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REVISED

June 3, 2025

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

SUBJECT: ADOPT SALARY ORDINANCE AMENDMENTS FOR CERTAIN UNREPRESENTED CLASSIFICATIONS WITH DEEP SALARY RANGES BY UPDATING 1) SUBSECTION 1-1.1 TO ADJUST THE SALARY RANGES AND ELIMINATE OBSOLETE CLASSIFICATIONS; AND 2) VARIOUS SUBSECTIONS IN ARTICLES 3 AND 4 TO REMOVE OBSOLETE LANGUAGE

Dear Board Members:

RECOMMENDATION:

Adopt Salary Ordinance amendments to update:

- A. Article 1 (Applicable Pay Rates), Section 1-1 (Pay Rate Schedules), subsection 1-1.1, to: i) reflect salary range adjustments for specified unrepresented management classifications with deep salary ranges effective July 20, 2025, and ii) eliminate 12 obsolete classifications and iii) convert two (2) classifications from a deep salary range to a step salary range, including adjusting the spread of the salary range to approximately 21.5% and changing the management designation and unit code for one (1) of said classification, effective June 22, 2025;
- B. Article 3 (Notes Applicable to Positions and Classifications Listed in Article 2 Preceding), applicable subsections of Sections 3-1 (Agriculture Department), 3-2 (Assessor Department), 3-3 (Auditor-Controller Agency), 3-6 (County Administrator Department), 3-8 (County Counsel Department), 3-9 (District Attorney Department), 3-11 (General Services Agency), 3-12 (Alameda County Health), 3-13 (Human Resource Services), 3-14 (Probation Department), 3-15 (Public Works), 3-16 (Registrar of Voters Department), 3-17 (Sheriff's Department), 3-18 (Social Services Agency), 3-19 (Tax Collector-Treasurer Department), 3-20 (Information Technology Department), and 3-21 (Miscellaneous) to abolish certain salary administration criteria and remove reference to certain unrepresented management job codes, including non-substantive language clean up, effective July 20, 2025; and
- C. Article 4 (Administration of the Pay Plan), Section 4-1 (Full Time Positions) to rename its heading to "Salary Administration Criteria" and include criteria for employees in unrepresented classifications with deep salary ranges and incorporate language from Section 4-2 to 4-1.

DISCUSSION/SUMMARY:

In April 2025, your Board adopted Salary Ordinance amendments to implement salary administration changes for specific management classifications with deep salary ranges that are represented by the Alameda County Management Employees Association General Government and Confidential Units ("ACMEA"). The amendments included language to implement automatic merit increases that required adjusting the salary ranges for specified classifications, establishing salary "levels" within the salary ranges and eliminating obsolete salary administration criteria in Article 3 (Notes Applicable to Positions and Classifications Listed in Article 2 Preceding) of the Salary Ordinance.

The same long-standing issues identified with the salary administration for ACMEA represented management employees in classifications with deep salary ranges also exist with unrepresented management employees in classifications with deep salary ranges. The Recruitment Enhancement Project - Initiative #12 (*Provide More Flexibility in the Appointment and Promotion of Employees*) identified several issues including: 1) Significant delays in granting merit increases due to untimely performance evaluations; 2) Lack of consistency, timeliness and transparency for approving merit increases; and 3) Unworkable variation of salary ranges for management classifications with deep salary ranges.

As such, staff recommends that your Board approve similar Salary Ordinance amendments for specified unrepresented management classifications with deep salary ranges, as made for ACMEA-represented classifications, including the following:

- Adjust the spread of the salary ranges to approximately 21.5%, 27.6%, 34.0% or 40.7%;
- Create salary “levels” and establish salary administration criteria in Article 4-1 of the Salary Ordinance;
- Eliminate 12 obsolete unrepresented management classifications from subsection 1-1.1 of the Salary Ordinance; and
- Eliminate criteria in Article 3 of the Salary Ordinance that employees in the specified classifications must meet in order to reach the maximum salary rate, and that addresses employees being placed anywhere within the salary range of the classification.

Following your Board’s approval of the attached Salary Ordinance amendments, staff will move forward with placing employees in specified unrepresented management classifications with deep salary ranges who are not at the top of the salary range for their respective classifications at the appropriate salary level and, if applicable, credited with hours towards advancement to the next salary level. Thereafter, subsequent salary merit increases will follow the general salary administration criteria in Article 4, Section 4-1, as outlined in the attached amendment to the Salary Ordinance.

Further, during the review and analysis of the salary range adjustments and Salary Ordinance cleanup for classifications with deep salary ranges, staff identified the following: 1) one (1) unrepresented management classification that should be designated as non-management and non-exempt from the Fair Labor Standards Act and converted to a step salary range and 2) one (1) non-management classification that has a deep salary range and should be converted to a step salary range. Both classifications that should be converted to a step salary range include adjusting the spread of the salary range to approximately 21.5%. And 3) the management designation and unit code for one (1) classification should be updated. As such, staff recommend the updates for the aforementioned items as outlined in the attached amendment to the Salary Ordinance effective June 22, 2025.

SELECTION CRITERIA:

N/A

FINANCING:

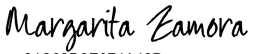
Funds are available in the 2024-2025 Approved Budget and will be included in future years’ requested budgets to cover the costs resulting from the recommendation.

VISION 2036 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, Director
Human Resource Services

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

Ordinance No.

**AN ORDINANCE AMENDING
CERTAIN PROVISIONS OF THE 2024 – 2025
COUNTY OF ALAMEDA SALARY ORDINANCE**

By Kristy van Herick
Kristy van Herick, Assistant County Counsel

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, effective on July 20, 2025 as shown below:

Job Code #		Classification Title	Unit Code	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8	FLSA
0176	PA	Sustainability Project Mgr	U15	\$3,844.80	\$4,036.80	\$4,238.40	\$4,450.40	\$4,672.80	\$4,906.40	\$5,152.00	\$5,409.60	X
0247	PA	Program Manager ACAC	U15	\$3,852.80	\$4,045.60	\$4,248.00	\$4,460.00	\$4,683.20	\$4,917.60	\$5,163.20	\$5,421.60	X
0253	PA	Cable TV & Comm Analyst	U50	\$4,551.20	\$4,778.40	\$5,017.60	\$5,268.80	\$5,532.00	\$5,808.80	\$6,099.20	\$6,404.00	X
0254	PA	Public Information Officer	U50	\$4,551.20	\$4,778.40	\$5,017.60	\$5,268.80	\$5,532.00	\$5,808.80	\$6,099.20	\$6,404.00	X
0283	CA	Labor Relations Analyst I	U50	\$3,965.60	\$4,164.00	\$4,372.00	\$4,590.40	\$4,820.00	\$5,060.80	\$5,313.60	\$5,579.20	X
0284	PA	Labor Relations Analyst II	U50	\$4,440.80	\$4,663.20	\$4,896.00	\$5,140.80	\$5,397.60	\$5,667.20	\$5,950.40	\$6,248.00	X
0284 P	PA	Labor Relations Analyst II P	U50	\$4,440.80	\$4,663.20	\$4,896.00	\$5,140.80	\$5,397.60	\$5,667.20	\$5,950.40	\$6,248.00	X
0310	PA	Fund Deve and Grant Specialt	U45	\$3,372.80	\$3,541.60	\$3,718.40	\$3,904.00	\$4,099.20	\$4,304.00	\$4,519.20	\$4,744.80	X
0310 P	PA	Fund Deve and Grant Specialt P	U45	\$3,372.80	\$3,541.60	\$3,718.40	\$3,904.00	\$4,099.20	\$4,304.00	\$4,519.20	\$4,744.80	X
0330	SM	Child Care Svcs Prog Admin	U50	\$3,984.80	\$4,184.00	\$4,393.60	\$4,613.60	\$4,844.00	\$5,086.40	\$5,340.80	\$5,608.00	X
0467	CA	Med Lvs and Accm Svcs Case Mgr	U50	\$3,965.60	\$4,164.00	\$4,372.00	\$4,590.40	\$4,820.00	\$5,060.80	\$5,313.60	\$5,579.20	X
0487	PA	Diversity Programs Asst Mgr	U50	\$4,551.20	\$4,778.40	\$5,017.60	\$5,268.80	\$5,532.00	\$5,808.80	\$6,099.20	\$6,404.00	X
1345	PA	Chief Investment Officer, ACERA	066	\$10,362.40	\$10,880.80	\$11,424.80	\$11,996.00	\$12,596.00	\$13,225.60	\$13,887.20	\$14,581.60	X
1347	PA	Human Resources Officer, ACERA	066	\$5,474.40	\$5,748.00	\$6,035.20	\$6,336.80	\$6,653.60	\$6,986.40	\$7,336.00	\$7,703.20	X
1347 P	PA	Human Resrc Officer, ACERA P	066	\$5,474.40	\$5,748.00	\$6,035.20	\$6,336.80	\$6,653.60	\$6,986.40	\$7,336.00	\$7,703.20	X
1348	CA	Human Resources Specilst, ACERA	066	\$3,965.60	\$4,164.00	\$4,372.00	\$4,590.40	\$4,820.00	\$5,060.80	\$5,313.60	\$5,579.20	X
1350	CA	Exec Secretary, ACERA	066	\$3,548.00	\$3,725.60	\$3,912.00	\$4,107.20	\$4,312.80	\$4,528.80	\$4,755.20	\$4,992.80	X
1355	SM	Retirement Benefits Manager	066	\$5,474.40	\$5,748.00	\$6,035.20	\$6,336.80	\$6,653.60	\$6,986.40	\$7,336.00	\$7,703.20	X
1356	SM	Retirement Asst Benefits Mgr	066	\$4,652.00	\$4,884.80	\$5,128.80	\$5,385.60	\$5,655.20	\$5,937.60	\$6,234.40	\$6,546.40	X
1356 P	SM	Retirement Asst Benefits Mgr P	066	\$4,652.00	\$4,884.80	\$5,128.80	\$5,385.60	\$5,655.20	\$5,937.60	\$6,234.40	\$6,546.40	X
1358	EM	Asst Chief Execu Offcr, ACERA	066	\$7,740.00	\$8,127.20	\$8,533.60	\$8,960.00	\$9,408.00	\$9,878.40	\$10,372.00	\$10,890.40	X
1359	SM	Retirement Asst Accting Mgr	066	\$4,652.00	\$4,884.80	\$5,128.80	\$5,385.60	\$5,655.20	\$5,937.60	\$6,234.40	\$6,546.40	X
1368	MA	Retirement Sys Prg Anyst, ACERA	066	\$4,261.60	\$4,474.40	\$4,698.40	\$4,933.60	\$5,180.00	\$5,439.20	\$5,711.20	\$5,996.80	X
1373	PA	Chief of Internal Audit, ACERA	066	\$5,474.40	\$5,748.00	\$6,035.20	\$6,336.80	\$6,653.60	\$6,986.40	\$7,336.00	\$7,703.20	X
1585N	NM	Legal Assistant SAN	043	\$2,176.80	\$2,285.60	\$2,400.00	\$2,520.00	\$2,646.40	\$2,778.40	\$2,917.60	\$3,063.20	N
1585NP	NM	Legal Assistant SAN P	043	\$2,176.80	\$2,285.60	\$2,400.00	\$2,520.00	\$2,646.40	\$2,778.40	\$2,917.60	\$3,063.20	N
1836	PA	Infrastructure Svcs Engineer	U15	\$5,568.00	\$5,846.40	\$6,138.40	\$6,445.60	\$6,768.00	\$7,106.40	\$7,461.60	\$7,834.40	X
6910	PA	Recruitment Specialist, HCSA	U15	\$3,516.00	\$3,692.00	\$3,876.80	\$4,070.40	\$4,273.60	\$4,487.20	\$4,711.20	\$4,946.40	X
6910 P	PA	Recruitment Specialist, HCSA P	U15	\$3,516.00	\$3,692.00	\$3,876.80	\$4,070.40	\$4,273.60	\$4,487.20	\$4,711.20	\$4,946.40	X
8355	SM	Suprvsing Construction Insp	U44	\$4,165.60	\$4,373.60	\$4,592.00	\$4,821.60	\$5,062.40	\$5,315.20	\$5,580.80	\$5,860.00	X

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8850	PA	Sh Grant Developmt Specialist	U15	\$4,205.60	\$4,416.00	\$4,636.80	\$4,868.80	\$5,112.00	\$5,368.00	\$5,636.00	\$5,917.60	X
0181	PA	Sustainability Specialist	U15	\$3,120.00	\$3,276.00	\$3,440.00	\$3,612.00	\$3,792.80	\$3,982.40	\$4,181.60		X
0181 P	PA	Sustainability Specialist P	U15	\$3,120.00	\$3,276.00	\$3,440.00	\$3,612.00	\$3,792.80	\$3,982.40	\$4,181.60		X
0193	SM	Chief Deputy, Admin GSA	051	\$6,537.60	\$6,864.80	\$7,208.00	\$7,568.80	\$7,947.20	\$8,344.80	\$8,762.40		X
0267	PA	Benefits Accountant	U50	\$3,085.60	\$3,240.00	\$3,402.40	\$3,572.80	\$3,751.20	\$3,938.40	\$4,135.20		X
0299 P	NM	Admin Intern P	043	\$1,497.60	\$1,572.80	\$1,651.20	\$1,733.60	\$1,820.00	\$1,911.20	\$2,006.40		N
0299N	NM	Admin Intern SAN	043	\$1,497.60	\$1,572.80	\$1,651.20	\$1,733.60	\$1,820.00	\$1,911.20	\$2,006.40		N
0299NP	NM	Admin Intern NP	043	\$1,497.60	\$1,572.80	\$1,651.20	\$1,733.60	\$1,820.00	\$1,911.20	\$2,006.40		N
0424	SM	Info Systems Director	U15	\$5,836.00	\$6,128.00	\$6,434.40	\$6,756.00	\$7,093.60	\$7,448.00	\$7,820.80		X
0424 P	SM	Info Systems Director P	U15	\$5,836.00	\$6,128.00	\$6,434.40	\$6,756.00	\$7,093.60	\$7,448.00	\$7,820.80		X
0469	SM	Privacy Compliance Officer	U50	\$4,824.80	\$5,066.40	\$5,320.00	\$5,585.60	\$5,864.80	\$6,158.40	\$6,466.40		X
0481	PA	Contract Compliance Officer	U15	\$3,680.00	\$3,864.00	\$4,057.60	\$4,260.80	\$4,473.60	\$4,697.60	\$4,932.80		X
1339	PA	Compliance Officer, ACERA	066	\$3,680.00	\$3,864.00	\$4,057.60	\$4,260.80	\$4,473.60	\$4,697.60	\$4,932.80		X
1364	PA	Security Analyst, ACERA	066	\$3,986.40	\$4,185.60	\$4,395.20	\$4,615.20	\$4,845.60	\$5,088.00	\$5,342.40		X
1367	PA	PComp & Netwrk Sys Spec, ACERA	066	\$3,722.40	\$3,908.80	\$4,104.00	\$4,308.80	\$4,524.00	\$4,750.40	\$4,988.00		X
1817	PA	Network Services Analyst I	U15	\$4,126.40	\$4,332.80	\$4,549.60	\$4,776.80	\$5,016.00	\$5,266.40	\$5,529.60		X
1845	EM	Assistant Chief Info Officer	051	\$7,792.00	\$8,181.60	\$8,590.40	\$9,020.00	\$9,471.20	\$9,944.80	\$10,442.40		X
1847	EM	Chief Technology Officer	051	\$7,792.00	\$8,181.60	\$8,590.40	\$9,020.00	\$9,471.20	\$9,944.80	\$10,442.40		X
1852	PA	Senior Technology Project Mgr	U15	\$5,846.40	\$6,138.40	\$6,445.60	\$6,768.00	\$7,106.40	\$7,461.60	\$7,834.40		X
1868	PA	Application Systems Enginr III	U15	\$5,846.40	\$6,138.40	\$6,445.60	\$6,768.00	\$7,106.40	\$7,461.60	\$7,834.40		X
2220	SM	Stra Facil Capital Plan Mgr	U15	\$5,944.00	\$6,241.60	\$6,553.60	\$6,881.60	\$7,225.60	\$7,587.20	\$7,966.40		X
5056	EM	Assistant Director, HCSA	051	\$6,762.40	\$7,100.80	\$7,456.00	\$7,828.80	\$8,220.00	\$8,631.20	\$9,062.40		X
5096	SM	Consumer / Fam Relations Mgr	U15	\$3,828.80	\$4,020.00	\$4,220.80	\$4,432.00	\$4,653.60	\$4,886.40	\$5,130.40		X
8560	PA	Narc Task Force Chief Pilot	U15	\$4,236.80	\$4,448.80	\$4,671.20	\$4,904.80	\$5,150.40	\$5,408.00	\$5,678.40		X
9692	SM	Maintenance Coordinator	U15	\$3,479.20	\$3,652.80	\$3,835.20	\$4,027.20	\$4,228.80	\$4,440.00	\$4,662.40		X
0146	SM	Suprvsing Auditor	U15	\$3,611.20	\$3,792.00	\$3,981.60	\$4,180.80	\$4,389.60	\$4,608.80			X
0232	PA	Exec Programs Coordinator	U50	\$4,451.20	\$4,673.60	\$4,907.20	\$5,152.80	\$5,410.40	\$5,680.80			X
0246	SM	Law Office Manager	U50	\$4,397.60	\$4,617.60	\$4,848.80	\$5,091.20	\$5,345.60	\$5,612.80			X
0261	SM	Employee Services Adminstr	U50	\$5,118.40	\$5,374.40	\$5,643.20	\$5,925.60	\$6,221.60	\$6,532.80			X
0263	CA	Employee Benefits Specialist	U50	\$3,611.20	\$3,792.00	\$3,981.60	\$4,180.80	\$4,389.60	\$4,608.80			N
0265	CA	Employee Benefits Tech I	U50	\$3,088.80	\$3,243.20	\$3,405.60	\$3,576.00	\$3,754.40	\$3,942.40			N
0275N	NM	Human Resources Intern SAN	043	\$2,326.40	\$2,442.40	\$2,564.80	\$2,692.80	\$2,827.20	\$2,968.80			N
0313	SM	Family Health Services Coord	U45	\$4,166.40	\$4,374.40	\$4,592.80	\$4,822.40	\$5,063.20	\$5,316.00			X
0315	SM	Health Care Program Admin II	U15	\$4,544.00	\$4,771.20	\$5,009.60	\$5,260.00	\$5,523.20	\$5,799.20			X
0315 P	SM	Health Care Program Admin II P	U15	\$4,544.00	\$4,771.20	\$5,009.60	\$5,260.00	\$5,523.20	\$5,799.20			X
0316	SM	Fund Dev and Grants Mgr	U45	\$4,451.20	\$4,673.60	\$4,907.20	\$5,152.80	\$5,410.40	\$5,680.80			X
0321	PA	Assessor's Communicatn Coord	U15	\$2,760.80	\$2,897.60	\$3,042.40	\$3,194.40	\$3,354.40	\$3,522.40			X
0322	SM	Departmental Communictns Mgr	U15	\$4,451.20	\$4,673.60	\$4,907.20	\$5,152.80	\$5,410.40	\$5,680.80			X
0323	SM	Assessor's Extnl Affairs Mgr	U15	\$4,672.00	\$4,905.60	\$5,151.20	\$5,408.80	\$5,679.20	\$5,963.20			X
0457	CA	MLAS Case Manager Trainee	U50	\$3,252.00	\$3,414.40	\$3,584.80	\$3,764.00	\$3,952.00	\$4,149.60			X
0474	PA	Conf Ctr Services Manager	U15	\$4,420.00	\$4,640.80	\$4,872.80	\$5,116.80	\$5,372.80	\$5,641.60			X
0483	PA	Trg Ctr Cust Srv andSalesCo	U15	\$3,276.80	\$3,440.80	\$3,612.80	\$3,793.60	\$3,983.20	\$4,182.40			X
0485	PA	Training and System Specialist	U15	\$3,374.40	\$3,543.20	\$3,720.00	\$3,906.40	\$4,101.60	\$4,306.40			X

Job Code #		Classification Title	Unit Code	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8	FLSA
0490	PA	Disability Mgmt & Rehab Coord	U50	\$4,009.60	\$4,210.40	\$4,420.80	\$4,641.60	\$4,873.60	\$5,117.60			X
1343	PA	Investment Analyst,ACERA	066	\$4,837.60	\$5,079.20	\$5,332.80	\$5,599.20	\$5,879.20	\$6,172.80			X
1346	PA	Investment Officer, ACERA	066	\$6,044.00	\$6,346.40	\$6,664.00	\$6,997.60	\$7,347.20	\$7,714.40			X
1349	SM	Investment Ops Officer, ACERA	066	\$6,615.20	\$6,945.60	\$7,292.80	\$7,657.60	\$8,040.80	\$8,443.20			X
1363	PA	Communications Manager,ACERA	066	\$3,896.00	\$4,091.20	\$4,296.00	\$4,511.20	\$4,736.80	\$4,973.60			X
1365	SM	Retirement Tech Officer, ACERA	066	\$6,445.60	\$6,768.00	\$7,106.40	\$7,461.60	\$7,834.40	\$8,226.40			X
1366	PA	Comp & Netwrk Sys Analst,ACERA	066	\$5,487.20	\$5,761.60	\$6,049.60	\$6,352.00	\$6,669.60	\$7,003.20			X
1374	PA	Cybersecurity Analyst, ACERA	U15	\$6,138.40	\$6,445.60	\$6,768.00	\$7,106.40	\$7,461.60	\$7,834.40			X
1375	PA	Sr Investment Officer, ACERA	066	\$7,714.40	\$8,100.00	\$8,504.80	\$8,930.40	\$9,376.80	\$9,845.60			X
1419	PA	Library Fund Dev and Gt Spec	U15	\$3,358.40	\$3,526.40	\$3,702.40	\$3,887.20	\$4,081.60	\$4,285.60			X
1802	PA	Info Tech Acq Specialist II	U15	\$3,626.40	\$3,808.00	\$3,998.40	\$4,198.40	\$4,408.00	\$4,628.80			X
1818	PA	Network Services Analyst II	U15	\$4,998.40	\$5,248.00	\$5,510.40	\$5,785.60	\$6,075.20	\$6,379.20			X
1824	PA	Senior Network Servs Analyst	U15	\$5,909.60	\$6,204.80	\$6,515.20	\$6,840.80	\$7,183.20	\$7,542.40			X
1826	MA	Senior Systems Analyst	U15	\$5,928.00	\$6,224.00	\$6,535.20	\$6,861.60	\$7,204.80	\$7,564.80			X
1828	PA	Infrastructure Srvs Tech	U15	\$3,626.40	\$3,808.00	\$3,998.40	\$4,198.40	\$4,408.00	\$4,628.80			X
1829	SM	Sr Tech Services Director	U15	\$7,453.60	\$7,826.40	\$8,217.60	\$8,628.80	\$9,060.00	\$9,512.80			X
1830	PA	Infrastructure Srvs Analyst	U15	\$4,548.00	\$4,775.20	\$5,013.60	\$5,264.00	\$5,527.20	\$5,803.20			X
1832	PA	Sr Infrastruc Srvs Analyst	U15	\$5,397.60	\$5,667.20	\$5,950.40	\$6,248.00	\$6,560.00	\$6,888.00			X
1835	SM	Technical Service Director	U15	\$6,820.80	\$7,161.60	\$7,520.00	\$7,896.00	\$8,290.40	\$8,704.80			X
1837	SM	Infrastructure Srvs Manager	U15	\$6,820.80	\$7,161.60	\$7,520.00	\$7,896.00	\$8,290.40	\$8,704.80			X
1838	SM	Sr Infrastructure Srvs Mgr	U15	\$7,453.60	\$7,826.40	\$8,217.60	\$8,628.80	\$9,060.00	\$9,512.80			X
1843	PA	Senior Software Analyst	U15	\$5,928.00	\$6,224.00	\$6,535.20	\$6,861.60	\$7,204.80	\$7,564.80			X
1848	SM	Ch Infor Security Officer	U15	\$7,453.60	\$7,826.40	\$8,217.60	\$8,628.80	\$9,060.00	\$9,512.80			X
1854	PA	Web Designer I	U15	\$3,550.40	\$3,728.00	\$3,914.40	\$4,110.40	\$4,316.00	\$4,532.00			X
1855	PA	Web Designer II	U15	\$4,263.20	\$4,476.00	\$4,700.00	\$4,935.20	\$5,181.60	\$5,440.80			X
1856	PA	Web Designer III	U15	\$5,114.40	\$5,370.40	\$5,639.20	\$5,920.80	\$6,216.80	\$6,528.00			X
1857	PA	County Webmaster	U15	\$6,138.40	\$6,445.60	\$6,768.00	\$7,106.40	\$7,461.60	\$7,834.40			X
2090	PA	Public Art Program Coord	U15	\$3,358.40	\$3,526.40	\$3,702.40	\$3,887.20	\$4,081.60	\$4,285.60			X
2090 P	PA	Public Art program Coord P	U15	\$3,358.40	\$3,526.40	\$3,702.40	\$3,887.20	\$4,081.60	\$4,285.60			X
2126	PA	Geo Info Systems Analyst	U15	\$3,991.20	\$4,190.40	\$4,400.00	\$4,620.00	\$4,851.20	\$5,093.60			X
2218	SM	Capital Program Manager	U15	\$6,603.20	\$6,932.00	\$7,278.40	\$7,642.40	\$8,024.80	\$8,426.40			X
3165	EM	Deputy Dir, Dept Child Svs	051	\$7,028.80	\$7,380.00	\$7,748.80	\$8,136.00	\$8,543.20	\$8,970.40			X
5045	EM	Dir, Behavioral Health	051	\$8,404.80	\$8,824.80	\$9,266.40	\$9,729.60	\$10,216.00	\$10,727.20			X
5062	SM	Health Care Sys Integ Admin	U50	\$6,004.00	\$6,303.20	\$6,618.40	\$6,949.60	\$7,296.80	\$7,661.60			X
5062 P	SM	Health Care Sys Integ Admin P	U50	\$6,004.00	\$6,303.20	\$6,618.40	\$6,949.60	\$7,296.80	\$7,661.60			X
5065	SM	Ast Dir, For, Div,andRe-Entry	U45	\$6,285.60	\$6,600.00	\$6,929.60	\$7,276.00	\$7,640.00	\$8,021.60			X
5098	SM	Workforce Ed & Trg Mgr, BHCS	U15	\$4,807.20	\$5,047.20	\$5,299.20	\$5,564.00	\$5,842.40	\$6,134.40			X
5760	SM	Prog Perf Mgt and Accred Dir	U45	\$4,470.40	\$4,693.60	\$4,928.00	\$5,174.40	\$5,432.80	\$5,704.80			X
5783	SM	Dir of Epidemiology and Eval	U45	\$5,051.20	\$5,304.00	\$5,569.60	\$5,848.00	\$6,140.00	\$6,447.20			X
6047	SM	Policy Director	U49	\$5,562.40	\$5,840.80	\$6,132.80	\$6,439.20	\$6,760.80	\$7,099.20			X
6188	SM	Ct Aptd Sp Advcts CASA Pg Adm	U45	\$4,544.00	\$4,771.20	\$5,009.60	\$5,260.00	\$5,523.20	\$5,799.20			X
6645	SM	Sch Hlth Adm-Ctr Hlth Sch&Comm	U45	\$4,544.00	\$4,771.20	\$5,009.60	\$5,260.00	\$5,523.20	\$5,799.20			X

Job Code #		Classification Title	Unit Code	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8	FLSA
8518	PA	Forensic Auditor	046	\$4,518.40	\$4,744.00	\$4,980.80	\$5,229.60	\$5,491.20	\$5,765.60			X
9212	PA	Audio Visual Engineer	U15	\$3,689.60	\$3,872.00	\$4,065.60	\$4,268.80	\$4,482.40	\$4,706.40			X
9214	PA	Senior Audio Visual Engineer	U15	\$4,136.00	\$4,341.60	\$4,558.40	\$4,786.40	\$5,025.60	\$5,276.80			X
0070	EM	Chief Deputy Tax Collector	051	\$5,986.40	\$6,285.60	\$6,600.00	\$6,929.60	\$7,276.00				X
0134	SM	Senior Cashiering Accountant	U15	\$3,722.40	\$3,908.80	\$4,104.00	\$4,309.60	\$4,524.80				X
0137	SM	Treasurer-Tax Collector Admin	U15	\$4,944.00	\$5,191.20	\$5,450.40	\$5,723.20	\$6,009.60				X
0139	SM	Treasurer-Tax Colltr Fin Mgr	U15	\$5,986.40	\$6,285.60	\$6,600.00	\$6,929.60	\$7,276.00				X
0141	SM	Treasurer-Tx Col Actg Op Mgr	U15	\$4,851.20	\$5,093.60	\$5,348.00	\$5,615.20	\$5,896.00				X
0170	PA	Chief Inves Officer-Tre Dept	U15	\$5,986.40	\$6,285.60	\$6,600.00	\$6,929.60	\$7,276.00				X
0170 P	PA	Chief Inves Officer-Tre Dept P	U15	\$5,986.40	\$6,285.60	\$6,600.00	\$6,929.60	\$7,276.00				X
0178	SM	Sustainability Program Mgr	U15	\$5,481.60	\$5,756.00	\$6,044.00	\$6,346.40	\$6,664.00				X
0178 P	SM	Sustainability Program Mgr P	U15	\$5,481.60	\$5,756.00	\$6,044.00	\$6,346.40	\$6,664.00				X
0180	SM	Operations Support Manager,GSA	U50	\$5,356.80	\$5,624.00	\$5,904.80	\$6,200.00	\$6,510.40				X
0182	SM	Actg and Finance Manager	U44	\$5,597.60	\$5,875.20	\$6,168.80	\$6,477.60	\$6,801.60				X
0183	SM	Chief Financial Manager	U15	\$5,986.40	\$6,285.60	\$6,600.00	\$6,929.60	\$7,276.00				X
0184	SM	Logistics Svcs Manager, GSA	U15	\$5,734.40	\$6,020.80	\$6,321.60	\$6,637.60	\$6,969.60				X
0185	SM	Procurement Administrator	U15	\$6,553.60	\$6,881.60	\$7,225.60	\$7,587.20	\$7,966.40				X
0194	EM	Deputy Director, GSA	051	\$7,512.80	\$7,888.80	\$8,283.20	\$8,697.60	\$9,132.80				X
0195	EM	Chief Deputy of Ops, GSA	051	\$7,888.80	\$8,283.20	\$8,697.60	\$9,132.80	\$9,589.60				X
0196	EM	Deputy Dir of Deten Fac Op	051	\$7,512.80	\$7,888.80	\$8,283.20	\$8,697.60	\$9,132.80				X
0208	PA	Off of Prog & Pol Dev Mgr	U50	\$4,664.00	\$4,896.80	\$5,141.60	\$5,398.40	\$5,668.00				X
0225	EM	Financial Svcs Director, HCSA	051	\$6,672.80	\$7,003.20	\$7,353.60	\$7,721.60	\$8,108.00				X
0240	PA	Admin Trainee	U50	\$2,684.00	\$2,818.40	\$2,959.20	\$3,107.20	\$3,262.40				N
0243	PA	Asst Admin Analyst	U50	\$3,322.40	\$3,488.80	\$3,663.20	\$3,846.40	\$4,038.40				X
0262	SM	Benefits Admin Supervisor	U50	\$4,851.20	\$5,093.60	\$5,348.00	\$5,615.20	\$5,896.00				X
0266	CA	Employee Benefits Tech II	U50	\$3,570.40	\$3,748.80	\$3,936.00	\$4,132.80	\$4,339.20				N
0268	CA	Business Analyst	U50	\$4,962.40	\$5,210.40	\$5,471.20	\$5,744.80	\$6,032.00				X
0269	CA	HR Validation Processor	U50	\$2,960.00	\$3,108.00	\$3,263.20	\$3,426.40	\$3,597.60				N
0272	PA	Assistant Business Analyst	U50	\$4,590.40	\$4,820.00	\$5,060.80	\$5,313.60	\$5,579.20				X
0276	CA	Human Resources Trainee	U50	\$3,322.40	\$3,488.80	\$3,663.20	\$3,846.40	\$4,038.40				X
0281	SM	Principal Labor Rel Analyst	U50	\$6,004.80	\$6,304.80	\$6,620.00	\$6,951.20	\$7,298.40				X
0290	EM	Deputy Director, HRS	051	\$7,459.20	\$7,832.00	\$8,224.00	\$8,635.20	\$9,067.20				X
0292	SM	Labor Relations Manager	U50	\$6,780.00	\$7,119.20	\$7,475.20	\$7,848.80	\$8,241.60				X
0293	SM	Personnel Services Program Mgr	U50	\$5,356.80	\$5,624.00	\$5,904.80	\$6,200.00	\$6,510.40				X
0294	SM	Human Resource Svcs Div Mgr	U50	\$6,224.80	\$6,536.00	\$6,863.20	\$7,206.40	\$7,566.40				X
0296	SM	TAP Program Manager	U50	\$4,960.00	\$5,208.00	\$5,468.80	\$5,742.40	\$6,029.60				X
0302	PA	Program Support Rep	U15	\$3,268.80	\$3,432.00	\$3,604.00	\$3,784.00	\$3,973.60				X
0302 P	PA	Program Support Rep P	U15	\$3,268.80	\$3,432.00	\$3,604.00	\$3,784.00	\$3,973.60				X
0401	SM	Dir of Interagy Chdr Pol Coun	U45	\$4,933.60	\$5,180.00	\$5,439.20	\$5,711.20	\$5,996.80				X
0451	SM	Contract Compliance Supervr	U15	\$4,464.80	\$4,686.40	\$4,920.80	\$5,167.20	\$5,425.60				X
0459	CA	Dept HR Officer Trainee	U50	\$3,273.60	\$3,436.00	\$3,608.00	\$3,788.00	\$3,977.60				X
0462	SM	Departmntal HR Manager	U50	\$4,960.00	\$5,208.00	\$5,468.80	\$5,742.40	\$6,029.60				X
0463	SM	Med Lvs and Accm Svcs Admin	U50	\$5,561.60	\$5,839.20	\$6,131.20	\$6,437.60	\$6,759.20				X

Job Code #		Classification Title	Unit Code	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8	FLSA
0465	SM	Chief Dept HR Administrator	U50	\$5,356.80	\$5,624.00	\$5,904.80	\$6,200.00	\$6,510.40				X
0466	PA	Cty Trng and Org Dev Special	U50	\$4,590.40	\$4,820.00	\$5,060.80	\$5,313.60	\$5,579.20				X
0468	SM	Med Lvs and Accm Srvs Supvr	U50	\$5,140.80	\$5,397.60	\$5,667.20	\$5,950.40	\$6,248.00				X
0471	SM	Train and Ed Ctr Org Dev Mgr	U15	\$5,140.80	\$5,397.60	\$5,667.20	\$5,950.40	\$6,248.00				X
0477	PA	Training Cntr Bus Specialist	U15	\$2,906.40	\$3,051.20	\$3,204.00	\$3,364.00	\$3,532.00				X
0479	PA	County Trng and Prgm Coord	U15	\$2,994.40	\$3,144.00	\$3,300.80	\$3,465.60	\$3,639.20				X
0484	SM	Staff Development Manager	U49	\$5,177.60	\$5,436.80	\$5,708.80	\$5,994.40	\$6,294.40				X
1007	EM	Deputy Registrar of Voters	051	\$6,376.80	\$6,696.00	\$7,030.40	\$7,381.60	\$7,750.40				X
1226	CA	Administrative Legal Secretary	U50	\$3,358.40	\$3,526.40	\$3,702.40	\$3,887.20	\$4,081.60				X
1357	SM	Fiscal Services Ofcr, ACERA	066	\$6,672.80	\$7,003.20	\$7,353.60	\$7,721.60	\$8,108.00				X
1360	PA	Retiremt Budget Analyst, ACERA	066	\$4,573.60	\$4,800.00	\$5,040.00	\$5,292.00	\$5,556.80				X
1372	PA	Internal Auditor, ACERA	066	\$4,364.00	\$4,582.40	\$4,811.20	\$5,052.00	\$5,304.80				X
1418	PA	Foundation Director	U15	\$4,407.20	\$4,625.60	\$4,856.80	\$5,100.00	\$5,355.20				X
1539	SM	Deferred Com Program Mgr	U15	\$4,849.60	\$5,092.00	\$5,346.40	\$5,613.60	\$5,894.40				X
1587	NM	Attorney Assistant	043	\$2,915.20	\$3,060.00	\$3,212.80	\$3,373.60	\$3,542.40				N
1587 P	NM	Attorney Assistant P	043	\$2,915.20	\$3,060.00	\$3,212.80	\$3,373.60	\$3,542.40				N
1801	PA	Info Tech Acq Specialist I	U15	\$3,160.00	\$3,318.40	\$3,484.00	\$3,658.40	\$3,841.60				X
1846	PA	Associate Infrastr Srvs Tech	U15	\$3,160.00	\$3,318.40	\$3,484.00	\$3,658.40	\$3,841.60				X
1851	PA	Technology Project Manager	U15	\$5,726.40	\$6,012.80	\$6,313.60	\$6,629.60	\$6,960.80				X
1863	PA	Associate Web Designer	U15	\$3,034.40	\$3,186.40	\$3,345.60	\$3,512.80	\$3,688.80				X
3106	PA	Holistic Defen Mitign Spec I	U15	\$3,561.60	\$3,740.00	\$3,927.20	\$4,123.20	\$4,329.60				X
3106 P	PA	Holistic Defen Mitign Spec I P	U15	\$3,561.60	\$3,740.00	\$3,927.20	\$4,123.20	\$4,329.60				X
3107	PA	Holistic Defen Mitign Spec II	U15	\$3,918.40	\$4,114.40	\$4,320.00	\$4,536.00	\$4,763.20				X
3107 P	PA	Holistic Defen Mitg Spec II P	U15	\$3,918.40	\$4,114.40	\$4,320.00	\$4,536.00	\$4,763.20				X
3108	PA	Holistic Defen Mitign Spec III	U15	\$4,310.40	\$4,525.60	\$4,752.00	\$4,989.60	\$5,239.20				X
3108 P	PA	Holistic Defen Mitg Spec III P	U15	\$4,310.40	\$4,525.60	\$4,752.00	\$4,989.60	\$5,239.20				X
3109	SM	Holistic Defense Miti Supvr	U15	\$4,752.00	\$4,989.60	\$5,239.20	\$5,500.80	\$5,776.00				X
3162	SM	Policy Manager, DCSS	U15	\$5,437.60	\$5,709.60	\$5,995.20	\$6,295.20	\$6,609.60				X
3310	SM	DA Admin Chief of Staff	046	\$6,231.20	\$6,540.00	\$6,867.20	\$7,210.40	\$7,571.20				X
5039	SM	Deputy Dir,Of of Hmlss Coord	051	\$6,522.40	\$6,847.20	\$7,189.60	\$7,548.80	\$7,926.40				X
5041	EM	Director,Of of Hmlss Coord	051	\$7,325.60	\$7,692.00	\$8,076.80	\$8,480.80	\$8,904.80				X
5044	EM	Dir, Public Health	051	\$7,325.60	\$7,692.00	\$8,076.80	\$8,480.80	\$8,904.80				X
5046	PA	County Health Officer	U45	\$13,092.80	\$13,742.40	\$14,429.60	\$15,151.20	\$15,908.80				X
5049	PA	Dir of Asmt, Png and Health	U45	\$5,332.80	\$5,599.20	\$5,879.20	\$6,172.80	\$6,481.60				X
5063	SM	Dir of Clin Case Mgmt Methods	U45	\$7,335.20	\$7,699.20	\$8,084.00	\$8,488.00	\$8,912.80				X
5063 P	SM	Dir of Clin Case Mgmt MethodsP	U45	\$7,335.20	\$7,699.20	\$8,084.00	\$8,488.00	\$8,912.80				X
5064	SM	Clinical Case Mgmt Prjt Mgr	U45	\$5,814.40	\$6,104.80	\$6,410.40	\$6,731.20	\$7,068.00				X
5064 P	SM	Clinical Case Mgmt Prjt Mgr P	U45	\$5,814.40	\$6,104.80	\$6,410.40	\$6,731.20	\$7,068.00				X
5074	SM	For, Div,andRe-Entry Director	U45	\$7,116.80	\$7,472.80	\$7,846.40	\$8,238.40	\$8,650.40				X
5075	SM	Juv Justice Hlth Svc Director	U45	\$5,362.40	\$5,630.40	\$5,912.00	\$6,207.20	\$6,517.60				X
5077	SM	Quality Mgmt Prog Dir,ACBH	U45	\$6,024.00	\$6,324.80	\$6,640.80	\$6,972.80	\$7,321.60				X
5079	SM	Associate Dir, Adult Svc, BHCS	U45	\$6,221.60	\$6,532.80	\$6,859.20	\$7,202.40	\$7,562.40				X
5080	SM	Quality Assurance Admin, BHCS	U45	\$5,286.40	\$5,550.40	\$5,828.00	\$6,119.20	\$6,424.80				X

Job Code #		Classification Title	Unit Code	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8	FLSA
5091	SM	Dir, Adt Oldr Ad Sys of Care	U45	\$6,445.60	\$6,768.00	\$7,106.40	\$7,461.60	\$7,834.40				X
5095	PA	Compl and Priv Officer HCSA	U45	\$5,180.80	\$5,440.00	\$5,712.00	\$5,997.60	\$6,297.60				X
5099	PA	Ch Compli and Privcy OfcrHCSA	U45	\$6,292.00	\$6,605.60	\$6,936.00	\$7,282.40	\$7,646.40				X
5149	PA	Chief Forensic Pathologist	U45	\$14,414.40	\$15,129.60	\$15,886.40	\$16,680.80	\$17,515.20				X
5151	PA	Forensic Pathologist	U15	\$12,529.60	\$13,156.00	\$13,813.60	\$14,504.00	\$15,229.60				X
5151N	PA	Forensic Pathologist SAN	U15	\$12,529.60	\$13,156.00	\$13,813.60	\$14,504.00	\$15,229.60				X
5390	PA	Deputy Dir, Pub Hlth Nrsng	U45	\$6,902.40	\$7,247.20	\$7,609.60	\$7,990.40	\$8,389.60				X
5782	SM	Epidemiology Research Scient	U45	\$4,904.00	\$5,148.80	\$5,406.40	\$5,676.80	\$5,960.80				X
5801	SM	Lactation Specialist	U45	\$3,200.80	\$3,360.80	\$3,528.80	\$3,705.60	\$3,891.20				X
5801 P	SM	Lactation Specialist P	U45	\$3,200.80	\$3,360.80	\$3,528.80	\$3,705.60	\$3,891.20				X
6031	SM	Prob Re-Entry Svcs Coord	U15	\$5,177.60	\$5,436.80	\$5,708.80	\$5,994.40	\$6,294.40				X
6031 P	SM	Prob Re-Entry Svcs Coord P	U15	\$5,177.60	\$5,436.80	\$5,708.80	\$5,994.40	\$6,294.40				X
6033	SM	Prob Com Re-Entry & Outrch Dir	U50	\$6,741.60	\$7,078.40	\$7,432.00	\$7,803.20	\$8,193.60				X
6037	SM	Prob Chief of Res and Eval	U50	\$6,741.60	\$7,078.40	\$7,432.00	\$7,803.20	\$8,193.60				X
6048	SM	Ast Chf of Pol and Std Comp	051	\$5,840.80	\$6,132.80	\$6,439.20	\$6,760.80	\$7,099.20				X
6049	SM	Chief of Policy and Std Comp	051	\$6,741.60	\$7,078.40	\$7,432.00	\$7,803.20	\$8,193.60				X
6072	EM	Fin Svcs Director, ACSO	051	\$6,322.40	\$6,638.40	\$6,970.40	\$7,319.20	\$7,684.80				X
6073	EM	Finance and Contr Dir, Prob	051	\$6,322.40	\$6,638.40	\$6,970.40	\$7,319.20	\$7,684.80				X
6074	SM	Asst Dir, Fin and Contr, Prob	U15	\$5,859.20	\$6,152.00	\$6,459.20	\$6,782.40	\$7,121.60				X
6075	EM	Financial Svcs Director, SSA	051	\$6,672.80	\$7,003.20	\$7,353.60	\$7,721.60	\$8,108.00				X
6076	SM	Prob Contracts/Grants Admstr	U15	\$5,327.20	\$5,592.80	\$5,872.80	\$6,166.40	\$6,474.40				X
6080	EM	Asst Agcy Dir, Social Svs Agcy	051	\$7,325.60	\$7,692.00	\$8,076.80	\$8,480.80	\$8,904.80				X
6125	PA	Div Ops Services Mgr, SSA	U49	\$5,460.00	\$5,732.80	\$6,019.20	\$6,320.00	\$6,636.00				X
6145	EM	Asst Chief Probation Officer	051	\$8,180.00	\$8,588.80	\$9,018.40	\$9,469.60	\$9,943.20				X
6500	SM	CORE Clinical Supervisor	U15	\$4,788.00	\$5,027.20	\$5,278.40	\$5,542.40	\$5,819.20				X
6502	PA	CORE Clinical Manager	U15	\$5,037.60	\$5,289.60	\$5,554.40	\$5,832.00	\$6,124.00				X
6506	SM	CORE & Re-Entr Sy of Care Dir	U15	\$5,794.40	\$6,084.00	\$6,388.00	\$6,707.20	\$7,042.40				X
6517	SM	ACCESS Program Clinical Mgr	U15	\$5,228.00	\$5,489.60	\$5,764.00	\$6,052.00	\$6,354.40				X
6518	PA	Critical Care Manager, BHCS	U45	\$4,654.40	\$4,887.20	\$5,131.20	\$5,388.00	\$5,657.60				X
6647	SM	Chd and Youth Initia Directr	U45	\$5,400.00	\$5,670.40	\$5,953.60	\$6,251.20	\$6,564.00				X
6780	SM	Senior Employment Specialist	U45	\$3,344.00	\$3,511.20	\$3,686.40	\$3,870.40	\$4,064.00				X
6799	SM	SSA Program Dev Administrator	U49	\$6,276.80	\$6,590.40	\$6,920.00	\$7,265.60	\$7,628.80				X
7425	SM	Manager, Janitorial Services	U15	\$3,713.60	\$3,899.20	\$4,094.40	\$4,299.20	\$4,514.40				X
8422	SM	Deputy of Agri and Stds Service	U15	\$4,881.60	\$5,125.60	\$5,381.60	\$5,650.40	\$5,932.80				X
8561N	PA	Sh Office Pilot SAN	U15	\$4,998.40	\$5,248.00	\$5,510.40	\$5,785.60	\$6,075.20				X
8562N	SM	Sh Office Chief Pilot SAN	U15	\$5,248.00	\$5,510.40	\$5,785.60	\$6,075.20	\$6,379.20				X
8586	SM	Sup of Professnal Stds, Prob	051	\$5,553.60	\$5,831.20	\$6,122.40	\$6,428.80	\$6,750.40				X
8587	SM	Dir of Prof Stds, Prob	051	\$6,248.00	\$6,560.00	\$6,888.00	\$7,232.80	\$7,594.40				X
8588	CA	Investigator, Probation Dept	U50	\$5,075.20	\$5,328.80	\$5,595.20	\$5,875.20	\$6,168.80				X
8851	PA	Ch Pol and Stra Officer, Sh Of	U15	\$5,332.00	\$5,598.40	\$5,878.40	\$6,172.00	\$6,480.80				X
9215	PA	Audio Visual Specialist	046	\$3,792.80	\$3,982.40	\$4,181.60	\$4,390.40	\$4,609.60				N
9285	PA	Senior Telecom Systems Analyst	U15	\$5,193.60	\$5,453.60	\$5,726.40	\$6,012.80	\$6,313.60				X
9445	SM	Manager, Motor Vehicle Div	U15	\$4,538.40	\$4,765.60	\$5,004.00	\$5,254.40	\$5,516.80				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 June 22, 2025 as shown below:

Job Code #		Classification Title	Unit Code	Step 1	Step 2	Step 3	Step 4	Step 5	FLSA
0473	SM	Training&Education Center Dir	U50	\$6,222.40				\$7,566.40	X
1826	MA	Senior Systems Analyst	U15	\$5,660.00				\$7,564.80	X
1841	PA	Software Analyst II	U15	\$3,972.00	\$4,151.20	\$4,348.00	\$4,561.60	\$4,774.40	X
1843	PA	Senior Software Analyst	U15	\$5,660.00				\$7,564.80	X
5043	EM	Asst Agey Dir, Comm Hlth Svcs	051	7,320.80	7,687.20	8,068.80	8,473.60	8,904.80	X
5088	PA	Community Health Svs Coord	U45	\$4,299.20				\$5,208.00	X
5092	SM	Older Adult System Care Dir	U45	5,381.60	5,652.00	5,934.40	6,231.20	6,540.80	X
5093	SM	Trans Agee Youth Sys Care Dir	U45	5,381.60	5,652.00	5,934.40	6,231.20	6,540.80	X
5160	SM	Medical Director, BHCS	U45					11,503.20	X
5687	SM	Chief, Vector Control Svcs Dist	U15	4,380.80	4,604.00	4,828.00	5,074.40	5,320.80	X
6141	NM	Violence Prevention Coord	U45	\$3,674.40				\$4,520.80	X
6945	PA	Coord Of Community Services	U15	\$3,872.80				\$5,652.00	N
0482	PANM	Train ad Ed Ctr Cus Srv Spec	U45039	2437.60 2688.80	2823.20	2964.00	3112.00	3268.00	X N
5021	NM	Ancillary Support Worker, HCSA	039	2653.60 2597.60	2727.20	2863.20	3006.40	3156.80	N

SECTION III

Article 3, applicable subsections of Sections 3-1, 3-2, 3-3, 3-6, 3-8, 3-9, 3-11, 3-12, 3-13, 3-14, 3-15, 3-16, 3-17, 3-18, 3-19, 3-20, 3-21 of the County of Alameda Salary Ordinance is hereby amended as follows effective July 20, 2025:

~~**3-1.2** — Employees in the following Job Code(s) may be compensated at any biweekly amount within the range of salaries shown for that classification, as determined by the Director of Community Development Agency: 8422.~~

~~**3-2.6** — Persons employed under Job Code 0323SM may be compensated at any biweekly amount within the salary range for said classification as determined by the Assessor.~~

~~**3-3.5** — Persons employed under Job Code 0146SM may be compensated at any biweekly amount within the range of salaries for that classification, as determined by the Department Head, and approved by the Director of Human Resource Services.~~

~~**3-3.11** — Effective September 29, 2013, persons employed under Job Code 2090PA, may be compensated at any biweekly amount within the range of salaries shown for that classification, as determined by the Auditor Controller.~~

3-6.7 – ~~Persons employed under~~Employees in Job Codes 0224PA, 0240PA, 0243PA, 0245PA, 0250PA, 0251PA, 0252PA, 0253PA, 0254PA, 0255SM, 0258SM, 0259PA, 0270PA, 0271SM, 0469SM, ~~0470PA~~, 0475SM, 0478SM, ~~0487PA~~, 0491PA, 0492SM, 0493PA, 0497SM, 0498SM, 1008SM, and 1229CA may be compensated at any biweekly amount within the range of salaries shown for those classes as determined by the Department Head. It is further provided that the salaries shall not be subject to the 5-step salary plan nor to general adjustments prescribed for other County employees. In order for an incumbent to receive a salary in excess of 22% above the first step, but not to exceed five percent (5%) below the top step the incumbent must meet criteria 1 or 2, and 3.

1. Regularly and individually handle complex assignments requiring skill, expertise, sensitivity, and judgment beyond that normally required for the journey level position.
2. Have lead responsibility over a group of positions in the same job class.
3. Achieve an above-average performance rating.

The top five percent (5%) of the respective salary range for each class is reserved for employees who are assigned, on a continuing basis, the most difficult and/or sensitive projects, those having administrative/managerial responsibilities not normally part of their ongoing assignment, and/or performance evaluations deemed by the Department Head to be extraordinary.

3-6.11 – ~~The person employed under~~Employees in Job Codes ~~0260EM and 5142PA~~ may be compensated at any biweekly amount within the salary range shown for that classification as determined by the Department Head. It is further provided that the salary shall not be subject to the Five Step Plan nor to the general adjustments prescribed for other County employees.

3-8.4 — ~~The person employed under Job Code 0246SM may be compensated at any biweekly amount within the range of salaries shown for that classification as determined by the Department Head.~~

3-9.4 – ~~Persons employed~~Employees in Job Codes ~~8533CA, and 8535CA, 9213PA, or 9215PA~~ may be compensated at any biweekly amount within the range of salaries for each class as determined by the Department Head.

3-11.5 — ~~The person employed under Job Code 0330SM may be compensated at any biweekly amount within the range of salaries shown for those classifications, as determined by the Agency Head.~~

3-11.6 – ~~Persons employed under~~Employees in Job Codes ~~0181PA (effective 4/1/08), 0183SM, 0184SM, 0194EM, 0195EM, 9285PA, 9289SM or 1260~~ may be compensated at any biweekly amount within the range of salaries for ~~that~~these classifications, as determined by the Agency Head.

3-11.9 – ~~Persons occupying positions under~~Employees in Job Codes ~~0176PA, 0178SM, 0185SM, 0193EM, 0196EM, 0236SM, 0451SM, 2218SM, 2219SM, 7425SM, 9445SM, 9690SM, 9691PA, 9692SM, 9693PA, 9698PA, 9699SM, or 9702SM~~ may be compensated at any biweekly amount in the salary range for that class as determined by the Director, General Services Agency.

3-12.19 – Employees in ~~the following~~ Job Codes 5021 may be compensated at any biweekly amount within the range of salaries shown for that classification, as determined by the Director of Health Care Services: ~~0225EM; 0302PA; 0310PA, 0313SM, 0401SM; 0316SM; 5021NM; 5039, 5041, 5044EM, 5045EM; 5046SM; 5047SM, 5049PA; 5056EM; 5061SM, 5062SM; 5063SM, 5064SM; 5065SM, 5074SM;; 5077SM, 5079SM, 5080SM, 5088PA, 5091SM; 5095PA; 5096SM; 5098SM; 5099PA; 5390PA; 5760SM; 5782SM; 5801SM; 6141PA, 6186SM, 6188SM; 6645SM, 6517SM; 6518PA; 6647SM; 6780SM; 6910PA.~~

3-12.43 — ~~Persons employed under Job Code 0424SM may be compensated at any step in the salary range as determined by the Department Head and approved by the Director of Human Resource Services.~~

3-13.3 — ~~Persons employed under Job Codes 0261SM, 0262SM, 0263CA, 0265CA, 0266CA, 0267PA, 0268CA, 0269CA, 0276CA, 0279CA, 0281SM, 0283CA, 0284PA, 0290EM, 0292SM, 0293SM, and 0296SM, 0457CA, 0463SM, 0464CA, 0466PA, 0467CA, 0468SM, 0471SM, 0473SM, 0474PA, 0477PA, 0479PA, 0482PA, 0483PA and 0294SM may be compensated at any biweekly amount within the range of salaries shown for that classification as determined by the Department Head.~~

~~Provided further that in order to receive a salary in the top five percent (5%) of the salary range, those persons employed under Job Codes 0261SM, 0262SM, 0263CA, 0266CA, 0267PA, 0268CA, 0281SM, 0284PA, and 0290EM, 0292SM, 0293SM, 0463M, 0466PA, 0467CA, 0468PA and 0473SM must be assigned, on a regular basis, the most difficult and/or sensitive projects, or have administrative/managerial responsibilities not ordinarily part of their on-going assignment, and/or performance evaluations deemed by the Department Head to be extraordinary. It is further provided that the salaries shall not be subject to the Five Step Plan nor to general adjustments prescribed for other County employees.~~

3-13.8 — ~~Persons employed under Job Code 0275 may be compensated at any hourly rate in the salary range for that class as determined by the Department Head.~~

3-14.25 – ~~Persons employed under~~Employees in Job Codes ~~6145EM and 6124SM, Job Codes 6049SM and 6048SM, Job Codes 8586SM and 8587SM and Job Code 6031SM~~ may be compensated at any biweekly amount within the range of salaries shown for that classification, as determined by the Chief Probation Officer.

3-15.4 – ~~Persons employed under~~Employees in Job Codes ~~0182SM, 8350 or 8355SM~~ may be compensated at any biweekly amount within the range of salaries shown for the classification, as determined by the Director of Public Works.

~~**3-15.18** – Persons occupying positions under Job Code 0208PA may be compensated at any biweekly amount in the salary range as determined by the Agency Director.~~

~~**3-16.6** – Effective May 20, 2018, the salary for positions under Job Code 1007EM shall not be subject to the Five Step Plan. Salary increases within the range of salaries shown, for positions under Job Code 1007EM, require the approval of the Human Resource Services Department, the County Administrator's Office and the Department. Salary increases resulting from the annual salary adjustments for the classes require only the approval of the Department Head.~~

3-17.36 – Employees in Job Codes 0405, 1289, 1290, ~~5151, 6072, 6500, 6502, 6506, 8549N~~, 8561N, ~~8562, 8724, 8751N, 8756, and 8758, 8850, and 8851~~ may be compensated at any biweekly amount in the salary range for that classification as determined by the ~~Department Head~~Sheriff.

~~**3-17.37** – The persons occupying the position under Job Code 5149MA or 8560PA may be compensated at any salary within the range for the respective class at the discretion of the Sheriff.~~

~~**3-17.42** – Effective November 1, 2009, the salary level within the range of salaries shown for persons employed under Job Code 8549N shall be determined by the Sheriff and the Director of Human Resource Services. It is further provided that the salaries shall not be subject to the five step salary plan, nor any other salary adjustment for time in class.~~

~~**3-18.16** – The incumbent of Job Code 0232PA and the incumbent of Job Code 6047SM may be compensated at any biweekly amount within the salary range for those classifications as recommended by the Agency Director and approved by the Director of Human Resource Services. It is further provided that the salaries shall not be subject to the Five Step Plan nor to general adjustments prescribed for other County employees.~~

~~**3-18.24** – The person occupying the position under Job Code 6075EM may be compensated at any salary within the salary range for that class, as determined by the Agency Director.~~

~~**3-18.31** – Employees in Job Codes 6915, 6080, 0484, or 6799 may be compensated at any salary within the salary range for the respective class as determined by the Agency Head~~

~~**3-19.10** – Effective April 3, 2011, the person employed under Job Code 0070EM may be compensated at any biweekly amount within the salary range shown for that classification as determined by the Department Head. It is further provided that the salary shall not be subject to the Five Step Plan, nor to the general adjustments prescribed for other County employees.~~

~~**3-19.15** – Effective February 17, 2013, persons employed under Job Code 1539SM (Deferred Compensation and Personnel Manager), and Job Code 0170PA (Chief Investment Officer, Treasurer's Department) may be compensated at any salary within the salary range of the respective job class as determined by the Agency/Department Head.~~

~~**3-20.2** – Salary increases for positions under Job Codes 1817PA, 1818PA, 1824PA, 1826MA, 1829SM, 1835SM, 1836PA, 1837SM, 1838SM, 1843PA, 1845EM, 1846PA, 1847EM, 1851PA, 1852PA, 1854PA, 1855PA, 1856PA, 1857PA, 1863PA, 1868PA, require the approval of the Human Resource Services Department, County Administrator's Office and the department. Salary increases resulting from the annual salary adjustments for the classes require only the approval of the Department Head.~~

~~**3-20.11** – Employees in Job Codes 1801, 1802, 1848, 9212PA, and 9214PA may be compensated at any biweekly amount within the salary range for said classifications as determined by the Department Head.~~

~~3-21.3 — Persons employed under Job Code 0299N may be compensated at any biweekly amount within the range of salaries shown for the classification as determined by the Department Head. It is further provided that the salaries shall not be subject to the Five Step Plan nor to general adjustments prescribed for other County employees. In order for an incumbent to receive a salary in excess of 22 percent (22%) above the first step, the incumbent must meet criteria 1 or 2, and 3.~~

- ~~1. Regularly and individually handle complex assignments requiring skill, expertise, sensitivity and judgment beyond that normally required for the journey level position.~~
- ~~2. Have lead responsibility over a group of positions in the same job class.~~
- ~~3. Achieve an above-average performance rating.~~

~~3-21.15 — Persons employed under Job Code 1585N and 1587NM may be compensated at any biweekly amount within the salary range for said classifications as determined by the Department Head.~~

~~3-21.17 — Persons employed under Job Code 2005 or 2201 shall be compensated at any step in the salary range based on education and experience as determined by the Department Head.~~

~~3-21.24 — For persons occupying positions under the following~~[For employees in](#) ~~Job Codes: 0315SM; 0405PA; 0481PA; 1226PA; 3127SM; 5783SM; and 0322SM~~ salary increases through the first 22 percent (22%) of the range which individually are no greater than five percent (5%) and which occur within the time limits set forth in Salary Ordinance Section 4-1 (~~Full Time Positions~~[Salary Administration Criteria](#)), only require approval of the Agency or Department Head. Salary increases within the first 22 percent (22%) of the range which exceed five percent (5%) or do not conform to the time limits set forth in Salary Ordinance Section 4-1 (~~Full Time Positions~~[Salary Administration Criteria](#)), and salary increases above the first 22 percent (22%) of the range require the approval of the Director of Human Resource Services, upon recommendation of the Agency or Department Head. Salary increases resulting from the annual adjustment require only the approval of the Agency or Department Head.

~~3-21.26 — Salary range adjustments for employees in Job Codes 3105, 3106, 3107, 3108 and 3110 will be based upon criteria developed by the Department Head and approved by the Director of Human Resource Services.~~

~~3-21.29 — Employees in Job Codes 1339, 1340, and 1342, 1343, 1345, 1346, 1347, 1348, 1349, 1350, 1355, 1356, 1357, 1358, 1359, 1360, 1363, 1364, 1365, 1366, 1367, 1368, 1372, 1373, 1374 or 1375 may be compensated at any biweekly amount within the range of salaries shown for that classification as determined by the Board of Retirement.~~

~~3-21.45 — Persons employed under Job Codes 0272PA, 0459CA, 0462SM or 0465SM may be compensated at any salary within the range of salaries shown as determined by the Agency/Department Head, provided, however, that in order to receive a salary in the top 5 percent of the salary range the incumbent must be assigned, on a regular basis, the most difficult and/or sensitive projects, or have administrative/managerial responsibilities not normally part of their on-going assignment, and/or performance evaluations deemed by the Agency/Department Head to be extraordinary. It is further provided that the salaries shall not be subject to the Five Step Plan nor to the general adjustments prescribed for other County employees.—~~

~~3-21.50 — The employee occupying the position under Job Code 1418PA, and effective February 24, 2008, one employee occupying a position in Job Code 1419PA, may be compensated at any step in the salary range for that class as determined by the Department Head and approved by the Director of Human Resource Services.~~

~~3-21.57 — The salary level, within the range of salaries shown for the incumbent of Job Code 0247PA, shall be determined by the Art Commission and the Director of Public Works, or his/her designee.~~

~~3-21.82 — Effective January 17, 2010, persons~~[Employees](#) ~~employed under in~~ Job Codes 0203PA, ~~and~~ 0204PA, ~~and 2126PA~~ may be compensated at any salary within the salary range of the respective job class as determined by the Agency/Department Head.

~~3-21.88 — Effective February 6, 2011, persons employed under Job Codes 0134SM, 0137SM, 0139SM, and 0141SM may be compensated at any salary within the salary range of the respective job class as determined by the Agency/Department Head.~~

SECTION IV

Article 4, Sections 4-1 (Full Time Positions) and 4-2 (Persons Working Less Than Full Time) of the County of Alameda Salary Ordinance is hereby amended as follows effective July 20, 2025:

4-1. ~~FULL TIME POSITIONS~~ SALARY ADMINISTRATION CRITERIA

A. Classifications with Salary Steps. Except as ~~herein~~ otherwise provided in this Salary Ordinance, where compensation is designated by a schedule of steps, the rate of compensation in the case of an original appointment shall be at the rate designated under the first step. After ~~a person~~ an employee completes thirteen full biweekly pay periods of continuous full-time service in the same classification at the first or second step, ~~he/she~~ they shall advance to the next step. After ~~he/she has~~ they have completed twenty-six full biweekly pay periods of continuous service in the same classification at the third or fourth step, ~~he/she~~ they shall advance to the next step.

B. Classifications with Salary Levels in a Deep Salary Range. Effective July 20, 2025, the following salary administration criteria shall apply to employees in specific unrepresented management classifications outlined in the "Deep Class Levels Report":

1. **Initial Appointment.** New hires, including rehires, may be placed at any established salary level for the classification at the request of the Agency/Department Head, in accordance with existing criteria and authorized by the Director of Human Resource Services.

2. **Merit Increases.** Employees whose salary rate is within the bottom ten percent (10%) of the salary range shall receive a merit increase of approximately five percent (5%) after the completion of thirteen (13) full biweekly pay periods of continuous full-time service in the classification. Employees whose salary rate is at or above ten percent (10%) from the bottom of the salary range shall receive a merit increase of approximately five percent (5%) after the completion of 26 full biweekly pay periods of continuous full-time service in the classification, until said employees reach the maximum of the salary range. Employees' merit increases referenced in this subsection may be withheld in accordance with sub-paragraph B.4. (Withhold Merit Increases) below.

3. **Special Merit Increases.** Upon recommendation by the Agency/Department Head and approval by the Director of Human Resource Services, employees may receive special merit increases in increments of approximately five percent (5%) placing the employee at the next established salary level, at any time interval, if they are high-performing and meet specific performance criteria.

4. **Withhold Merit Increases.** Upon recommendation by the Agency/Department Head and approval by the Director of Human Resource Services, employees' merit increases as provided in sub-paragraph B.2. (Merit Increases), above, may be withheld based on documented substandard performance.

C. Classifications with Deep Salary Ranges (No Salary Levels). The salary administration criteria for classifications with deep salary ranges that do not include salary levels is located in Article 3 (Notes Applicable to Positions and Classifications Listed in Article 2 Preceding).

D. Anniversary Date. The anniversary date of an employee shall always be the first day of a biweekly pay period. For purposes of determining effective dates of advancement to higher steps or levels, the anniversary date of a person shall be the first day of the biweekly pay period the appointment is effective, provided that such appointment is effective in the first five (5) calendar days of that pay period, excluding holidays; otherwise, the anniversary date shall be the first day of the succeeding biweekly pay period.

B.E. Employees Working Less Than Full Time. An employee working less than full-time in a position in a classification for which the compensation is designated by a schedule of steps or levels, shall advance in the same manner as provided in Section 4-1.B.2. above, provided that an equivalent number of working days or hours shall be worked to qualify for advancement within the schedule of steps or levels.

SECTION 4-2. PERSONS WORKING LESS THAN FULL TIME

~~A person working less than full time in a position in a classification for which the compensation is designated by a schedule of steps, shall advance in the same manner as provided in Section 4-1 above, provided that an equivalent number of working days or hours shall be worked to qualify for advancement within the schedule of steps.~~

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 it in the Inter-City Express, a newspaper published in the County of Alameda.