.20	X
2090	PA	U15	Public Art Program Coord	3,048.80				4,081.60	X
2126	PA	U15	Geo Info Systems Analyst	3,789.60				4,851.20	X
2218	SM	U15	Capital Program Manager	6,288.80				8,024.80	X
2219	SM	U15	Prgm Mgr, Detention Facilitie	5,436.00				7,587.20	X
2220	SM	U15	Stra Facil Capital Plan Mgr	5,425.60				7,587.20	X
2624	PA	U15	Training Officer, Assessor	4,344.80	4,565.60	4,785.60	5,029.60	5,276.00	X
2722	SM	U15	Suprvsing Auditor-Appraiser I	3,630.40	3,817.60	3,999.20	4,202.40	4,410.40	X
2940	MA	U15	Senior Planner	5,008.80	5,249.60	5,516.00	5,791.20	6,082.40	X
2941	SM	U15	Waste Program Manager, CDA	5004.00	5254.40	5516.80	5792.80	6082.40	X
2951	SM	U15	Dir of Finance, CDA	7,205.60	7,553.60	7,933.60	8,334.40	8,765.60	X

Job Code	MC	Unit Code	Classification Title	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	FLSA Status
2953	SM	U15	Asst Deputy Dir, CDA	6,212.00	6,527.20	6,851.20	7,180.80	7,548.80	X
2954	PA	U15	Dir of Ops & Mgmt Svcs, CDA	6,469.60	6,793.60	7,132.80	7,489.60	7,864.00	X
2958	PA	U15	Bonds and Finance Coordinator	3,870.40	4,061.60	4,264.80	4,480.00	4,700.80	X
2974	SM	U15	Bonds and Finance Manager	5,008.80	5,249.60	5,516.00	5,791.20	6,082.40	X
2985	SM	U15	Economic & Civic Dev Manager	5,008.80	5,249.60	5,516.00	5,791.20	6,082.40	X
2986	EM	U15	Assistant Dir Surplus Prop Au	6,212.00	6,527.20	6,851.20	7,180.80	7,548.80	X
2987	EM	U15	Director, Surplus Property Au	7,151.20	7,495.20	7,584.00	8,272.00	8,697.60	X
3106	PA	U15	Holistic Defen Mitign Spec I	3,392.00				4,123.20	X
3107	PA	U15	Holistic Defen Mitign Spec II	3,732.00				4,536.00	X
3108	PA	U15	Holistic Defen Mitign Spec III	4,104.00				4,989.60	X
3109	SM	U15	Holistic Defense Miti Supvr	4,525.60				5,500.80	X
3162	SM	U15	Policy Manager, DCSS	5,076.00				6,171.20	X
5090	SM	U15	Training Officer, HCSA	4,582.40	4,808.80	5,048.80	5,300.80	5,566.40	X
5096	SM	U15	Consumer / Fam Relations Mgr	3,644.80				4,886.40	X
5098	SM	U15	Workforce Ed & Trg Mgr, BHCS	4,522.40				5,842.40	X
5151	PA	U15	Forensic Pathologist SAN	11,938.40				14,504.00	X
5151N	PA	U15	Forensic Pathologist SAN	149.23				181.30	X
5687	SM	U15	Chief,Vector Control Svcs Dist	4,172.00	4,384.80	4,598.40	4,832.80	5,067.20	X
6031	SM	U15	Prob Re-Entry Srvcs Coord	4,924.80				5,994.40	X
6070	SM	U15	Financial Srv Deputy Dir,SSA	4,858.40	5,105.60	5,360.00	5,631.20	5,907.20	X
6074	SM	U15	Asst Dir, Fin and Contr, Prob	5,577.60				6,782.40	X
6076	SM	U15	Prob Contracts/Grants Admstr	5,073.60				6,166.40	X
6183	SM	U15	Comm Network Coordinator	3,300.80	3,456.80	3,637.60	3,813.60	3,995.20	X
6500	SM	U15	Youth&Family Srvs Supervisor	4,615.20				5,542.40	X
6502	PA	U15	Youth and Family Srvcs Mgr	4,616.80				5,832.00	X
6517	SM	U15	ACCESS Program Clinical Mgr	4,930.40				6,052.00	X
6910	PA	U15	Recruitment Specialist, HCSA	3,281.60				4,711.20	X
6915	PA	U15	Coord Of Community Services	3,688.00				5,383.20	N
7425	SM	U15	Manager, Janitorial Services	3,531.20				4,299.20	X
7740	SM	U15	Laundry Supervisor	2,496.00	2,603.20	2,741.60	2,873.60	3,016.80	N
8421	SM	U15	Dpty Agri Com/Sealr of WandM	4,038.40	4,242.40	4,452.00	4,691.20	4,913.60	X
8422	SM	U15	Deputy of Agri and Stds Servce	4,644.00				5,650.40	X
8435	SM	U15	Deputy Sealer of Wts&Measures	3,548.80	3,727.20	3,912.00	4,119.20	4,315.20	X
8560	PA	U15	Narc Task Force Chief Pilot	3,973.60				5,408.00	X
8561N	PA	U15	Sh Office Pilot SAN	63.28				72.32	X
8562N	SM	U15	Sh Office Chief Pilot SAN	66.67				75.94	X
8764	SM	U15	Sr Code Enforce Investigator	5,008.80	5,249.60	5,516.00	5,791.20	6,082.40	X
8850	PA	U15	Sh Grant Devlopmt Specialist	3,719.20				5,636.00	X
8851	PA	U15	Chief Policy and Strategic Officer, Sheriff's Office	5077.60				6172.00	X

Job Code	MC	Unit Code	Classification Title	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	FLSA Status
9212	PA	U15	Audio Visual Engineer	3,513.60				4,482.40	X
9214	PA	U15	Senior Audio Visual Engineer	3,939.20				5,025.60	X
9225	SM	U15	Suprvsr,Crpntry,Paint and Lk					4,962.40	X
9245	SM	U15	Painter Supervisor					4,271.20	X
9282	PA	U15	Telecom Systems Analyst	4,160.00	4,327.20	4,502.40	4,724.80	4,961.60	X
9285	PA	U15	Senior Telecom Systems Analyst	4,812.80				6,012.80	X
9286	SM	U15	Senior Telecom Tech	4,068.00	4,282.40	4,488.80	4,718.40	4,960.80	N
9287	M	U15	Telephone Services Specialist	3,536.00	3,710.40	3,880.00	4,076.00	4,284.00	N
9425	SM	U15	Auto Mechanic Supervisor					4,730.40	X
9445	SM	U15	Manager, Motor Vehicle Div	4,328.80				5,254.40	X
9680	SM	U15	Suprvsr, Bldgs & Plant Main					5,954.40	X
9688	SM	U15	Suprvsing Maint Eng, Rehb Cnt					5,675.20	X
9691	PA	U15	Portfolio Manager					6,869.60	X
9692	SM	U15	Maintenance Coordinator	3,313.60				4,440.00	X
0182	SM	U44	Acctg and Finance Manager	5,331.20				6,477.60	X
2046	SM	U44	Asst Depty Dir, Public Works	6,212.00	6,527.20	6,851.20	7,180.80	7,548.80	X
2115	SM	U44	Grading Supervisor	5,083.20	5,329.60	5,600.80	5,879.20	6,169.60	X
2190	SM	U44	Suprvsing Traffic Technician	3,944.80	4,145.60	4,353.60	4,561.60	4,792.00	X
8344	PA	U44	Asst Building Official	4,536.00	4,774.40	5,016.00	5,264.00	5,524.00	X
8355	SM	U44	Suprvsing Construction Insp	2,877.60				5,580.80	X
0310	PA	U45	Fund Deve and Grant Specialt	3,060.80				4,519.20	X
0313	SM	U45	Family Health Services Coord	3,780.00				5,063.20	X
0318	PA	U45	Dev Disabilities Coordinator	3,757.60	3,934.40	4,134.40	4,341.60	4,556.80	X
0401	SM	U45	Dir of Interagy Chdr Pol Coun	4,650.40				5,711.20	X
1458	SM	U45	Registered Health Info Coord	2,901.60	3,041.60	3,154.40	3,305.60	3,445.60	X
1486	SM	U45	Spvg Health Insurance Tech	3,354.40	3,404.80	3,575.20	3,755.20	3,944.80	X
5030	SM	U45	Homelessness Srvs Admin	5,158.40	5,414.40	5,684.80	5,968.80	6,260.80	X
5046	PA	U45	County Health Officer	12,469.60				15,151.20	X
5049	PA	U45	Dir of Asmt, Plng and Health	5,084.00				6,172.80	X
5061	SM	U45	Care Connect Deputy Director	6,565.60	6,893.60	7,237.60	7,600.00	7,980.00	X
5063	SM	U45	Dir of Clin Case Mgmt Methods	6,985.60				8,488.00	X
5064	SM	U45	Clinical Case Mgmt Prjt Mgr	5,541.60				6,731.20	X
5065	SM	U45	Ast Dir, For, Div,andRe-Entry	5,588.00				7,132.80	X
5070	SM	U45	Well, Rec and Res Dir BHCS	5,125.60	5,383.20	5,651.20	5,932.00	6,229.60	X
5072	SM	U45	Alcohol and Drug Prgm Admin	5,641.60	5,926.40	6,220.80	6,534.40	6,857.60	X
5074	SM	U45	For, Div,andRe-Entry Director	6,160.00				7,489.60	X
5075	SM	U45	Juv Justice Hlth Srvc Director	5,101.60				6,207.20	X
5076	SM	U45	Bus Intel/Analytics Dir, HCSA	6,347.20	6,667.20	6,991.20	7,188.00	7,727.20	X
5077	SM	U45	Quality Mgmt Prog Dir,ACBH	5,804.80				6,972.80	X
5078	SM	U45	Deputy Director, Behav Health	6,504.00	6,835.20	7,170.40	7,368.80	7,920.80	X
5079	SM	U45	Associate Dir, Adult Svc, BHCS	5,923.20				7,202.40	X

Job Code	MC	Unit Code	Classification Title	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	FLSA Status
5080	SM	U45	Quality Assurance Admin, BHCS	4,959.20				6,119.20	X
5081	SM	U45	Quality Assur Assoc Admn BHC	4,600.80	4,800.00	5,000.80	5,210.40	5,429.60	X
5084	SM	U45	Comm Health Svcs Administrator	5,005.60	5,256.80	5,517.60	5,739.20	6,079.20	X
5088	PA	U45	Community Health Svs Coord	4,094.40				4,960.00	X
5091	SM	U45	Adult / Older Ad Sys Care Dir	5,923.20				7,202.40	X
5092	SM	U45	Older Adult System Care Dir	5,125.60	5,383.20	5,652.00	5,934.40	6,229.60	X
5093	SM	U45	Trans Age Youth Sys Care Dir	5,125.60	5,383.20	5,652.00	5,934.40	6,229.60	X
5095	PA	U45	Compl and Priv Officer HCSA	4,861.60				5,997.60	X
5099	PA	U45	Ch Compli and Privcy OfcrHCSA	5,992.00				7,282.40	X
5149	PA	U45	Chief Forensic Pathologist	13,728.00				16,680.80	X
5160	SM	U45	Medical Director, BHCS					10,955.20	X
5390	PA	U45	Deputy Dir, Pub Hlth Nrsg	6,115.20				7,537.60	X
5615	SM	U45	Suprvsing Microbiologist	4,147.20	4,357.60	4,566.40	4,808.00	5,018.40	X
5760	SM	U45	Prog Perf Mgt and Accred Dir	4,072.80				5,432.80	X
5773	SM	U45	Senior Public Hlth Investigatr	2,961.60	3,109.60	3,265.60	3,428.00	3,599.20	X
5774	SM	U45	Chief Public Health Investgtr	3,359.20	3,529.60	3,703.20	3,888.00	4,095.20	X
5782	SM	U45	Epidemiology Research Scient	4,542.40				5,607.20	X
5783	SM	U45	Dir of Epidemiology and Eval	4398.40				5891.20	X
5794	SM	U45	Senior Nutritionist	3,735.20	3,927.20	4,127.20	4,330.40	4,541.60	X
5801	SM	U45	Lactation Specialist	3,016.80				3,705.60	X
6141		U45	Violence Prevention Coord	3,499.20				4,305.60	X
6188	SM	U45	Ct Aptd Sp Advcts CASA Pg Adm	4,140.80				5,523.20	X
6420	SM	U45	Medical Social Work Suprvsr	3,960.80	4,148.80	4,341.60	4,548.00	4,757.60	X
6518	PA	U45	Critical Care Manager, BHCS	4,388.80				5,388.00	X
6644	SM	U45	SupClinCaseMgr-CtrHlthSch&Comm			4,533.60	4,760.80	4,998.40	X
6645	SM	U45	Sch Hlth Adm-Ctr Hlth Sch&Comm	4,140.80				5,523.20	X
6647	SM	U45	Chd and Youth Inita Directr	5,125.60				6,251.20	X
6780	SM	U45	Senior Employment Specialist	3,184.80				3,870.40	X
0484	SM	U49	Staff Development Manager	4,924.80				5,994.40	X
6047	SM	U49	Policy Director	5,049.60				6,760.80	X
6125	PA	U49	Div Ops Services Mgr, SSA	5,200.00				6,320.00	X
6185	SM	U49	Volunteer Program Coord(CASA)	4,094.40	4,294.40	4,512.80	4,731.20	4,960.00	X
6789	MA	U49	Welfare Serv Con Social Serv	2,336.00				4,900.00	X
6795	PA	U49	Social Services Agency Planner	4,367.20	4,596.80	4,814.40	5,057.60	5,310.40	X
6799	SM	U49	SSA Program Dev Administrator	5,977.60				7,265.60	X
8508	SM	U49	Director, Div of Adult Protect	5,169.60	5,425.60	5,703.20	5,982.40	6,296.80	X

Job Code	MC	Unit Code	Classification Title	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	FLSA Status
0180	SM	U50	Operations Support Manager,GSA	5,101.60				6,200.00	X
0208	PA	U50	Off of Prog & Pol Dev Mgr	4,441.60				5,398.40	X
0227	SM	U50	Management Svcs Admin Pub Wks	6,355.20	6,680.00	7,012.00	7,349.60	7,721.60	X
0229	SM	U50	Admin/Financial Svcs Manager	5,069.60	5,325.60	5,594.40	5,867.20	6,167.20	X
0232	PA	U50	Exec Programs Coordinator	4,124.00				5,410.40	X
0240	PA	U50	Admin Trainee	2,695.20				3,107.20	N
0243	PA	U50	Asst Admin Analyst	3,162.40				3,846.40	X
0244	CA	U50	Local Agency Formation Comm Ck	3,016.00				3,704.80	X
0245	PA	U50	Admin Analyst	4,217.60				6,466.40	X
0246	SM	U50	Law Office Manager	3,996.00				5,345.60	X
0248	PA	U50	Local Agcy Format Comm Analyst	4,217.60				6,466.40	X
0250	PA	U50	Economic Development Anl,Trnee	2,695.20				3,107.20	X
0251	PA	U50	Economic Development Analyst I	3,162.40				3,846.40	X
0252	PA	U50	Grants Program Manager	3,742.40				6,949.60	X
0253	PA	U50	Cable TV & Comm Analyst	3,980.80				6,099.20	X
0254	PA	U50	Public Information Officer	3,980.80				6,099.20	X
0255	SM	U50	Principal Admin Analyst	6,355.20				7,721.60	X
0256	SM	U50	Local Agy Format Comm Ex Offr	4,665.60				7,112.80	X
0257	EM	U50	Deputy County Administrator	10,696.00				13,649.60	X
0258	SM	U50	Countywide Initiative Prg Coor	5,718.40				8,916.00	X
0261	SM	U50	Employee Services Adminstr	4,792.00				6,221.60	X
0262	SM	U50	Benefits Admin Supervisor	4,488.80				5,615.20	X
0263	CA	U50	Employee Benefits Specialist	3,340.00				4,389.60	N
0265	CA	U50	Employee Benefits Tech I	2,900.00				3,754.40	N
0266	CA	U50	Employee Benefits Tech II	3,344.80				4,132.80	N
0267	PA	U50	Benefits Accountant	2,844.00				3,938.40	X
0268	CA	U50	Business Analyst	4,488.80				5,615.20	X
0269	CA	U50	HR Validation Processor	2,714.40				3,426.40	N
0270	PA	U50	Economic Development Anlyst II	3,980.80				6,099.20	X
0271	SM	U50	Exec Director EDAB	6,325.60				9,344.00	X
0272	PA	U50	Assistant Business Analyst	3,938.40				4,948.00	X
0276	CA	U50	Human Resources Trainee	3,162.40				3,846.40	X
0281	SM	U50	Principal Labor Rel Analyst	5,525.60				6,951.20	X
0283	CA	U50	Labor Relations Analyst I	3,444.80				4,948.00	X
0284	PA	U50	Labor Relations Analyst II	4,079.20				5,950.40	X
0292	SM	U50	Labor Relations Manager	6,394.40				7,848.80	X
0293	SM	U50	Personnel Services Program Mgr	5,101.60				6,200.00	X

Job Code	MC	Unit Code	Classification Title	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	FLSA Status
0294	SM	U50	Human Resource Srvs Div Mgr	5,926.40				7,206.40	X
0296	SM	U50	TAP Program Manager	4,660.80				5,668.80	X
0330	SM	U50	Child Care Srvs Prog Admin	3,658.40				5,340.80	X
0457	CA	U50	MLAS Case Manager Trainee	3,096.00				3,952.00	X
0459	CA	U50	Dept HR Officer Trainee	3,117.60				3,788.00	X
0462	SM	U50	Departmntal HR Manager	4,660.80				5,668.80	X
0463	SM	U50	Med Lvs and Accm Srvs Admin	5147.20				6256.00	X
0465	SM	U50	Chief Dept HR Administrator	5,101.60				6,200.00	X
0466	PA	U50	Cty Trng and Org Dev Special	4,370.40				5,313.60	X
0467	CA	U50	Med Lvs and Accm Srvs Case Mgr	3,444.80				4,948.00	X
0468	SM	U50	Med Lvs and Accm Srvs Supvr	4,893.60				5,950.40	X
0469	SM	U50	Privacy Compliance Officer	4,461.60				6,158.40	X
0473	SM	U50	Training&Education Center Dir	5,926.40				7,206.40	X
0475	SM	U50	Director, Risk Management	5,718.40				7,296.80	X
0478	SM	U50	Safety & Loss Control Manager	4,572.80				6,309.60	X
0487	PA	U50	Diversity Programs Asst Mgr	3,980.80				6,099.20	X
0490	PA	U50	Disability Mgmt & Rehab Coord	3,813.60				4,873.60	X
0491	PA	U50	Senior Risk Analyst	3,897.60				5,976.00	X
0492	SM	U50	Assistant Risk Manager	4,692.00				6,472.80	X
0493	PA	U50	Risk Coordinator	3,651.20				4,936.80	X
0495	CA	U50	Suprvsor's Assistant	2,021.60				5,809.60	X
0496	CA	U50	Chief of Staff, BOS	5,281.60				6,788.00	X
0497	SM	U50	Diversity, Eq, Inc Deputy Dir	5,772.00				7,017.60	X
0498	SM	U50	Diversity, Eq, Inc Director	6,364.00				7,736.80	X
1008	SM	U50	Asst Clerk, Bd of Supervisors	3,980.80				6,099.20	X
1137	CA	U50	Administrative Associate,CAO	3,016.00	3,175.20	3,341.60	3,520.80	3,704.80	X
1226	CA	U50	Administrative Legal Secretary	3,264.80				3,887.20	X
1229	CA	U50	Exec Asst to the County Admin	5,011.20				6,088.80	X
5062	SM	U50	Health Care Sys Integ Admin	5,718.40				7,296.80	X
6033	SM	U50	Prob Com Re-Entry & Outrch Dir	6,416.00				7,803.20	X
6037	SM	U50	Prob Chief of Res and Eval	6,416.00				7,803.20	X
8588	CA	U50	Investigator, Probation Dept	4,856.00				5,875.20	X

SECTION III

Article 3, Section 3-17, Subsection 3-17.25 of the County of Alameda Salary Ordinance is hereby **deleted** in its entirety effective April 27, 2024, as follows:

~~3-17.25 – Effective March 20, 2022, not to exceed one (1) employee in Job Code 0465SM, when assigned the responsibility for the unique and extensive recruitment and retention activities for sworn personnel, shall receive an additional eight percent (8%) compensation of the base pay. This footnote shall no longer apply when the incumbent~~

~~is no longer assigned the oversight of the aforementioned areas. This footnote will also be subject to a review by the Director of Human Resource Services on or before March 19, 2024.(BOS approved deletion 5/8/18) (BOS approved 3/15/22)~~

SECTION IV

Article 3, Section 3-21, Subsection 3-21.111 of the County of Alameda Salary Ordinance is hereby **added** to read as follows:

3-21.111 – Employees in classifications as outlined in the April 16, 2024 Section II of the Salary Ordinance amendment and who are in paid status in the pay period containing May 12, 2024 shall receive a one-time lump sum gross payment of two thousand dollars ($2000). This subsection shall sunset effective December 21, 2024 and be deleted from the Salary Ordinance upon the sunset date.

SECTION V

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

SECTION 6-6. LONGEVITY

In addition to the compensation specified in this ~~Ordinance~~Section, employees shall also be entitled to service awards granted by the Board of Supervisors. (BOS approved 6/27/23)

A. Unrepresented non-management: Effective December 24, 2023, unrepresented non-management employees in classifications related to the Service Employees International Union, Local 1021, except for those in classifications designated as Services-As-Needed ("SAN") or Temporary Assignment Pool ("TAP") or in Representation Unit 043, are eligible for Longevity Pay as follows:

1. 10-Years of Service: Employees completing ten (10) or more years of continuous service (equivalent to or at least 20,800 and 19,500 total service hours for 80- and 75- hour classifications, respectively) shall receive an additional one percent (1.0%) compensation which shall apply to all hours in a paid status.

2. 20-Years of Service: Employees completing 20 or more years of continuous service (equivalent to or at least 41,600 and 39,000 total service hours for 80- and 75- hour classifications, respectively) shall receive an additional one percent (1.0%) compensation for a total of two percent (2.0%) which shall apply to all hours in a paid status.

B. Unrepresented management: Effective May 12, 2024, unrepresented management employees in Representation Units U15, U44, U45, U49, U50, U65, 043, 046, 051, 066, 068, 071, except for those in classifications designated as SAN or TAP, are eligible for Longevity Pay as follows:

1. 10-Years of Service: Employees completing ten (10) or more years of continuous service (equivalent to or at least 20,800 and 19,500 total service hours for 80- and 75- hour classifications, respectively) shall receive an additional one percent (1.0%) compensation which shall apply to all hours in a paid status.

2. 20-Years of Service: Employees completing 20 or more years of continuous service (equivalent to or at least 41,600 and 39,000 total service hours for 80- and 75- hour classifications, respectively) shall receive an

additional one percent (1.0%) compensation for a total of two percent (2.0%) which shall apply to all hours in a paid status.

~~In addition to the compensation specified in this Ordinance, employees shall also be entitled to service awards granted by the Board of Supervisors. (BOS approved 6/27/23)~~

SECTION VI

Article 7, Section 7-20 (Retirement) of the County of Alameda Salary Ordinance is hereby added to read as follows:

Eligible employees become members of the Alameda County Employee Retirement Association ("ACERA").

The County of Alameda ("County") contribution, or employer paid member contribution ("EPMC"), set forth in item #1 ("Classic" Members) shall be for eligible unrepresented management employees in Representation Units U15, U44, U45, U49, U50, U65, 043, 046, 051, 066, 068, 071, who are full-time employees on full-time paid status. If the employee is on paid status less than full-time, the County contribution shall be prorated each pay period based upon pensionable earnings within that biweekly pay period to the normal full-time biweekly pay period for the job classification.

1. **"Classic" Members:** Effective December 22, 2002, for employees who are "classic" members of ACERA, the County shall contribute toward the employee contribution to ACERA in an amount equal to three percent (3%) of the employee's salary.

Effective December 22, 2002, for employees who are 30-year members of ACERA and no longer make contributions to ACERA because they are 30-year members, the County shall pay an amount equal to three percent (3%) of the employee's salary to a 401(A) Plan.

2. **"New" Members**: Employees who are Tier 4 members of ACERA are excluded from the provision of item #1 ("Classic" Members), above.

3. **EPMC Amendment**: Effective May 12, 2024, for employees (except for employees in Job Codes 0053 and 0055) completing twenty (20) or more years of continuous service (equivalent to or at least 41,600 or 39,000 total service hours for 80-hour or 75-hour classifications, respectively), the County's EPMC or contribution to the 401(A) Plan as provided in item #1 (Tier 2A "Classic" Members) shall be reduced from three percent (3%) to two percent (2%).

The contributions set forth in this provision by the County to ACERA are being paid in lieu of wages and shall be reported as normal contributions and credited to member accounts. Employees shall not have the option of choosing to receive the contributed amounts directly instead of having them paid by the County to ACERA or the 401(A) Plan. The contribution shall remain the property of the County and shall not become part of the accumulated contributions of the member nor create vested rights for any member. The County's Auditor-Controller's Office shall pay to ACERA the retirement contribution from the same source of funds as used for salary compensation.

SECTION VII

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 **30th** day of **April, 2024**, to wit:

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

NOES: None

EXCUSED: None

PRESIDENT, BOARD OF SUPERVISORS

File No: **31182**
Agenda No: **42**
Document No: **O-2024-14**

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