



Agenda _____ September 18, 2018
Lakeside Plaza Building
1401 Lakeside Drive, Suite 200
Oakland, CA 94612-4305
TDD: (510) 272-3703

Human Resource Services

August 30, 2018

Honorable Board of Supervisors
Administration Building
Oakland, CA 94612

Subject: Salary Ordinance Amendments

Dear Board Members:

Recommendations:

Adopt the following Salary Ordinance amendments:

- a. Establish three (3) new job classifications of job codes 6512NM and 6513NM, Behavioral Health Crisis Intervention Specialist I/II; and job code 6514SM, Behavioral Health Crisis Intervention Supervisor, in the Health Care Services Agency; and
- b. Reinstate Section 3-21.22, subsections (c) and (d) (as renumbered) effective June 17, 2018 with an elimination date of September 22, 2018.

Discussion/Findings:

We recommend establishing the new classifications of job codes 6512NM and 6513NM, Behavioral Health Crisis Intervention Specialist I/II; and job code 6514SM, Behavioral Health Crisis Intervention Supervisor, as a result of the reorganization of the Crisis Services in the Behavioral Health Care Services (BHCS) Department of the Health Care Services Agency. The Crisis Services in the BHCS will be expanding their operations to include Mobile Crisis Teams and Mobile Evaluation Teams which will increase the community-based crisis prevention and early intervention services, and will reduce the public's use of the most restrictive and highest cost settings, such as the Crisis Stabilization Units and Emergency Departments, for treatment that may not warrant such levels of service. The new classifications of Behavioral Health Crisis Intervention Specialist I/II will perform the day-to-day functions of the Mobile Crisis Teams and Mobile Evaluation Teams, and the Behavioral Health Crisis Intervention Supervisor will provide oversight of the day-to-day operations.

We also recommend reinstating the text of subsections (c) and (d) of former Section 3-21.22, and renumbering those subsections (a) and (b). On June 5th, 2018, your Board approved eliminating Salary Ordinance Section 3-21.22, subsections (c) and (d) as these subsections would be obsolete due to the creation of the Chief of Staff, Board of Supervisors classification. Due to the delay in appointing the incumbents into the newly created classification, staff recommend reinstating the language necessary to maintain the footnote provisions for the incumbents until their effective appointment date into the new classification, September 23, 2018.

Financing:

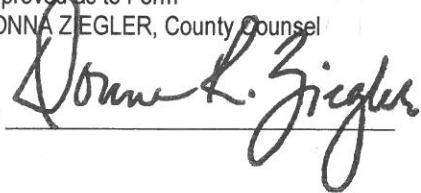
Funds are available in the 2018-2019 Approved Budget and will be included in future years' requested budgets to cover the costs resulting from these actions.

Very truly yours,

Joe Angelo, Director
Human Resource Services

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

By



AN ORDINANCE AMENDING
CERTAIN PROVISIONS OF THE 2018 – 2019
COUNTY OF ALAMEDA 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 to specify the following salary rates, to be effective on October 7, 2018.

Job Code	Title	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05
6512	NM Behavioral Health Crisis Intervention Specialist I	3093.00	3247.50	3417.00	3578.25	3743.25
6513	NM Behavioral Health Crisis Intervention Specialist II	3564.75	3715.50	3873.00	4039.50	4202.25
6514	SM Behavioral Health Crisis Intervention Supervisor	3730.40				4580.00

SECTION II

Article 3, Subsection 3-21 of the County of Alameda Salary Ordinance is hereby reinstated and amended to read as follows:

- 3-21.22** Persons employed under Job Code 0495CA, may be compensated at any salary within the range of salaries for the class subject to the following criteria.
- A. ~~When assigned as Administrative Assistant, not to exceed 76 percent above Step 1; Effective June 3, 2018, this subsection shall no longer apply.~~
 - B. ~~Effective January 2, 2011, Effective September 25, 2016 when assigned as Supervisor's Assistant, not to exceed 118 percent above Step 1, except that up to an additional ten percent five percent shall be available annually as a one time adjustment based upon criteria and process developed and approved by the County Administrator and Director, Human Resource Services. (BOS approved 5% to 10% 5/24/11) (BOS approved 10% to 5% 9/6/16) Effective June 3, 2018, this subsection shall no longer apply.~~
 - C. ~~Effective January 2, 2011, Effective September 25, 2016~~**Effective June 17, 2018**, not to exceed one employee in each Board Office when assigned as Chief of Staff, may be compensated at any salary to the top step of the salary range, except that up to additional ten percent five percent shall be available annually as a one-time adjustment based upon criteria and process developed and approved by the County Administrator and the Director of Human Resource Services. The designation of Chief of Staff shall be limited to one employee in each Board Office and the only individual whose pay can exceed 118 percent above Step 1 is the one person designated Chief of Staff. (BOS approved 10% 5/24/11). (BOS approved 5% and one employee designated Chief of Staff 9/6/16) **Effective September 22, 2018, this subsection shall no longer apply.**
 - D. ~~Effective September 26, 2016~~ **Effective June 17, 2018**, an employee assigned as Chief of Staff in a Board office as referenced in paragraph C, above, may also receive ten percent additional compensation above the top step of the salary range if authorized by the appointing member of the Board of Supervisors. (BOS approved 9/6/16). **Effective September 22, 2018, this subsection shall no longer apply.**

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.