



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

Human Resource Services

November 8, 2018

Honorable Board of Supervisors
Administration Building
Oakland, CA 94612

Subject: Salary Ordinance Amendments

Dear Board Members:

Recommendations:

Adopt the following Salary Ordinance amendments:

1. Adjust the salary range for Job Code 5788SM (Director, Emergency Medical Services); Job Code 5789SM (Deputy Director, Emergency Medical Services); Job Code 5791SM (Supervising Emergency Medical Services Coordinator); and Job Code 5786PA (Emergency Medical Services Coordinator) to address recruitment and internal alignment;
2. Adjust the salary range for Job Code 4203SM (Library Assistant Manager) to address internal alignment;
3. Establish a footnote for one (1) position of Job Code 3153PA (Child Support Attorney IV) in the Department of Child Support Services; and
4. Reinstate the language of Section 3-17.53 effective November 7, 2017.

Discussion/Findings:

As a result of a Sideletter of Agreement between the Alameda County Management Employees Association (General Government Unit) and the County of Alameda, staff completed a study of two (2) Health Care Services Agency classifications: 1) Director, Emergency Medical Services and 2) Emergency Medical Services Coordinator. The study included data analysis of a market salary survey results, recruitment history, and internal alignment. Based on the results of the study, staff recommends a special salary adjustment for both classifications. Moreover, because the special salary adjustments have a direct impact to two additional classifications that are part of the reporting structure, i.e., Deputy Director, Emergency Medical Services and Supervising Emergency Medical Services Coordinator, staff also conducted a comprehensive review and evaluation of the impact of the special salary adjustments and further recommends a salary adjustment for the Deputy Director, Emergency Medical Services and Supervising Emergency Medical Services Coordinator classifications to ensure internal equity and alignment.

At the request of the Library Department, staff completed a study of the Job Code 4203SM (Library Assistant Manager) classification, including data analysis of a market salary survey results and internal alignment, and recommends a special salary adjustment for this classification.

Also, at the request of the Department of Child Support Services to assign one (1) position of Job Code 3153PA (Child Support Attorney IV) lead responsibilities over other Child Support Attorneys, in support of the Supervising Child Support Attorney within the Department, staff recommends establishing an additional five percent (5%) compensation for the added scope and level of responsibility of the lead attorney role.

On October 23, 2018, your Board approved the renumbering of Section 3-17.50 (as approved on November 7, 2017) to Section 3-17.53. Staff subsequently identified an administrative error that resulted in the inadvertent omission of the previously-approved section. To correct this error, we respectfully request to reinstate the language of Section 3-17-53 in its entirety as approved by your Board on November 7, 2017, to ensure that the compensation of position job code 0057 (SHERIFF) for the years of 2019-2022 remains as previously approved by your Board.

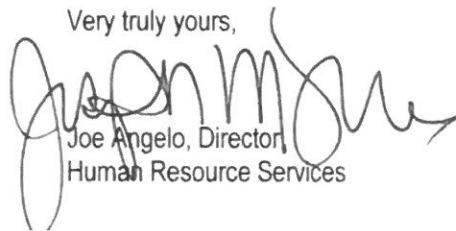
Financing:

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

Vision 2026 Goal:

The Salary Ordinance amendments meet the 10x goal pathways of **Employment for All** in support of our shared vision of a **Prosperous and Vibrant Economy**.

Very truly yours,

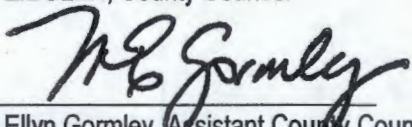
A handwritten signature in black ink, appearing to read "Joe Angelo", is written over the typed name and title.

Joe Angelo, Director,
Human Resource Services

Z:\Board Letters\12.04.18\Salary Ordinance Amendments

Cc: CAO
Auditor-Controller
County Counsel
Director of Health Care Services
County Library
Director of Child Support Services

Approved as to Form
DONNA ZIEGLER, County Counsel

By 
Mary Ellyn Gormley, Assistant County Counsel

O-2018-71

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 December 30, 2018.

Job Code	Title	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05
5788	SM Director, Emergency Medical Services	5081.60	5336.00	5607.20	5879.20	6176.80
5789	SM Deputy Director, Emergency Medical Services	4627.20				5617.60
5791	SM Supervising Emergency Medical Services Coordinator	4300.80				5343.20
5786	PA Emergency Medical Services Coordinator	4218.40				5042.40
4203	SM Library Assistant Manager	2896.00	3034.40	3172.80	3355.20	3508.00

SECTION II

Article 3, Section 3-21 of the County of Alameda Salary Ordinance is hereby amended by the addition thereto of the following footnote, to be effective on December 30, 2018.

3-21.97 Effective December 30, 2018, not to exceed one (1) employee in Job Code 3153, when assigned lead responsibilities over other Child Support Attorneys, in support of the Supervising Attorney within the Department of Child Support Services, shall be compensated an additional five percent (5%) of the base pay.

SECTION III

Article 3, Section 3-17 of the County of Alameda Salary Ordinance is hereby amended to read as follows:

3-17.53 - The person occupying the position under job code 0057 (SHERIFF) shall receive biweekly compensation as follows: \$9,892.80 effective January 1, 2019 and on or about January 1, 2020, and on or about January 1, 2021, and on or about January 1, 2022, the salary shall be increased by the same general cost of living percentage increase received by the majority of the County of Alameda Board-appointed department heads during the 12 months immediately preceding the date of each increase, said percentages to be calculated by the County Administrator and Human Resource Services Director.

Effective January 1, 2019, contribution towards health premiums, deductible amounts and/or co-pays shall be consistent with those of the unrepresented executive management for each year of the plan years 2019 through 2022.

Effective January 1, 2019, the flexible spending plan shall be consistent with the plan of the unrepresented executive management for each of the plan years 2019 through 2022.

SECTION IV

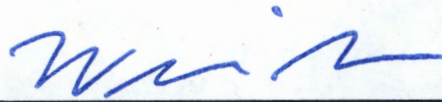
This Ordinance shall take effect immediately, and before the expiration of fifteen days after its passage, shall be published once with the names of the members voting for and against it in the Inter-City Express, a newspaper published in the County of Alameda.

THE FOREGOING was **PASSED** and **ADOPTED** by a majority vote of the Alameda County Board of Supervisors this 18th day of December, 2018, to wit:

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

NOES: None

EXCUSED: None



PRESIDENT, BOARD OF SUPERVISORS

File No: 30168
Agenda No: 27
Document No: O-2018-71



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: RBailey
Deputy