

SECOND READING - CONTINUED FROM 12/9/25

AGENDA NO. _____ December 9, 2025



Lakeside Plaza Building
1401 Lakeside Drive, Suite 500
Oakland, CA 94612-4305
TDD: (510) 272-3703

December 9, 2025

Honorable Board of Supervisors
County of Alameda
1221 Oak Street, Suite 536
Oakland, California 94612-4305

SUBJECT: ADOPT SALARY ORDINANCE AMENDMENTS TO 1) UPDATE SUBSECTION 1-1.1 TO INCREASE THE SALARIES FOR CERTAIN UNREPRESENTED CLASSIFICATIONS AND CHANGE JOB CODE 4140 TO SALARY STEPS, 2) AMEND SUBSECTION 3-21.51, AND 3) ADD SUBSECTION 3-21.112 TO ESTABLISH A FOOTNOTE FOR JOB CODE 3160

Dear Board Members:

RECOMMENDATION:

Adopt Salary Ordinance amendments to:

- A. Update Article 1, Section 1-1 (Pay Rate Schedules), subsection 1-1.1, to: 1) increase the salaries for certain Unrepresented M-designated and Non-Management related to Management classifications by four percent (4%) for a general wage increase and provide additional special adjustments ranging from 0.35% to 19.23% for specified classifications within this group, effective December 21, 2025; 2) increase the salaries for four (4) Unrepresented M-designated classifications, ranging from five percent (5%) to 15% for special adjustments, retroactive to October 12, 2025; 3) update the Librarian II classification (Job Code ("JC") 4140) from salary levels to salary steps, retroactive to August 3, 2025; and 4) increase the minimum salary rate for four (4) classifications to comply with the State of California ("State") minimum wage of \$16.90 per hour, effective January 1, 2026; and
- B. Amend Article 3 (Notes Applicable To Positions and Classifications Listed in Article 2 Preceding), Section 3-21 (Miscellaneous), subsection 3-21.51 to incorporate non-substantive language cleanup, and to add new subsection 3-21.112 to establish a footnote for the Supervising Child Support Attorney (JC 3160) classification, when designated to serve as the Director of Child Support Services ("DCSS") (JC 3170). This footnote, which provides an additional ten percent (10%) compensation of the base pay effective November 23, 2025, shall sunset and shall be deleted from the Salary Ordinance on March 28, 2026.

DISCUSSION/SUMMARY:

Historically, employees in certain Unrepresented M-designated classifications and non-management related to management classifications have received the same general wage increases as the Alameda County Management Employees Association General Government and Confidential Units. Accordingly, staff recommend that your Board approve a four percent (4%) general wage increase for specified unrepresented M-designated and non-management related to management classifications, effective December 21, 2025.

In addition, following a comprehensive review of certain unrepresented M-designated classifications, including agency/department head-level classifications, to address salary compaction, internal alignment, recruitment and retention issues, staff recommend special salary adjustments ranging from 0.35% to 19.23% for designated classifications within this group, also effective December 21, 2025. Staff further recommend additional special

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adjustments ranging from five percent (5%) to 15% for four (4) Unrepresented M-designated agency/department head-level classifications, retroactive to October 12, 2025.

On September 23, 2025, your Board approved Item #57, which included updating to Steps 2 and 5 of the salary rates for the Librarian II classification (JC 4140), retroactive to August 3, 2025. These updates were originally listed as salary levels in the Salary Ordinance; however, staff recommend updating the reference to salary steps to maintain consistency in classification and compensation structure and administration.

To ensure compliance with the upcoming State minimum wage increase to \$16.90 per hour effective January 1, 2026, staff reviewed all the hourly salary rates and identified four (4) unrepresented classifications with a minimum hourly rate below the new threshold. Staff therefore recommend increasing the minimum salary rate for these classifications to \$16.90 per hour, effective January 1, 2026.

All of the salary increases and adjustments described above are reflected in the attached Salary Ordinance amendments. The amended salaries are organized into two (2) groups based on their salary structures: 1) classifications with salary steps or deep ranges, and 2) classifications with deep salary levels.

Lastly, on November 25, 2025, your Board approved Item #1, appointing Acting DCSS Vangeria Harvey effective November 25, 2025, for up to 120 days pending appointment of a permanent DCSS. Consistent with your Board's direction, the Human Resource Services Department will conduct an executive recruitment for the DCSS position. While this recruitment is underway, staff recommend adding new subsection 3-21.112 to establish a footnote authorizing an additional ten percent (10%) compensation of the base pay for the Supervising Child Support Attorney (JC 3160) when designated to serve as the Acting DCSS while also continuing to serve as the Attorney of Record. This footnote shall sunset effective March 28, 2026 and shall be deleted from the Salary Ordinance upon the sunset date.

SELECTION CRITERIA:

N/A

FINANCING:

Funds are available in the Fiscal Year 2025-2026 respective Agencies/Departments Approved Budgets and will be included in future years' requested budgets to cover the costs resulting from the applicable recommendation(s).

VISION 2026 GOAL:

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

Very truly yours,

Signed by:



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Margarita Zamora, Director
Human Resource Services

c: CAO
Auditor-Controller
County Counsel
Agency/Department Heads

By Kristy van Herick
Kristy van Herick, Assistant County Counsel

Ordinance No.

AN ORDINANCE AMENDING
CERTAIN PROVISIONS OF THE 2025 – 2026
COUNTY OF ALAMEDA SALARY ORDINANCE

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

SECTION I

Article 1, Section 1-1, Subsection 1-1.1 of the County of Alameda Salary Ordinance is hereby amended thereto of the following job codes, titles, and salaries, effective on the dates outlined below:

JC	MC	Classification	Eff Date	Union Code	Step 01	Step 02	Step 03	Step 04	Step 05	FLSA Status
1585N	NM	Legal Assistant SAN	12/21/2025	043	20.82				39.82	N
1587	NM	Attorney Assistant	12/21/2025	043	2,842.50				3,453.75	N
8541	NM	Investigative Assistant	12/21/2025	043	2,701.60	2,844.00	2,988.80	3,124.00	3,281.60	N
8532	SM	Support Enforcemnt Collctn Off	12/21/2025	046	2,302.40	2,413.60	2,564.80	2,684.00	2,817.60	N
9213	PA	Audio Visual Technician	12/21/2025	046	2,625.60	2,760.80	2,900.00	3,036.00	3,185.60	N
0023	EM	Chief Deputy Assessor	12/21/2025	051					9,534.40	X
0030	EM	Chief Deputy Auditor	12/21/2025	051					10,490.40	X
0031	SM	Asst Controller	12/21/2025	051	7,977.60	8,380.00	8,796.80	9,237.60	9,699.20	X
0162	EM	Asst Treasurer	12/21/2025	051					8,969.60	X
0259	PA	Asst Deputy County Adminstr	12/21/2025	051	7,828.00				11,016.80	X
0260	EM	Asst County Administrator	12/21/2025	051	10,724.00				13,028.80	X
1530	EM	Asst County Clerk Recorder	12/21/2025	051	5,048.80	5,291.20	5,558.40	5,848.00	6,132.00	X
2047	EM	Deputy Dir, Public Works	12/21/2025	051	7,808.80	8,184.00	8,596.00	9,032.80	9,498.40	X
2050	EM	Asst Dir of Public Works	12/21/2025	051	8,979.20	9,428.00	9,909.60	10,404.80	10,912.00	X
2952	EM	Deputy Dir, CDA	12/21/2025	051	7,808.80	8,184.00	8,596.00	9,032.80	9,498.40	X
4185	EM	Deputy County Librarian	12/21/2025	051	6,650.40	6,979.20	7,334.40	7,692.00	8,092.00	X
6082	EM	Deputy Director, SSA	12/21/2025	051	7,829.60	8,211.20	8,629.60	9,060.80	9,503.20	X
6135	PA	Probation Project Coordinatr	12/21/2025	051	4,286.40	4,501.60	4,727.20	4,961.60	5,209.60	X
0169	EM	Chief, Executive Offcr ACERA	12/21/2025	066	12,377.60				14,736.00	X
1371	PA	Retirement Accountant III	12/21/2025	066	4,622.40	4,857.60	5,102.40	5,372.80	5,624.80	X
0035	SE	County Administrator	10/12/2025	071	15,104.00				19,684.00	X
0035	SE	County Administrator	12/21/2025	071	15,708.00				20,471.20	X
0190	SE	Dir, General Services Agency	10/12/2025	071	9,290.40				12,128.00	X
0190	SE	Dir, General Services Agency	12/21/2025	071	9,662.40				12,612.80	X
0295	SE	Dir Of Human Resource Svcs	12/21/2025	071	9,604.80				12,484.80	X
2055	SE	Dir of Public Works	12/21/2025	071	9,662.40				12,612.80	X
2950	SE	Dir, Community Dev Agency	10/12/2025	071	9,290.40				12,128.00	X
2950	SE	Dir, Community Dev Agency	12/21/2025	071	9,662.40				12,612.80	X
3170	SE	Director, Dept Child Svs	12/21/2025	071	8,590.40				11,319.20	X
4190	SE	County Librarian	10/12/2025	071	7,545.60				10,561.60	X

JC	MC	Classification	Eff Date	Union Code	Step 01	Step 02	Step 03	Step 04	Step 05	FLSA Status
4190	SE	County Librarian	12/21/2025	071	7,847.20				10,984.00	X
5050	SE	Dir of Alameda County Health	12/21/2025	071	11,282.40				15,218.40	X
6085	SE	Dir of Social Services	12/21/2025	071	11,052.80				14,179.20	X
6150	SE	Chief Probation Officer	12/21/2025	071	9,244.00				12,017.60	X
0150	SM	Senior Supervisng Auditor	12/21/2025	U15	5,048.00	5,314.40	5,564.80	5,834.40	6,132.00	X
0151	SM	Principal Auditor	12/21/2025	U15	5,654.40	5,926.40	6,225.60	6,549.60	6,868.00	X
0160	SM	Division Chief, Auditor	12/21/2025	U15	6,614.40	6,932.80	7,288.80	7,660.80	8,026.40	X
0167	SM	Chief, Real Estate Taxes	12/21/2025	U15	4,200.00	4,417.60	4,657.60	4,896.00	5,155.20	X
0168	SM	Suprvsr, Persnl Prop Taxes	12/21/2025	U15	3,003.20	3,164.80	3,320.80	3,476.80	3,654.40	X
0203	PA	Management Associate I	12/21/2025	U15	2,942.40				3,392.80	X
0224	PA	Clerk, BOS Service Manager	12/21/2025	U15	3,522.40				4,956.00	X
0234	PA	Mangement Analyst Assistant	12/21/2025	U15	2,748.00	2,887.20	3,044.80	3,176.80	3,337.60	N
0312	MA	Program Administrator II	12/21/2025	U15	4,968.00	5,219.20	5,476.00	5,753.60	6,031.20	X
0340	PA	Community Liaison Specialist	12/21/2025	U15		3,946.40	4,139.20	4,349.60	4,569.60	X
0601	PA	Management Consultant	12/21/2025	U15	2,745.60				12,908.80	X
1244	SM	Supervising Civil Legal Sec	12/21/2025	U15	3,900.80	4,052.80	4,256.00	4,470.40	4,691.20	X
1581	PA	Probate Specialist	12/21/2025	U15	3,456.00	3,640.80	3,828.80	4,025.60	4,244.00	N
1583	PA	Civil Paralegal	12/21/2025	U15	3,456.00	3,640.80	3,828.80	4,025.60	4,244.00	X
1716	SM	Supervising Storekeeper I	12/21/2025	U15	2,656.00	2,784.80	2,906.40	3,054.40	3,185.60	X
1734	SM	Asst Prop & Salvage Mgr	12/21/2025	U15	2,637.60	2,772.80	2,905.60	3,029.60	3,175.20	X
2081	SM	Suprvsing Ind Hygiene Eng	12/21/2025	U15	5,190.40	5,420.80	5,674.40	5,924.80	6,210.40	X
2624	PA	Training Officer, Assessor	12/21/2025	U15	4,744.80	4,985.60	5,225.60	5,492.00	5,761.60	X
2722	SM	Suprvsing Auditor-Appraiser I	12/21/2025	U15	3,964.80	4,168.80	4,367.20	4,589.60	4,816.80	X
2940	MA	Senior Planner	12/21/2025	U15	5,469.60	5,732.80	6,024.00	6,324.00	6,641.60	X
2941	SM	Waste Program Manager, CDA	12/21/2025	U15	5,464.80	5,737.60	6,024.80	6,325.60	6,641.60	X
2951	SM	Dir of Finance, CDA	12/21/2025	U15	7,868.00	8,248.80	8,664.00	9,101.60	9,572.00	X
2953	SM	Asst Deputy Dir, CDA	12/21/2025	U15	6,783.20	7,128.00	7,481.60	7,841.60	8,243.20	X
2954	PA	Dir of Ops & Mgmt Svcs, CDA	12/21/2025	U15	7,064.80	7,419.20	7,788.80	8,178.40	8,588.00	X
2958	PA	Bonds and Finance Coordinator	12/21/2025	U15	4,226.40	4,435.20	4,657.60	4,892.00	5,133.60	X
2974	SM	Bonds and Finance Manager	12/21/2025	U15	5,469.60	5,732.80	6,024.00	6,324.00	6,641.60	X
2985	SM	Economic & Civic Dev Manager	12/21/2025	U15	5,469.60	5,732.80	6,024.00	6,324.00	6,641.60	X
2986	EM	Assistant Dir Surplus Prop Au	12/21/2025	U15	6,783.20	7,128.00	7,481.60	7,841.60	8,243.20	X
2987	EM	Director, Surplus Property Au	12/21/2025	U15	7,808.80	8,184.00	8,281.60	9,032.80	9,498.40	X
5090	SM	Training Officer, HCSA	12/21/2025	U15	5,004.00	5,251.20	5,513.60	5,788.00	6,078.40	X
6070	SM	Financial Srv Deputy Dir,SSA	12/21/2025	U15	6,092.00	6,401.60	6,720.00	7,060.80	7,406.40	X
6183	SM	Comm Network Coordinator	12/21/2025	U15	3,604.00	3,774.40	3,972.00	4,164.00	4,363.20	X
7740	SM	Laundry Supervisor	12/21/2025	U15	2,725.60	2,843.20	2,993.60	3,138.40	3,294.40	N
8421	SM	Dpty Agri Com/Sealr of WandM	12/21/2025	U15	4,409.60	4,632.80	4,861.60	5,122.40	5,365.60	X
8435	SM	Deputy Sealer of Wts&Measures	12/21/2025	U15	3,875.20	4,070.40	4,272.00	4,497.60	4,712.80	X
8561N	PA	Sh Office Pilot SAN	12/21/2025	U15	64.98				78.98	X
8562N	SM	Sh Office Chief Pilot SAN	12/21/2025	U15	68.22				82.93	X
8764	SM	Sr Code Enforce Officer	12/21/2025	U15	5,469.60	5,732.80	6,024.00	6,324.00	6,641.60	X
9245	SM	Painter Supervisor	12/21/2025	U15					4,664.00	X
9282	PA	Telecom Systems Analyst	12/21/2025	U15	4,542.40	4,724.80	4,916.00	5,159.20	5,417.60	X
9286	SM	Senior Telecom Tech	12/21/2025	U15	4,442.40	4,676.80	4,902.40	5,152.80	5,416.80	N

JC	MC	Classification	Eff Date	Union Code	Step 01	Step 02	Step 03	Step 04	Step 05	FLSA Status
9287	M	Telephone Services Specialist	12/21/2025	U15	3,861.60	4,052.00	4,237.60	4,451.20	4,678.40	N
9425	SM	Auto Mechanic Supervisor	12/21/2025	U15					5,165.60	X
9680	SM	Suprvsr, Bldgs & Plant Main	12/21/2025	U15					6,502.40	X
9688	SM	Suprvsing Maint Eng, Rehb Cnt	12/21/2025	U15					6,197.60	X
9691	PA	Portfolio Manager	12/21/2025	U15					7,501.60	X
2046	SM	Asst Depty Dir, Public Works	12/21/2025	U44	6,783.20	7,128.00	7,481.60	7,841.60	8,243.20	X
2115	SM	Grading Supervisor	12/21/2025	U44	5,551.20	5,820.00	6,116.00	6,420.00	6,737.60	X
2190	SM	Suprvsing Traffic Technician	12/21/2025	U44	4,308.00	4,527.20	4,754.40	4,980.80	5,233.60	X
8344	PA	Asst Building Official	12/21/2025	U44	4,953.60	5,213.60	5,477.60	5,748.00	6,032.00	X
1458	SM	Registered Health Info Coord	12/21/2025	U45	3,168.00	3,321.60	3,444.80	3,610.40	3,762.40	X
1486	SM	Spvg Health Insurance Tech	12/21/2025	U45	3,663.20	3,718.40	3,904.00	4,100.80	4,308.00	X
5030	SM	Homelessness Srvs Admin	12/21/2025	U45	5,632.80	5,912.00	6,207.20	6,517.60	6,836.80	X
5046	PA	County Health Officer	12/21/2025	U45	15,898.40				19,318.40	X
5061	SM	Care Connect Deputy Director	12/21/2025	U45	7,169.60	7,528.00	7,903.20	8,299.20	8,714.40	X
5070	SM	Well, Rec and Res Dir BHCS	12/21/2025	U45	5,596.80	5,878.40	6,171.20	6,477.60	6,802.40	X
5076	SM	Bus Intel/Analytics Dir, HCSA	12/21/2025	U45	6,931.20	7,280.80	7,634.40	7,848.80	8,438.40	X
5078	SM	Deputy Director, Behav Health	12/21/2025	U45	7,954.40	8,360.00	8,769.60	9,012.80	9,688.00	X
5081	SM	Quality Assur Assoc Admn BHC	12/21/2025	U45	5,024.80	5,241.60	5,461.60	5,690.40	5,928.80	X
5084	SM	Comm Health Svcs Administrator	12/21/2025	U45	5,466.40	5,740.80	6,025.60	6,267.20	6,638.40	X
5615	SM	Suprvsing Microbiologist	12/21/2025	U45	4,528.80	4,758.40	4,986.40	5,250.40	5,480.00	X
5773	SM	Senior Public Hlth Investigatr	12/21/2025	U45	3,233.60	3,395.20	3,565.60	3,743.20	3,930.40	X
5774	SM	Chief Public Health Investgtr	12/21/2025	U45	3,668.00	3,854.40	4,043.20	4,245.60	4,472.00	X
6420	SM	Medical Social Work Suprvsr	12/21/2025	U45	4,325.60	4,530.40	4,740.80	4,966.40	5,195.20	X
6644	SM	SupClinCaseMgr-CtrHlthSch&Comm	12/21/2025	U45			4,950.40	5,199.20	5,457.60	X
6185	SM	Volunteer Program Coord(CASA)	12/21/2025	U49	4,471.20	4,688.80	4,928.00	5,166.40	5,416.00	X
6789	MA	Welfare Serv Con Social Serv	12/21/2025	U49	2,745.60				5,350.40	X
6795	PA	Social Services Agency Planner	12/21/2025	U49	4,768.80	5,019.20	5,257.60	5,523.20	5,799.20	X
8508	SM	Director, Div of Adult Protect	12/21/2025	U49	5,644.80	5,924.80	6,227.20	6,532.80	6,876.80	X
0227	SM	Management Svcs Admin Pub Wks	12/21/2025	U50	6,940.00	7,295.20	7,656.80	8,025.60	8,432.00	X
0229	SM	Admin/Financial Svcs Manager	12/21/2025	U50	5,804.80	6,098.40	6,406.40	6,718.40	7,061.60	X
0240	PA	Admin Trainee	12/21/2025	U50	2,942.40				3,392.80	N
0243	PA	Asst Admin Analyst	12/21/2025	U50	3,453.60				4,200.00	X
0244	CA	Local Agency Formation Comm Ck	12/21/2025	U50	3,293.60				4,046.40	X
0245	PA	Admin Analyst	12/21/2025	U50	4,605.60				7,060.80	X
0248	PA	Local Agcy Format Comm Analyst	12/21/2025	U50	4,605.60				7,060.80	X
0250	PA	Economic Development Anl,Tmee	12/21/2025	U50	2,942.40				3,392.80	X
0251	PA	Economic Development Analyst I	12/21/2025	U50	3,453.60				4,200.00	X
0252	PA	Grants Program Manager	12/21/2025	U50	4,086.40				7,588.80	X
0255	SM	Principal Admin Analyst	12/21/2025	U50	7,253.60				8,812.80	X
0256	SM	Local Agy Format Comm Ex Offr	12/21/2025	U50	5,095.20				7,767.20	X
0257	EM	Deputy County Administrator	12/21/2025	U50	12,848.80				16,396.00	X
0258	SM	Countywide Initiative Prg Coor	12/21/2025	U50	6,244.00				9,736.00	X

JC	MC	Classification	Eff Date	Union Code	Step 01	Step 02	Step 03	Step 04	Step 05	FLSA Status
0270	PA	Economic Development Anlyst II	12/21/2025	U50	4,347.20				6,660.00	X
0271	SM	Exec Director EDAB	12/21/2025	U50	6,907.20				10,204.00	X
0475	SM	Director, Risk Management	12/21/2025	U50	6,244.00				7,968.00	X
0478	SM	Safety & Loss Control Manager	12/21/2025	U50	4,993.60				6,889.60	X
0491	PA	Senior Risk Analyst	12/21/2025	U50	4,256.80				6,526.40	X
0492	SM	Assistant Risk Manager	12/21/2025	U50	5,123.20				7,068.80	X
0493	PA	Risk Coordinator	12/21/2025	U50	3,987.20				5,391.20	X
0495	CA	Suprvsor's Assistant	12/21/2025	U50	2,963.20				6,344.00	X
0496	CA	Chief of Staff, BOS	12/21/2025	U50	5,767.20				7,412.00	X
0497	SM	Diversity, Eq, Inc Deputy Dir	12/21/2025	U50	6,303.20				7,663.20	X
0498	SM	Diversity, Eq, Inc Director	12/21/2025	U50	6,949.60				8,448.80	X
1008	SM	Asst Clerk, Bd of Supervisors	12/21/2025	U50	4,347.20				6,660.00	X
1137	CA	Administrative Associate, CAO	12/21/2025	U50	3,293.60	3,467.20	3,648.80	3,844.80	4,046.40	X
1229	CA	Exec Asst to the County Admin	12/21/2025	U50	5,472.00				6,649.60	X
1090	NM	Retired Annuitant I	12/21/2025	095	17.97				103.66	N
1091	NM	Retired Annuitant II	12/21/2025	095	17.97				184.75	N
1092	NM	Retired Annuitant - Safety I	12/21/2025	095	30.85				103.66	N
1093	NM	Retired Annuitant - Safety II	12/21/2025	095	35.80				184.75	N
0298N	NM	Special Examiner SAN	1/1/2026	054	16.90				50.00	N
1780N	NM	Information Tech As SAN TAP	1/1/2026	039	16.90				22.95	N
5797N	NM	Health Srvs Consultant SAN	1/1/2026	054	16.90				21.00	N
6790N	NM	Consultant Social Svcs Agcy N	1/1/2026	054	16.90				35.00	N

SECTION II

Article 1, Section 1-1, Subsection 1-1.1 of the County of Alameda Salary Ordinance is hereby amended thereto of the following job code, title, and salaries, effective August 3, 2025 as outlined below:

Item	MC	Classification	Union Code	Level Step 01	Level Step 02	Level Step 03	Level Step 04	Level Step 05	FLSA Status
4140	NM	Librarian II	011		3412.50	3581.25	3748.50	3928.50	N

SECTION III

Article 1, Section 1-1, Subsection 1-1.1 of the County of Alameda Salary Ordinance is hereby amended thereto of the following job codes, titles, and salary levels, effective December 21, 2025 as outlined below:

JC	MC	Classification	Union Code	Level 01	Level 02	Level 03	Level 04	Level 05	Level 06	Level 07	Level 08	FLSA
1345	PA	Chief Investment Officer, ACERA	066	10,776.80	11,316.00	11,881.60	12,476.00	13,100.00	13,754.40	14,442.40	15,164.80	X
1347	PA	Human Resources Officer, ACERA	066	5,693.60	5,977.60	6,276.80	6,590.40	6,920.00	7,265.60	7,629.60	8,011.20	X
1348	CA	Human Resources Specist, ACERA	066	4,124.00	4,330.40	4,547.20	4,774.40	5,012.80	5,263.20	5,526.40	5,802.40	X
1350	CA	Exec Secretary, ACERA	066	3,689.60	3,874.40	4,068.80	4,271.20	4,485.60	4,709.60	4,945.60	5,192.80	X

JC	MC	Classification	Union Code	Level 01	Level 02	Level 03	Level 04	Level 05	Level 06	Level 07	Level 08	FLSA
1355	SM	Retirement Benefits Manager	066	5,693.60	5,977.60	6,276.80	6,590.40	6,920.00	7,265.60	7,629.60	8,011.20	X
1356	SM	Retirement Asst Benefits Mgr	066	4,838.40	5,080.00	5,333.60	5,600.80	5,881.60	6,175.20	6,484.00	6,808.00	X
1358	EM	Asst Chief Execu Offcr, ACERA	066	8,049.60	8,452.00	8,875.20	9,318.40	9,784.00	10,273.60	10,787.20	11,326.40	X
1359	SM	Retirement Asst Accting Mgr	066	4,838.40	5,080.00	5,333.60	5,600.80	5,881.60	6,175.20	6,484.00	6,808.00	X
1368	MA	Retirement Sys Prg Anyst, ACERA	066	4,432.00	4,653.60	4,886.40	5,131.20	5,387.20	5,656.80	5,940.00	6,236.80	X
1373	PA	Chief of Internal Audit, ACERA	066	5,693.60	5,977.60	6,276.80	6,590.40	6,920.00	7,265.60	7,629.60	8,011.20	X
0176	PA	Sustainability Project Mgr	U15	3,998.40	4,198.40	4,408.00	4,628.80	4,860.00	5,102.40	5,358.40	5,625.60	X
0247	PA	Program Manager ACAC	U15	4,007.20	4,207.20	4,417.60	4,638.40	4,870.40	5,114.40	5,369.60	5,638.40	X
1836	PA	Infrastructure Svcs Engineer	U15	5,790.40	6,080.00	6,384.00	6,703.20	7,038.40	7,390.40	7,760.00	8,148.00	X
6910	PA	Recruitment Specialist, HCSA	U15	3,656.80	3,840.00	4,032.00	4,233.60	4,444.80	4,666.40	4,900.00	5,144.00	X
8850	PA	Sh Grant Developmt Specialist	U15	4,373.60	4,592.80	4,822.40	5,063.20	5,316.80	5,582.40	5,861.60	6,154.40	X
8355	SM	Suprvsing Construction Insp	U44	4,332.00	4,548.80	4,776.00	5,014.40	5,264.80	5,528.00	5,804.00	6,094.40	X
0253	PA	Cable TV & Comm Analyst	U50	4,733.60	4,969.60	5,218.40	5,479.20	5,753.60	6,040.80	6,343.20	6,660.00	X
0254	PA	Public Information Officer	U50	4,733.60	4,969.60	5,218.40	5,479.20	5,753.60	6,040.80	6,343.20	6,660.00	X
0283	CA	Labor Relations Analyst I	U50	4,124.00	4,330.40	4,547.20	4,774.40	5,012.80	5,263.20	5,526.40	5,802.40	X
0284	PA	Labor Relations Analyst II	U50	4,875.20	5,119.20	5,375.20	5,644.00	5,925.60	6,221.60	6,532.80	6,859.20	X
0330	SM	Child Care Svcs Prog Admin	U50	4,144.00	4,351.20	4,569.60	4,798.40	5,037.60	5,289.60	5,554.40	5,832.00	X
0467	CA	HR Leaves Case Mgr	U50	4,124.00	4,330.40	4,547.20	4,774.40	5,012.80	5,263.20	5,526.40	5,802.40	X
0487	PA	Diversity Programs Asst Mgr	U50	4,733.60	4,969.60	5,218.40	5,479.20	5,753.60	6,040.80	6,343.20	6,660.00	X
0299N	NM	Admin Intern SAN	043	19.47	20.45	21.47	22.54	23.66	24.85	26.08		N
0193	SM	Chief Deputy, Admin GSA	051	6,799.20	7,139.20	7,496.00	7,871.20	8,264.80	8,678.40	9,112.80		X
1845	EM	Assistant Chief Info Officer	051	8,104.00	8,508.80	8,934.40	9,380.80	9,850.40	10,342.40	10,860.00		X
1847	EM	Chief Technology Officer	051	8,104.00	8,508.80	8,934.40	9,380.80	9,850.40	10,342.40	10,860.00		X
5056	EM	Assistant Director, HCSA	051	7,032.80	7,384.80	7,754.40	8,141.60	8,548.80	8,976.80	9,424.80		X
1339	PA	Compliance Officer, ACERA	066	3,827.20	4,018.40	4,220.00	4,431.20	4,652.80	4,885.60	5,130.40		X
1364	PA	Security Analyst, ACERA	066	4,145.60	4,352.80	4,571.20	4,800.00	5,039.20	5,291.20	5,556.00		X
1367	PA	PComp & Netwrk Sys Spec, ACERA	066	3,871.20	4,064.80	4,268.00	4,480.80	4,704.80	4,940.80	5,187.20		X
0181	PA	Sustainability Specialist	U15	3,244.80	3,407.20	3,577.60	3,756.80	3,944.80	4,141.60	4,348.80		X
0424	SM	Info Systems Director	U15	6,069.60	6,372.80	6,692.00	7,026.40	7,377.60	7,745.60	8,133.60		X

JC	MC	Classification	Union Code	Level 01	Level 02	Level 03	Level 04	Level 05	Level 06	Level 07	Level 08	FLSA
0481	PA	Contract Compliance Officer	U15	3,827.20	4,018.40	4,220.00	4,431.20	4,652.80	4,885.60	5,130.40		X
1817	PA	Network Services Analyst I	U15	4,291.20	4,506.40	4,731.20	4,968.00	5,216.80	5,476.80	5,750.40		X
1852	PA	Senior Technology Project Mgr	U15	6,080.00	6,384.00	6,703.20	7,038.40	7,390.40	7,760.00	8,148.00		X
1868	PA	Application Systems Enginr III	U15	6,080.00	6,384.00	6,703.20	7,038.40	7,390.40	7,760.00	8,148.00		X
2220	SM	Stra Facil Capital Plan Mgr	U15	6,181.60	6,491.20	6,816.00	7,156.80	7,514.40	7,890.40	8,284.80		X
8560	PA	Narc Task Force Chief Pilot	U15	4,406.40	4,626.40	4,858.40	5,100.80	5,356.80	5,624.00	5,905.60		X
9692	SM	Maintenance Coordinator	U15	3,618.40	3,799.20	3,988.80	4,188.00	4,397.60	4,617.60	4,848.80		X
0267	PA	Benefits Accountant	U50	3,208.80	3,369.60	3,538.40	3,716.00	3,901.60	4,096.00	4,300.80		X
0469	SM	Privacy Compliance Officer	U50	5,017.60	5,268.80	5,532.80	5,808.80	6,099.20	6,404.80	6,724.80		X
0275N	NM	Human Resources Intern SAN	043	30.24	31.75	33.34	35.01	36.75	38.59			N
8518	PA	Forensic Auditor	046	4,699.20	4,933.60	5,180.00	5,438.40	5,711.20	5,996.00			X
3165	EM	Deputy Dir, Dept Child Svs	051	7,309.60	7,675.20	8,058.40	8,461.60	8,884.80	9,329.60			X
5045	EM	Dir, Behavioral Health	051	8,740.80	9,177.60	9,636.80	10,118.40	10,624.80	11,156.00			X
1343	PA	Investment Analyst,ACERA	066	5,031.20	5,282.40	5,546.40	5,823.20	6,114.40	6,420.00			X
1346	PA	Investment Officer, ACERA	066	6,285.60	6,600.00	6,930.40	7,277.60	7,640.80	8,023.20			X
1349	SM	Investment Ops Officer, ACERA	066	6,880.00	7,223.20	7,584.80	7,964.00	8,362.40	8,780.80			X
1363	PA	Communications Manager,ACERA	066	4,052.00	4,255.20	4,468.00	4,692.00	4,926.40	5,172.80			X
1365	SM	Retirement Tech Officer, ACERA	066	6,703.20	7,038.40	7,390.40	7,760.00	8,148.00	8,555.20			X
1366	PA	Comp & Netwrk Sys Analst,ACERA	066	5,706.40	5,992.00	6,291.20	6,606.40	6,936.00	7,283.20			X
1375	PA	Sr Investment Officer, ACERA	066	8,023.20	8,424.00	8,844.80	9,288.00	9,752.00	10,239.20			X
0146	SM	Suprvsing Auditor	U15	3,756.00	3,944.00	4,140.80	4,348.00	4,564.80	4,792.80			X
0321	PA	Assessor's Communicatn Coord	U15	2,871.20	3,013.60	3,164.00	3,322.40	3,488.80	3,663.20			X
0322	SM	Departmental Communictns Mgr	U15	4,629.60	4,860.80	5,103.20	5,359.20	5,627.20	5,908.00			X
0323	SM	Assessor's Extrl Affairs Mgr	U15	4,859.20	5,101.60	5,357.60	5,624.80	5,906.40	6,201.60			X
0474	PA	Conf Ctr Services Manager	U15	4,596.80	4,826.40	5,068.00	5,321.60	5,588.00	5,867.20			X
0483	PA	Trg Ctr Cust Srv andSalesCo	U15	3,408.00	3,578.40	3,757.60	3,945.60	4,142.40	4,349.60			X
0485	PA	Training and System Specialist	U15	3,509.60	3,684.80	3,868.80	4,062.40	4,265.60	4,478.40			X
1374	PA	Cybersecurity Analyst, ACERA	U15	6,384.00	6,703.20	7,038.40	7,390.40	7,760.00	8,148.00			X
1419	PA	Library Fund Dev and Gt Spec	U15	3,492.80	3,667.20	3,850.40	4,042.40	4,244.80	4,456.80			X

JC	MC	Classification	Union Code	Level 01	Level 02	Level 03	Level 04	Level 05	Level 06	Level 07	Level 08	FLSA
1802	PA	Info Tech Acq Specialist II	U15	3,771.20	3,960.00	4,158.40	4,366.40	4,584.00	4,813.60			X
1818	PA	Network Services Analyst II	U15	5,198.40	5,457.60	5,731.20	6,016.80	6,318.40	6,634.40			X
1824	PA	Senior Network Servs Analyst	U15	6,145.60	6,452.80	6,776.00	7,114.40	7,470.40	7,844.00			X
1828	PA	Infrastructure Srvs Tech	U15	3,771.20	3,960.00	4,158.40	4,366.40	4,584.00	4,813.60			X
1829	SM	Sr Tech Services Director	U15	7,752.00	8,139.20	8,546.40	8,973.60	9,422.40	9,893.60			X
1830	PA	Infrastructure Srvs Analyst	U15	4,729.60	4,966.40	5,214.40	5,474.40	5,748.00	6,035.20			X
1832	PA	Sr Infrastruc Srvs Analyst	U15	5,613.60	5,893.60	6,188.80	6,497.60	6,822.40	7,163.20			X
1835	SM	Technical Service Director	U15	7,093.60	7,448.00	7,820.80	8,212.00	8,622.40	9,052.80			X
1837	SM	Infrastructure Srvs Director	U15	7,093.60	7,448.00	7,820.80	8,212.00	8,622.40	9,052.80			X
1838	SM	Sr Infrastructure Srvs Mgr	U15	7,752.00	8,139.20	8,546.40	8,973.60	9,422.40	9,893.60			X
1848	SM	Ch Infor Security Officer	U15	7,752.00	8,139.20	8,546.40	8,973.60	9,422.40	9,893.60			X
1854	PA	Web Designer I	U15	3,692.80	3,876.80	4,071.20	4,275.20	4,488.80	4,713.60			X
1855	PA	Web Designer II	U15	4,433.60	4,655.20	4,888.00	5,132.80	5,388.80	5,658.40			X
1856	PA	Web Designer III	U15	5,319.20	5,585.60	5,864.80	6,157.60	6,465.60	6,788.80			X
1857	PA	County Webmaster	U15	6,384.00	6,703.20	7,038.40	7,390.40	7,760.00	8,148.00			X
2090	PA	Public Art Program Coord	U15	3,492.80	3,667.20	3,850.40	4,042.40	4,244.80	4,456.80			X
2126	PA	Geo Info Systems Analyst	U15	4,151.20	4,358.40	4,576.00	4,804.80	5,045.60	5,297.60			X
2218	SM	Capital Program Manager	U15	6,867.20	7,209.60	7,569.60	7,948.00	8,345.60	8,763.20			X
5098	SM	Workforce Ed & Trg Mgr, BHCS	U15	5,148.80	5,406.40	5,676.80	5,960.00	6,258.40	6,571.20			X
9212	PA	Audio Visual Engineer	U15	3,836.80	4,027.20	4,228.00	4,439.20	4,661.60	4,894.40			X
9214	PA	Senior Audio Visual Engineer	U15	4,301.60	4,515.20	4,740.80	4,977.60	5,226.40	5,488.00			X
0313	SM	Family Health Services Coord	U45	4,332.80	4,549.60	4,776.80	5,015.20	5,265.60	5,528.80			X
0316	SM	Fund Dev and Grants Mgr	U45	4,629.60	4,860.80	5,103.20	5,359.20	5,627.20	5,908.00			X
5065	SM	Ast Dir, For, Div, and Re-Entry	U45	6,536.80	6,864.00	7,206.40	7,567.20	7,945.60	8,342.40			X
5760	SM	Prog Perf Mgt and Accred Dir	U45	4,649.60	4,881.60	5,124.80	5,381.60	5,650.40	5,932.80			X
5783	SM	Dir of Epidemiology and Eval	U45	5,253.60	5,516.00	5,792.00	6,081.60	6,385.60	6,704.80			X
6188	SM	Ct Aptd Sp Advcts CASA Pg Adm	U45	4,725.60	4,962.40	5,209.60	5,470.40	5,744.00	6,031.20			X
0232	PA	Exec Programs Coordinator	U50	4,629.60	4,860.80	5,103.20	5,359.20	5,627.20	5,908.00			X
0246	SM	Law Office Manager	U50	4,573.60	4,802.40	5,042.40	5,295.20	5,559.20	5,837.60			X
0261	SM	Employee Services Adminstr	U50	5,323.20	5,589.60	5,868.80	6,162.40	6,470.40	6,794.40			X

JC	MC	Classification	Union Code	Level 01	Level 02	Level 03	Level 04	Level 05	Level 06	Level 07	Level 08	FLSA
0263	CA	Employee Benefits Specialist	U50	3,756.00	3,944.00	4,140.80	4,348.00	4,564.80	4,792.80			N
0265	CA	Employee Benefits Tech I	U50	3,212.00	3,372.80	3,541.60	3,719.20	3,904.80	4,100.00			N
0457	CA	HR Leaves Case Mgr Trainee	U50	3,382.40	3,551.20	3,728.00	3,914.40	4,110.40	4,315.20			X
0490	PA	Disability Mgmt & Rehab Coord	U50	4,169.60	4,379.20	4,597.60	4,827.20	5,068.80	5,322.40			X
5062	SM	Health Care Sys Integ Admin	U50	6,244.00	6,555.20	6,883.20	7,227.20	7,588.80	7,968.00			X
3310	SM	DA Admin Chief of Staff	046	6,480.80	6,801.60	7,141.60	7,499.20	7,874.40				X
9215	PA	Audio Visual Specialist	046	3,944.80	4,141.60	4,348.80	4,566.40	4,793.60				N
0070	EM	Chief Deputy Tax Collector	051	7,028.80	7,380.00	7,749.60	8,136.00	8,543.20				X
0194	EM	Deputy Director, GSA	051	7,813.60	8,204.00	8,614.40	9,045.60	9,498.40				X
0195	EM	Chief Deputy of Ops, GSA	051	8,614.40	9,044.80	9,497.60	9,973.60	10,471.20				X
0196	EM	Deputy Dir of Deten Fac Op	051	7,813.60	8,204.00	8,614.40	9,045.60	9,498.40				X
0225	EM	Financial Svcs Director, HCSA	051	7,253.60	7,612.80	7,993.60	8,393.60	8,812.80				X
0290	EM	Deputy Director, HRS	051	7,757.60	8,145.60	8,552.80	8,980.80	9,429.60				X
1007	EM	Deputy Registrar of Voters	051	6,632.00	6,964.00	7,312.00	7,676.80	8,060.80				X
5039	SM	Deputy Dir, Of of Hmlss Coord	051	6,783.20	7,120.80	7,476.80	7,850.40	8,243.20				X
5041	EM	Director, Of of Hmlss Coord	051	7,618.40	8,000.00	8,400.00	8,820.00	9,260.80				X
5044	EM	Dir, Public Health	051	7,618.40	8,000.00	8,400.00	8,820.00	9,260.80				X
6048	SM	Ast Chf of Pol and Std Comp	051	6,074.40	6,378.40	6,696.80	7,031.20	7,383.20				X
6049	SM	Chief of Policy and Std Comp	051	7,011.20	7,361.60	7,729.60	8,115.20	8,521.60				X
6072	EM	Fin Svcs Director, ACSO	051	6,713.60	7,048.80	7,401.60	7,772.00	8,160.00				X
6073	EM	Finance and Contr Dir, Prob	051	6,713.60	7,048.80	7,401.60	7,772.00	8,160.00				X
6075	EM	Financial Svcs Director, SSA	051	7,253.60	7,612.80	7,993.60	8,393.60	8,812.80				X
6080	EM	Asst Agcy Dir, Social Svcs Agcy	051	7,618.40	8,000.00	8,400.00	8,820.00	9,260.80				X
6145	EM	Asst Chief Probation Officer	051	8,507.20	8,932.00	9,379.20	9,848.00	10,340.80				X
8586	SM	Sup of Professnal Stds, Prob	051	5,776.00	6,064.80	6,367.20	6,685.60	7,020.80				X
8587	SM	Dir of Prof Stds, Prob	051	6,497.60	6,822.40	7,163.20	7,522.40	7,898.40				X
1357	SM	Fiscal Services Ofcr, ACERA	066	6,940.00	7,283.20	7,648.00	8,030.40	8,432.00				X
1360	PA	Retiremt Budget Analyst, ACERA	066	4,756.80	4,992.00	5,241.60	5,504.00	5,779.20				X
1372	PA	Internal Auditor, ACERA	066	4,538.40	4,765.60	5,004.00	5,254.40	5,516.80				X

JC	MC	Classification	Union Code	Level 01	Level 02	Level 03	Level 04	Level 05	Level 06	Level 07	Level 08	FLSA
0134	SM	Fiscal and Cashiering Supvr	U15	3,871.20	4,064.80	4,268.00	4,481.60	4,705.60				X
0137	SM	Treasurer-Tax Collector Admin	U15	5,141.60	5,399.20	5,668.80	5,952.00	6,249.60				X
0139	SM	Treasurer-Tax Colltr Fin Mgr	U15	6,225.60	6,536.80	6,864.00	7,206.40	7,567.20				X
0141	SM	Treasurer-Tx Col Actg Op Mgr	U15	5,045.60	5,297.60	5,561.60	5,840.00	6,132.00				X
0170	PA	Chief Inves Officer-Tre Dept	U15	6,225.60	6,536.80	6,864.00	7,206.40	7,567.20				X
0178	SM	Sustainability Program Mgr	U15	5,700.80	5,986.40	6,285.60	6,600.00	6,930.40				X
0183	SM	Chief Financial Manager	U15	6,225.60	6,536.80	6,864.00	7,206.40	7,567.20				X
0184	SM	Logistics Svcs Manager, GSA	U15	5,964.00	6,261.60	6,574.40	6,903.20	7,248.00				X
0185	SM	Procurement Administrator	U15	6,816.00	7,156.80	7,514.40	7,890.40	8,284.80				X
0302	PA	Program Support Rep	U15	3,399.20	3,569.60	3,748.00	3,935.20	4,132.80				X
0451	SM	Contract Compliance Supervr	U15	4,643.20	4,873.60	5,117.60	5,373.60	5,642.40				X
0471	SM	Train and Ed Ctr Org Dev Mgr	U15	5,346.40	5,613.60	5,893.60	6,188.80	6,497.60				X
0477	PA	Training Cntr Bus Specialist	U15	3,022.40	3,173.60	3,332.00	3,498.40	3,673.60				X
0479	PA	County Trng and Prgm Coord	U15	3,114.40	3,269.60	3,432.80	3,604.00	3,784.80				X
1539	SM	Deferred Com Program Mgr	U15	5,043.20	5,296.00	5,560.00	5,838.40	6,130.40				X
1801	PA	Info Tech Acq Specialist I	U15	3,286.40	3,451.20	3,623.20	3,804.80	3,995.20				X
1846	PA	Associate Infrastr Svcs Tech	U15	3,286.40	3,451.20	3,623.20	3,804.80	3,995.20				X
1851	PA	Technology Project Manager	U15	5,955.20	6,253.60	6,566.40	6,894.40	7,239.20				X
1863	PA	Associate Web Designer	U15	3,156.00	3,313.60	3,479.20	3,653.60	3,836.00				X
3106	PA	Holistic Defen Mitign Spec I	U15	3,704.00	3,889.60	4,084.00	4,288.00	4,502.40				X
3109	SM	Holistic Defense Miti Supvr	U15	4,942.40	5,188.80	5,448.80	5,720.80	6,007.20				X
3162	SM	Policy Manager, DCSS	U15	5,655.20	5,937.60	6,235.20	6,547.20	6,873.60				X
5151	PA	Forensic Pathologist	U15	13,030.40	13,682.40	14,366.40	15,084.00	15,838.40				X
6031	SM	Prob Re-Entry Svcs Coord	U15	5,384.80	5,654.40	5,936.80	6,234.40	6,546.40				X
6074	SM	Asst Dir, Fin and Contr, Prob	U15	6,093.60	6,398.40	6,717.60	7,053.60	7,406.40				X
6076	SM	Prob Contracts/Grants Admstr	U15	5,540.00	5,816.80	6,108.00	6,412.80	6,733.60				X
6500	SM	CORE Clinical Supervisor	U15	4,979.20	5,228.00	5,489.60	5,764.00	6,052.00				X
6502	PA	CORE Clinical Manager	U15	5,239.20	5,500.80	5,776.80	6,065.60	6,368.80				X

JC	MC	Classification	Union Code	Level 01	Level 02	Level 03	Level 04	Level 05	Level 06	Level 07	Level 08	FLSA
6506	SM	CORE & Re-Entr Sy of Care Dir	U15	6,026.40	6,327.20	6,643.20	6,975.20	7,324.00				X
6517	SM	ACCESS Program Clinical Mgr	U15	5,436.80	5,708.80	5,994.40	6,294.40	6,608.80				X
7425	SM	Manager, Janitorial Services	U15	3,862.40	4,055.20	4,258.40	4,471.20	4,695.20				X
8422	SM	Deputy of Agri and Stds Service	U15	5,076.80	5,330.40	5,596.80	5,876.80	6,170.40				X
8851	PA	Ch Pol and Stra Officer, Sh Of	U15	5,545.60	5,822.40	6,113.60	6,419.20	6,740.00				X
9285	PA	Senior Telecom Systems Analyst	U15	5,401.60	5,672.00	5,955.20	6,253.60	6,566.40				X
9445	SM	Manager, Motor Vehicle Div	U15	4,720.00	4,956.00	5,204.00	5,464.80	5,737.60				X
5151N	PA	Forensic Pathologist SAN	U15	162.88	171.03	179.58	188.55	197.98				X
8561N	PA	Sh Office Pilot SAN	U15	64.98	68.22	71.64	75.21	78.98				X
8562N	SM	Sh Office Chief Pilot SAN	U15	68.22	71.64	75.21	78.98	82.93				X
0182	SM	Acctg and Finance Manager	U44	5,821.60	6,110.40	6,415.20	6,736.80	7,073.60				X
0401	SM	Dir of Interagy Chdr Pol Coun	U45	5,131.20	5,387.20	5,656.80	5,940.00	6,236.80				X
5049	PA	Dir of Asmt, Plng and Health	U45	5,546.40	5,823.20	6,114.40	6,420.00	6,740.80				X
5063	SM	Dir of Clin Case Mgmt Methods	U45	7,628.80	8,007.20	8,407.20	8,827.20	9,269.60				X
5064	SM	Clinical Case Mgmt Prjt Mgr	U45	6,047.20	6,348.80	6,667.20	7,000.80	7,350.40				X
5074	SM	For, Div, and Re-Entry Director	U45	7,401.60	7,772.00	8,160.00	8,568.00	8,996.80				X
5077	SM	Quality Mgmt Prog Dir, ACBH	U45	6,264.80	6,577.60	6,906.40	7,252.00	7,614.40				X
5079	SM	Associate Dir, Adult Svc, BHCS	U45	6,470.40	6,794.40	7,133.60	7,490.40	7,864.80				X
5080	SM	Quality Assurance Admin, BHCS	U45	5,497.60	5,772.80	6,060.80	6,364.00	6,681.60				X
5095	PA	Compl and Priv Officer HCSA	U45	5,388.00	5,657.60	5,940.80	6,237.60	6,549.60				X
5099	PA	Ch Compli and Privcy Ofcr HCSA	U45	6,544.00	6,869.60	7,213.60	7,573.60	7,952.00				X
5149	PA	Chief Forensic Pathologist	U45	14,991.20	15,734.40	16,521.60	17,348.00	18,216.00				X
5390	PA	Deputy Dir, Pub Hlth Nrsg	U45	7,178.40	7,536.80	7,913.60	8,310.40	8,724.80				X
5782	SM	Epidemiology Research Scient	U45	5,100.00	5,354.40	5,622.40	5,904.00	6,199.20				X
5801	SM	Lactation Specialist	U45	3,328.80	3,495.20	3,669.60	3,853.60	4,047.20				X
6518	PA	Critical Care Manager, BHCS	U45	4,840.80	5,082.40	5,336.80	5,603.20	5,884.00				X
6647	SM	Chd and Youth Inita Directr	U45	5,616.00	5,897.60	6,192.00	6,501.60	6,826.40				X
0484	SM	Staff Development Manager	U49	5,384.80	5,654.40	5,936.80	6,234.40	6,546.40				X
6125	PA	Div Ops Services Mgr, SSA	U49	5,678.40	5,962.40	6,260.00	6,572.80	6,901.60				X

JC	MC	Classification	Union Code	Level 01	Level 02	Level 03	Level 04	Level 05	Level 06	Level 07	Level 08	FLSA
6799	SM	SSA Program Dev Administrator	U49	6,528.00	6,854.40	7,196.80	7,556.00	7,933.60				X
0180	SM	Operations Support Manager, GSA	U50	5,571.20	5,848.80	6,140.80	6,448.00	6,771.20				X
0208	PA	Off of Prog & Pol Dev Mgr	U50	4,850.40	5,092.80	5,347.20	5,614.40	5,894.40				X
0262	SM	Benefits Admin Supervisor	U50	5,364.80	5,632.80	5,914.40	6,211.20	6,521.60				X
0266	CA	Employee Benefits Tech II	U50	3,713.60	3,898.40	4,093.60	4,298.40	4,512.80				N
0268	CA	Business Analyst	U50	5,364.80	5,632.80	5,914.40	6,211.20	6,521.60				X
0269	CA	HR Validation Processor	U50	3,078.40	3,232.00	3,393.60	3,563.20	3,741.60				N
0272	PA	Assistant Business Analyst	U50	4,774.40	5,012.80	5,263.20	5,526.40	5,802.40				X
0276	CA	Human Resources Trainee	U50	3,455.20	3,628.00	3,809.60	4,000.00	4,200.00				X
0281	SM	Principal Labor Rel Analyst	U50	6,244.80	6,556.80	6,884.80	7,229.60	7,590.40				X
0292	SM	Labor Relations Manager	U50	7,757.60	8,145.60	8,552.80	8,980.80	9,429.60				X
0293	SM	Personnel Services Program Mgr	U50	6,016.80	6,316.80	6,632.00	6,964.00	7,312.80				X
0294	SM	Human Resource Srvs Div Mgr	U50	6,896.00	7,240.80	7,603.20	7,983.20	8,381.60				X
0296	SM	TAP Program Manager	U50	5,364.80	5,632.80	5,914.40	6,211.20	6,521.60				X
0459	CA	Dept HR Officer Trainee	U50	3,404.80	3,573.60	3,752.00	3,939.20	4,136.80				X
0462	SM	Departmental HR Manager	U50	5,364.80	5,632.80	5,914.40	6,211.20	6,521.60				X
0463	SM	HR Leaves Administrator	U50	6,896.00	7,240.80	7,603.20	7,983.20	8,381.60				X
0465	SM	Chief Dept HR Administrator	U50	6,016.80	6,316.80	6,632.00	6,964.00	7,312.80				X
0466	PA	Cty Trng and Org Dev Special	U50	4,774.40	5,012.80	5,263.20	5,526.40	5,802.40				X
0468	SM	HR Leaves Manager	U50	5,364.80	5,632.80	5,914.40	6,211.20	6,521.60				X
1226	CA	Administrative Legal Secretary	U50	3,492.80	3,667.20	3,850.40	4,042.40	4,244.80				X
6033	SM	Prob Deputy Dir of Str Aff	U50	7,011.20	7,361.60	7,729.60	8,115.20	8,521.60				X
6037	SM	Prob Chief of Res and Eval	U50	7,011.20	7,361.60	7,729.60	8,115.20	8,521.60				X
8588	CA	Investigator, Probation Dept	U50	5,278.40	5,541.60	5,819.20	6,110.40	6,415.20				X

SECTION IV

Article 3, Section 3-21 (Miscellaneous), subsections 3-21.51 and 3-21.112 of the County of Alameda Salary Ordinance are hereby amended and added, respectively, to read as follows:

3-21.51 – The salary level, within the range of salaries shown, for the incumbent of JC 3170 ~~SE (Director of, Department of Child Support Services)~~ shall be determined by the Board of Supervisors. It is further provided

that the salary shall not be subject to the Five Step Plan nor to general adjustments prescribed for other County employees.

3-21.112 – Effective November 23, 2025, not to exceed one (1) employee in JC 3160 in the Alameda County Child Support Services who is designated to serve in JC 3170 while also serving as the Attorney of Record shall be compensated an additional ten percent (10%) of the base pay. This provision shall sunset effective March 28, 2026, and shall be deleted from the Salary Ordinance upon the sunset date.

SECTION V

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.