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Human Resource Services

July 18, 2017

Honorable Board of Supervisors
Administration Building
Oakland, CA 94612

Subject: Salary Ordinance Amendment and One Sideletter of Agreement

Dear Board Members:

Recommendation:

Adopt a Salary Ordinance amendment to (1) modify the salary structure for the Deputy Director, Emergency Medical Service District job classification in the Health Care Services Agency from the current five-step salary range to a deep class salary range and include salary administration criteria; (2) establish a footnote for one position of Family Support Care Coordinator in the Health Care Services Agency; and (3) adopt one Sideletter of Agreement between the County and the Service Employees International Union Local 1021 extending the provisions of Salary Ordinance 3-17.51 which expired May 7, 2017.

Discussion/Findings:

Prior to opening the recruitment, Health Care Services Agency has requested to modify the salary structure for the classification of Job Code 5789SM, Deputy Director, Emergency Medical Service District, from the current five-step (1-5) salary range to a "deep" class salary range, with (step-1 and step-5) only. This change will provide the Department greater flexibility when assessing merit increases. As such, (steps 2-4) will be removed. However, this action does not result in any increase in compensation for the job classification.

We also recommend establishing an additional five percent footnote compensation for one position of Family Support Care Coordinator, when assigned the additional responsibility for conducting formal substance abuse training and consultation to internal Health Care Service Agency staff as well as external Community Based Organization (CBO) staff. Creation of this footnote will recognize this added responsibility.

Additionally, the County and the Service Employees International Union, Local 1021 have signed a sideletter of agreement that reinstates the provisions of Salary Ordinance Section 3-17.51, which expired May 7, 2017 and provides additional compensation for one employee in Job Code 1315M, Accounting Technician, when assigned the day-to-day supervision of the Accounting Specialist I position in the Sheriff's Office. Also, the compensation provided by the footnote will terminate December 29, 2017.

Financing:

Funds are available in the 2017-2018 budget appropriation to pay the costs of these actions.

Very truly yours,

Joseph Angelo, Director
Human Resource Services

JA:vb

Z:/Board Letters/08.01.2017 Salary Ordinance Amendment_HCSA_ACSO

- Cc: County Administrator
- Auditor-Controller
- County Counsel
- Director, Health Care Services Agency
- Sheriff

**SIDELETTER OF AGREEMENT
BETWEEN
ALAMEDA COUNTY MANAGEMENT EMPLOYEES ASSOCIATION
(GENERAL GOVERNMENT AND CONFIDENTIAL UNITS)
AND
THE COUNTY OF ALAMEDA**

July 13, 2017

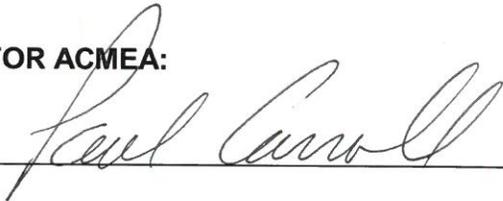
The Parties agree that the Alameda County Salary Ordinance will be modified as follows:

3-17.51 - **Effective July 5, 2015**, not to exceed one position under Job Code 1315M, Accounting Technician, when assigned the day-to-day supervision of Job Code 1314NM, Accounting Specialist I in the Sheriff's Office, shall be compensated 5% above the base rate of the Accounting Specialist I position. The compensation provided by this footnote will terminate ~~effective January 3, 2016.~~ (BOS approved 9/29/15) ~~May 7, 2017.~~ (BOS approved 2/2/16) **December 29, 2017.**

FOR THE COUNTY:



FOR ACMEA:



DATE: 7/13/2017

DATE: 7/13/2017



By _____
Andrea S. Carlise, Assistant County Counsel

O-2017-32

AN ORDINANCE AMENDING
CERTAIN PROVISIONS OF THE 2017 – 2018
ALAMEDA COUNTY SALARY ORDINANCE

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

SECTION I

Article 1, Section 1-2 Subsection 1-2.2, of the Alameda County Salary Ordinance is hereby amended to specify the following biweekly rate, to be effective September 24, 2017.

ITEM	TITLE	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05
5789	SM Deputy Director, Emergency Medical Services District	3572.80				4338.40

SECTION II

Article 3, Section 3-12 of the County of Alameda Salary Ordinance is hereby amended by the addition thereto of the following note, to be effective on the date shown.

3-12.85 Effective September 24, 2017, not to exceed one person under Job Code 6706NM, when assigned the additional responsibility of providing formal substance abuse training and consultation to Health Care Services Agency and CBO staff, shall be compensated and additional five percent.

SECTION III

Article 3, Section 3-12, Subsection 3-12.19 of the County of Alameda Salary Ordinance is hereby amended by the addition thereto of the following underlined language to be effective September 24, 2017.

3-12.19 Persons occupying positions under Job Codes 0225EM (effective 11/14/10), 0302PA (effective 3/7/10), 0310PA, 0313SM, 5044EM, 5045EM (effective 5/26/13), 5047SM, 5049PA, 5065SM, 5067SM, 5069SM (effective 4/13/14), 5071PA, , 5075SM (effective 2/3/13), 5077SM, 5079SM, 5080SM, 5086SM (effective 01/25/09), 5096SM (effective 09/20/09), 5098SM (effective 3/21/10), 5391PA (effective 10/3/10), 5643PA, 5791SM (effective 09/23/07), 5801SM (effective 11/15/09) 6141PA, 6186SM, 6494SM, 6645SM, 6516SM (effective 4/4/10), 6517SM (effective 4/4/10), 6518PA (effective 11/14/10) and 6647SM (effective 01/25/09), 5061SM and 5062SM (effective 7/2/17), and Job Code 5789SM (effective 9/24/17) 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.

SECTION IV

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 **12th** day of **September, 2017**, to wit:

AYES: Supervisors Carson, Haggerty, Miley, Valle & President Chan – 5

NOES: None

EXCUSED: None



PRESIDENT, BOARD OF SUPERVISORS

File: 29986
Agenda No: 44
Document No: O-2017-32



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: R. Bailey
Deputy