



Human Resource Services

August 30, 2016

Honorable Board of Supervisors
Administration Building
Oakland, CA 94612

Subject: Salary Ordinance Amendment

Dear Board Members:

Recommendation:

- A. Adopt a Salary Ordinance amendment to (1) adjust the salary for the Application Systems Engineer I, position in the Information Technology Department (ITD); and
- B. Establish the new job classification of Workforce Board System Administrator, in the Workforce Investment Board Department of the Social Services Agency that includes salary administration criteria.

Discussion/Findings:

We are recommending that the salary for the Application System Engineer I, position be increased by 6.2%, in response to the recent salary increase for the Information Systems Analyst position, in order to maintain the existing classification and compensation structure between the two positions.

When the salary was established for the ITD specific classification of Application Systems Engineer (ASE) I, both the bottom and top of the salary range were set higher than the countywide class of Information Systems Analyst (ISA). However, when the ISA received a 6.2% salary adjustment, this caused the top of the ISA salary to be higher than the ASE I, thereby causing disruption to the existing internal relationship.

As such, it is recommended that the top step (step-5) of the Application Systems Engineer I, classification be increased by 6.2% in order to maintain the existing internal relationship to the Information Systems Analyst. However, no adjustment is needed for the bottom step (step 1) as there is no disruption at this level.

Additionally, we are recommending the new job classification of Job Code 6056SM, Workforce Board System Administrator, in the Workforce Investment Board Department of the Social Services Agency. This is a single occupant position, reporting directly to the Workforce Investment Director. The position is responsible for review and analysis of departmental system needs, and maintenance of software systems within the Workforce Board and will also supervise and oversee the work of a team of Workforce Investment Technicians.

Financing:

Funds are in the 2016-2017 budget appropriation to pay the cost resulting from these actions.

Very truly yours,

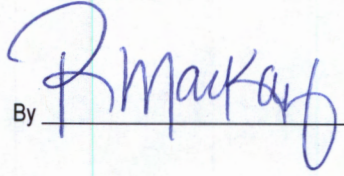
A handwritten signature in blue ink, appearing to read "Kathy Mount".

Kathy Mount, Interim Director
Human Resource Services

KM:vb

Z:\Board Letters 2016\09.13.16 Salary Ordinance Amendment_ITD_SSA

Cc: CAO
Auditor-Controller
County Counsel
Director, Information Technology Department
Director, Social Services Agency

By 

O-2016-49

AN ORDINANCE AMENDING
CERTAIN PROVISIONS OF THE 2015 - 2016
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 County of Alameda Salary Ordinance is hereby amended by the amendment thereof of the following Salary to be effective October 9, 2016.

Job Code	Title	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05
1866	PA Application Systems Engineer I	3364.80				4249.40

SECTION II

Article 1, Section 1-2, Subsection 1-2.2 of the County of Alameda Salary Ordinance is hereby amended by the addition thereto of the following Salary to be effective October 9, 2016.

Job Code	Title	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05
6056	SM Workforce Board System Administrator	3004.00				4026.40

SECTION III

Article 3, Section 3-18, of the County of Alameda Salary Ordinance is hereby amended by the addition thereto of the following subsection:

3-18.42 The person occupying the position under Job Code 6056SM, may be compensated at any salary within the salary range for the classification, as determined by the Agency Director.

SECTION IV

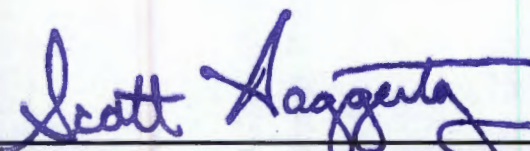
This ordinance shall take effect immediately, and before the expiration of fifteen days after its passage, shall be published once with the names of the members voting for and against the same in the Inter-City Express, a newspaper published in the said County of Alameda.

THE FOREGOING was **PASSED** and **ADOPTED** by a majority vote of the Alameda County Board of Supervisors this 27th day of September, 2016, to wit:

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

NOES: None

EXCUSED: None



PRESIDENT, BOARD OF SUPERVISORS

File: 29835
Agenda No: 29
Document No: O-2016-49



I certify that the foregoing is a correct copy of an Ordinance adopted by the Board of Supervisors, Alameda County, State of California

ATTEST:
Clerk, Board of Supervisors

By: R Bailey
Deputy