



Human Resource Services

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March 14, 2016

Honorable Board of Supervisors  
Administration Building  
Oakland, CA 94612

**Subject: Salary Ordinance Amendment**

Dear Board Members:

**Recommendation:**

Adopt a Salary Ordinance amendment to establish the classification series of Application Systems Engineer I/II and III in the Information Technology Department to expand career opportunities for Programmer and System Analyst classifications.

**Discussion/Findings:**

We are recommending the new classification series of Job Code 1866PA, Application Systems Engineer I, Job Code 1867PA, Application Systems Engineer II and Job Code 1868PA, Application Systems Engineer III, in the Information Technology Department (ITD). Creation of this classification series, is based on the review of the current class structure of ITD's Programmer and Systems Analyst series, which resulted in the need for a department specific, systems analysis, classification series aimed at expanding the breadth of opportunities within each single classification, and to provide career advancement for technical engineers in a highly competitive field.

Application Systems Engineer-I incumbents, work under general supervision to provide support for the County's information systems. They are responsible for designing, developing, analyzing, implementing and maintaining software, including enterprise class, multi-tier system. Positions in this classification are entry-level, and perform work in a limited scope, within procedural frameworks established by higher level positions. Successful demonstration of proficiency to perform duties of the higher level classification, Application Systems Engineer I's flexibly promote to the higher classification of Application Systems Engineer II.

Application Systems Engineer-II incumbents, work under general supervision to provide advanced technology acumen, assist with the architecture and design of business solutions, and develop and support the County's information systems. Positions in this classification are journey-level, and perform duties with a higher degree of independence and responsibility expected of positions at the journey level.

Application Systems Engineer-III incumbents, work under direction to provide though leadership and operational support for the County's information systems, architect business solution, and serve as a liaison between department/agency representatives and their party service providers. Positions in this class are senior-level and perform duties with greater independence. Additionally, this class serves as a mentor to the lower level Application Systems Engineers, and serves as a mentor toward their career advancement.

**Financing:**

Funds are available in the 2015-2016 budget appropriation to pay the cost resulting from this action.

Very truly yours,

Mary Welch,  
Interim Director Human Resource Services

MW:vb  
Z:\Board Letters\2016\03.29.16 Salary Ordinance Amendment\_ITD

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

Approved as to Form  
DONNA ZIEGLER, County Counsel

By 

O-2016-21  
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**

Section 1-2.2 of Ordinance Number 0-2015-54 of the County of Alameda is hereby amended by the addition thereto of the following Job Codes, Titles and Salaries effective May 8, 2016.

<u>Job Code</u>		<u>Title</u>	<u>STEP 01</u>	<u>STEP 02</u>	<u>STEP 03</u>	<u>STEP 04</u>	<u>STEP 05</u>
1866	PA	Application Systems Engineer I	3364.80				4044.00
1867	PA	Application Systems Engineer II	4025.60				5112.00
1868	PA	Application Systems Engineer III	4225.60				5662.40

**SECTION II**

Article 3, of Ordinance Number 0-2015-54 of the County of Alameda is hereby amended by the amendment thereof of the following note, effective May 8, 2016.

3-20.2 Add "and Job Code 1866PA, Job Code 1867PA, and Job Code 1868PA"

**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 and 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 19<sup>th</sup> day of April, 2016, to wit:

**AYES:** Supervisors Carson, Chan, Valle & President Haggerty – 4

**NOES:** None

**EXCUSED:** Supervisor Miley - 1

  
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**PRESIDENT, BOARD OF SUPERVISORS**

File: 29729  
Agenda No: 28  
Document No: O-2016-21



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: Rhonda Bailey  
Deputy