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Human Resource Services

June 8, 2021

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

SUBJECT: ADOPT SALARY ORDINANCE AMENDMENTS TO: 1) INCREASE SALARIES FOR 13 UNREPRESENTED NON-MANAGEMENT CLASSIFICATIONS RELATED TO SEIU, LOCAL 1021 AND ONE (1) CLASSIFICATION REPRESENTED BY SEIU, LOCAL 1021; AND 2) AMEND SUBSECTION 3-18.43 AND MOVE TO NEW SUBSECTION 3-21.104

Dear Board Members:

RECOMMENDATIONS:

Adopt Salary Ordinance amendments to:

- A. Increase the salaries for: i) 13 Unrepresented Non-Management classifications related to the Northern California Public Sector Region Local 1021 of the Service Employees International Union (“SEIU, Local 1021”) classifications; and ii) one (1) classification in the Health Care Services Agency (“HCSA”) represented by SEIU, Local 1021, due to an administrative error, effective June 27, 2021; and
- B. Amend Article 3, Section 3-18 (Social Services Agency), subsection 3-18.43 to include one (1) additional employee in the classification of Chief Departmental Human Resources Administrator (“Chief DHRA”), Job Code (“JC”) #0465SM, located in HCSA and adjust the additional compensation from ten percent (10%) to eight percent (8%), effective July 11, 2021, and move said footnote to Article 3, Section 3-21 (Miscellaneous), new subsection 3-21.104.

DISCUSSION/SUMMARY:

Staff recommends that the following 13 Unrepresented Non-Management job classifications related to SEIU, Local 1021 receive a salary increase of three and one-quarter percent (3.25%) effective June 27, 2021, similar to the salary increase received by SEIU, Local 1021, as provided in the 2015 – 2022 Memorandum of Understanding (“MOU”): 1) Training Center Customer Service Representative, JC #0480NM; 2) Pedestrian Crossing Guard SAN (JC #1107N); 3) Ancillary Support Worker, Health Care Services Agency, (JC #5021NM); 4) Psychiatric Mental Health Nurse Practitioner (JC #5384NM); 5) Special Assistant to Volunteer Program Coordinator (JC #6181NM); 6) Court Appointed Special Advocates (“CASA”) Volunteer Program Assistant (JC #6186NM); 7) Medical Social Worker II SAN (JC #6415N); 8) Marriage and Family Therapist II (JC #6497N); 9) Behavioral Clinician II SAN (JC #6510N); 10) Regional Training Center Instructor SAN (JC #8549N); 11) Regional Training Center Instructor EVOG (Emergency Vehicle Operations) SAN (JC #8550N); 12) Regional Training Center Lead Instructor SAN (JC #8551N); and 13) Sheriff’s Service Cadet SAN (Services As Needed) (JC #8751N).

Further, due to an administrative error, we recommend increasing the salary for one (1) classification of Senior Therapist (JC #5865NM), in HCSA, represented by SEIU, Local 1021. In 2019, the SEIU, Local 1021 MOU was extended for three (3) years through December 31, 2022. As part of the SEIU, Local 1021 MOU extension, there were several special salary

adjustments that were granted to various classifications, including a one and one-tenth percent (1.1%) special adjustment for the Senior Therapist (JC #5865NM) classification effective June 27, 2021. The 2015 – 2022 SEIU, Local 1021 MOU includes for said classification to receive the one and one-tenth percent (1.1%) special adjustment, however, the salary rates as outlined in the SEIU, Local 1021 MOU Appendix A reflects the salary rates of a one percent (1%) special adjustment effective June 27, 2021. As such, staff recommends correcting the SEIU, Local 1021 MOU salary rates for the Senior Therapist classification (JC #5865NM) to reflect the correct calculation of the salary rate, inclusive of the three and one-quarter percent (3.25%) negotiated salary increase and the one and one-tenth (1.1%) salary adjustment.

Finally, we recommend amending subsection 3-18.43 to include one (1) additional employee in the classification of Chief DHRA (JC #0465SM) in HCSA to be eligible for said footnote. HCSA's Chief DHRA currently has oversight of the Emergency Medical Services Corps program, which is a 5-month paid (stipend) program where participants receive Emergency Medical Technician training, as well as the Alameda County Healthcare Pipeline program which is a consortium of 15 health-related internship programs housed within HCSA. Based on the added programmatic duties of HCSA's Chief DHRA, which are similar to the program oversight as performed by Chief DHRA in the County Social Services Agency, we recommend expanding the current subsection 3-18.43 to include an additional employee in the classification of Chief DHRA in HCSA and moving said footnote to a new subsection of 3-21.104 of the Salary Ordinance, effective July 11, 2021. This footnote shall no longer apply when either employee in SSA or HCSA is no longer assigned the additional oversight of the aforementioned areas, and will be subject to a review by the Director of Human Resource Services on or before July 10, 2023.

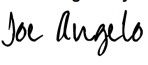
FINANCING:

Funds are available in the 2021-2022 Approved Budget and will be included in future years' requested budgets to cover the costs resulting from these actions.

VISION 2026 GOAL:

The Salary Ordinance amendments 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:

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Joe Angelo, Director
Human Resource Services

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

SECOND READING - CONTINUED FROM 06/08/2021

Approved as to Form
DONNA ZIEGLER, County Counsel

By 
Kristy van Herick, Asst. County Counsel

AN ORDINANCE AMENDING CERTAIN PROVISIONS OF THE 2021-2022 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 to specify the following salary rates, to be effective on the dates listed below:

Job Code	Eff. Date	Title	Unit Code	Step 01	Step 02	Step 03	Step 04	Step 05	FLSA Status	
0480	NM	6/27/2021	Training Ctr Cus Service Rep	039	2098.40	2191.20	2280.00	2386.40	2482.40	N
1107	N	1/1/2021	Pedestrian Crossing Guard SAN	039			14.00	14.70	15.44	N
1107	N	1/1/2022	Pedestrian Crossing Guard SAN	039			15.00	15.75	16.54	N
2622	PA	6/27/2021	Assessor Representative	R15	3504.00	3681.60	3858.40	4055.20	4253.60	N
2623	SM	6/27/2021	Suprvising Appraiser I	R15	3504.00	3681.60	3858.40	4055.20	4253.60	N
5021	NM	6/27/2021	Ancillary Support Worker, HCSA	039	2308.80				2746.40	N
5384	NM	6/27/2021	Psych Ment Hlth Nurse Pract	039	6360.00	6676.00	7010.40	7360.00	7728.00	X
5865	NM	6/27/2021	Senior Therapist	007	3623.25	3804.00	3993.00	4191.00	4402.50	X
6181	NM	6/27/2021	Special Asst to Vol Prg Coord	039	6360.00	6676.00	7010.40	7360.00	7728.00	X
6186	NM	6/27/2021	Crt Apt Spc Adv (CASA) Vol Prg As	039	2605.60	2736.00	2872.00	3015.20	3166.40	X
6415	N	6/27/2021	Medical Social Worker II	038					42.21	N
6497	N	6/27/2021	Marriage and Fam Therapist II	038		45.50	47.88	50.14	52.44	N
6510	N	6/27/2021	Behavioral Clinician II	038		45.50	47.88	50.14	52.44	X
8549	N	6/27/2021	Regional Training Ctr Instru N	039	19.32				48.25	N
8550	N	6/27/2021	Regional Train Ctr Inst N	039					48.25	N
8551	N	6/27/2021	Regional Train Ctr Lead Instr N	039					53.91	N
8751	N	6/27/2021	Sheriff's Service Cadet N	039	15.32				18.39	N

SECTION II

Article 3, Section 3-18, subsection 3-18.43 is hereby amended and moved to **Article, Section 3-21, new subsection 3-21.104** of the County of Alameda Salary Ordinance as follows:

~~3-18.43 — Effective June 3, 2018, not to exceed one (1) position of Job Code 0465SM, Chief Departmental Human Resources Officer, when assigned oversight of facilities management and staff development that includes departmental technical training with a training staff of over 50 employees, in addition to directing, planning, organizing and managing the human resources program in the Alameda County Social Services Agency, shall receive an additional ten percent~~

~~(10%) compensation. This footnote shall no longer apply when the incumbent employee is no longer assigned the additional oversight of the aforementioned areas.~~

3-21-104 – Effective July 11, 2021, not to exceed one (1) employee in Job Code 0465SM, Chief Departmental Human Resources Administrator, in each of the Alameda County Social Services Agency (“SSA”) and Health Care Services Agency (“HCSA”), when assigned, in addition to their regular assignment, oversight of staff development that includes departmental technical training with a training staff of over 50 employees or Emergency Medical Services Corps and Alameda County Healthcare Pipeline programs, in SSA or HCSA, respectively, shall receive up to an additional eight percent (8%) compensation of the base pay. This footnote shall no longer apply when either employee is no longer assigned the additional oversight of the aforementioned areas. This footnote will be subject to a review by the Director of Human Resource Services on or before July 10, 2023.

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.