



Agenda \_\_\_\_\_ July 8, 2014

Lakeside Plaza Building  
1401 Lakeside Drive, Suite 200  
Oakland, CA 94612-4305  
TDD: (510) 272-3703

**Human Resource Services**

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June 26, 2014

Honorable Board of Supervisors  
Administration Building  
Oakland, CA 94612

**Subject: Salary Ordinance Amendment**

Dear Board Members:

**Recommendation:**

That your Board adopt a Salary Ordinance amendment (1) increasing salaries for Building Trades represented and related classes, (2) amending one footnote in the Public Works Agency, (3) increasing the salary for two job classifications in the Treasurer-Tax Collectors Agency and (4) amending the salary for one classification in the Social Services Agency.

**Discussion/Findings:**

The Memorandum of Understanding between the County and the Building Trades Council includes a wage increase to be effective July 20, 2014. The increases are determined by the wage formula agreed to in the MOU. Based on the formula and survey results, the increases for the benchmark classes of Auto Mechanic, Carpenter, Heavy Truck Driver, and their related classes range from 0.66% - 7.58%. We are also recommending these increases be extended to the unrepresented Building Trades related classes. The BTC formula did not result in a July 2014 increase for the remaining six benchmark classes.

There is also one Salary Ordinance footnote that is being adjusted in the Public Works Agency as a result of the salary increase for the Heavy Truck Driver which is required by the MOU for Building Trades classes.

Additionally, as a result of the last phase of the reorganization of the Treasurer-Tax Collectors Agency, we are recommending that the salary range of Job Code 0170PA Chief Investment Officer-Treasurer's Department, and the salary range of Job Code 1539SM Deferred Compensation and Personnel Manager, be equal to the Chief Deputy Tax Collector position. Equating the salaries will create a more streamlined salary structure, with all of the Senior Executives, reporting directly to the Treasurer-Tax Collector.

Lastly, we are amending the first step of a recently approved increase for a position in the Social Services Agency in order to maintain the current salary percentage between the range. This action does not result in an increase for the position, only an adjustment to the first step.

**Financing:**

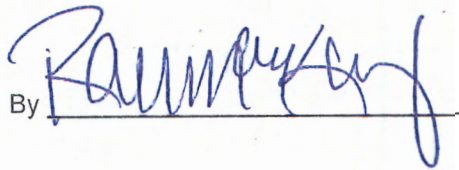
Funds are available in the 2013-2014 and 2014-2015 budget appropriation to pay the costs of these actions.

Very truly yours,

Mary Welch, Interim Director  
Human Resource Services

MW:vb  
Z:/Board Letters.107.08.14 Salary Ordinance Amendment

Cc: County Administrator  
Auditor-Controller  
County Counsel  
Director, Public Works Agency  
Director, General Services Agency  
Director, Social Services Agency  
Treasurer-Tax Collector

By 

O--2014-29

AN ORDINANCE AMENDING  
CERTAIN PROVISIONS OF THE 2013-2014  
ALAMEDA COUNTY SALARY ORDINANCE

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

**SECTION I**

Section 1-2.2 of Ordinance Number O-2014-7 of the County of Alameda is hereby amended by the amendment thereof of the following salaries to be effective on the dates shown.

ITEM	MC	TITLE	EFFECTIVE	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05
9415		<b>Auto Body and Fender Worker</b>	07/20/2014					2815.20
9420		<b>Auto Mechanic</b>	07/20/2014					2815.20
9405		<b>Auto Service Worker</b>	07/20/2014	1844.00	1928.00	2024.00	2112.00	2212.00
9407		<b>Auto Service Worker Supervisor</b>	07/20/2014	2004.80	2096.00	2191.20	2297.60	2396.00
9232		<b>Automatic Guided Vehicle Tech</b>	07/20/2014				2651.20	2791.20
9470		<b>Blacksmith-Welder</b>	07/20/2014					3213.60
9660		<b>Boiler Room Operator</b>	07/20/2014			2443.20	2572.00	2703.20
9617		<b>Bridge Mechanic</b>	07/20/2014					3245.60
9616		<b>Bridge Tender</b>	07/20/2014					2233.60
9615		<b>Bridge Utility Worker</b>	07/20/2014		2499.20	2625.60	2757.60	2891.20
9664		<b>Building Equip Maint Wkr (APP)</b>	07/20/2014	1564.80	1828.80	1955.20	2221.60	2481.60
9665		<b>Building Equip Maint Worker</b>	07/20/2014				<del>2609.60</del>	<del>2745.60</del>
9125		<b>Building Maintenance Laborer</b>	07/20/2014					2073.60
9140		<b>Building Maintenance Worker I</b>	07/20/2014				2242.40	2362.40
9141		<b>Building Maintenance Worker II</b>	07/20/2014					2731.20
9218		<b>Carpenter Assistant</b>	07/20/2014				2332.00	2445.60
9220		<b>Carpenter</b>	07/20/2014					2930.40

ITEM	MC	TITLE	EFFECTIVE	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05
9360		Crane Operator	07/20/2014					3290.40
9515		Crew Leader	07/20/2014					2890.40
9235		Electrician - Lineworker	07/20/2014					3415.20
9230		Electrician	07/20/2014					3415.20
9355		Heavy Equipment Operator	07/20/2014					3133.60
9465		Heavy Equipmt Mechanic	07/20/2014					3213.60
9455		Heavy Equipmt Mechanic Helper	07/20/2014					2697.60
9460		Heavy Equipmt Oiler-Greaser	07/20/2014					2697.60
9325		Heavy Truck Driver	07/20/2014					2682.40
9105		Laborer	07/20/2014			2053.60	2142.40	2218.40
2148		Land Surveyor	07/20/2014			3603.20	3812.00	3994.40
9475		Lead Heavy Equipment Mechanic	07/20/2014					3367.20
9576		Lead Traffic Painter	07/20/2014					2520.00
9222		Locksmith	07/20/2014					2930.40
9152		Maintenance & Const Worker	07/20/2014				2289.60	2400.00
9107		Maintenance Aide I	07/20/2014				1352.80	1401.60
9108		Maintenance Aide II	07/20/2014	1491.20	1545.60	1612.80	1676.00	1743.20
9240		Painter	07/20/2014					2787.20
9666		Plant Mechanic	07/20/2014				2744.00	2876.00
9260		Plumber	07/20/2014					3676.00
9670		Stationary Engineer, GSA	07/20/2014					3245.60
9671		Stationary Engineer, PWA	07/20/2014	3245.60				3245.60
9630		Street Light Technician	07/20/2014					2682.40
9317		Street Sweeper Operator	07/20/2014					2816.80
2140		Survey Technician I	07/20/2014			2341.60	2465.60	2584.80



ITEM	MC	TITLE	EFFECTIVE	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05
2145		Survey Technician II	07/20/2014			2608.00	2757.60	2897.60
2147		Survey Technician III	07/20/2014			3369.60	3561.60	3732.00
9575		Traffic Painter	07/20/2014					2400.00
9110		Traffic Sign Worker	07/20/2014					2373.60
9629		Traffic Signal Tech, Trainee	07/20/2014				2993.60	3148.00
9627		Traffic Signal Technician	07/20/2014					3305.60
9402		Transportation Srvs Attendant	07/20/2014	1348.80	1407.20	1470.40	1540.00	1603.20
9550		Tree Trimmer-Climber	07/20/2014					2816.80
9320		Truck Driver	07/20/2014					2314.40
9106		Vegetation Technician	07/20/2014				2332.00	2446.40
9410		Yardworker	07/20/2014					2331.20
9665	N	Building Equip Maint Worker N	07/20/2014				32.62	34.37
9125	N	Building Maintenance LaborerN	07/20/2014					25.92
9220	N	Carpenter SAN	07/20/2014					36.63
9230	N	Electrician SAN	07/20/2014					42.69
9355	N	Heavy Equipment Operator SAN	07/20/2014					39.17
9325	N	Heavy Truck Driver SAN	07/20/2014					33.53
9105	N	Laborer SAN	07/20/2014			25.67	26.78	27.73
9240	N	Painter	07/20/2014					34.84
9670	N	Stationary Engineer SAN	07/20/2014					40.57
9402	N	Transporation Srvs Attendant N	07/20/2014					18.38
9320	N	Truck Driver SAN	07/20/2014					28.93
6085	SE	Director, Social Services Agency	06/08/2014	6755.20				8664.80
0170	PA	Chief Investment Officer-Tre Dept	08/03/2014	4192.80				5087.20
1539	SM	Deferred Compensation & Personnel Manager	08/03/2014	4192.80				5087.20

## SECTION II

Article 3 of Ordinance Number 0-2014-7 of the County of Alameda is hereby amended by the amendment thereof of the following note:

- 3-15.8 Effective ~~January 6, 2013~~ July 20, 2014, not to exceed one person occupying a position under Job Code 9325 (Heavy Truck Driver), when assigned to operate the paint striping truck and maintain the painting apparatus on the truck, shall be entitled to an additional compensation at the rate of ~~\$1.52~~ \$1.56 per hour.

## SECTION III

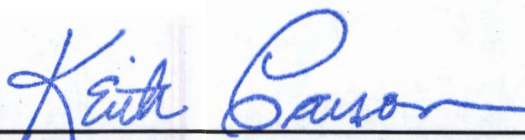
This Ordinance shall take effect immediately, and before the expiration of fifteen days after its passage, shall be published once with the names of the members voting for and against the same in the Inter-City Express, a newspaper published in the said County of Alameda.

**THE FOREGOING** was **PASSED** and **ADOPTED** by a majority vote of the Alameda County Board of Supervisors this 29<sup>th</sup> day of July, 2014, to wit:

**AYES:** Supervisors Haggerty, Miley, Valle & President Carson – 4

**NOES:** None

**EXCUSED:** Supervisor Chan – 1



**PRESIDENT, BOARD OF SUPERVISORS**

File: 29174  
Agenda No: 56  
Document No: O-2014-29



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: Rhonda Bailey  
Deputy