



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

March 11, 2025

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

SUBJECT: ADOPT A SALARY ORDINANCE AMENDMENT TO AMEND SUBSECTION 3-12.69

Dear Board Members:

**RECOMMENDATION**

Adopt a Salary Ordinance amendment to amend Article 3, Section 3-12 (Alameda County Health), subsection 3-12.69 to remove the limit of not to exceed ten (10) employees in the classifications of Physician III and Physician III SAN (Job Codes (“JCs”) 5139 and 5139N) who are assigned to perform the full range of criminal justice mental health services and psychiatric care duties in the Alameda County Health (“AC Health”) Behavioral Health Department eligible to receive an additional 25% compensation of base pay, effective March 30, 2025, including non-substantive language cleanup.

**DISCUSSION/SUMMARY:**

The AC Health requested to remove the limit of not to exceed ten (10) employees in the classifications of Physician III and Physician III SAN (JCs 5139 and 5139N) who are assigned to perform the full range of criminal justice mental health services and psychiatric care duties in AC Health, Behavioral Health Department, assigned to Santa Rita Jail (“SRJ”) eligible to receive an additional 25% compensation of base pay. Most recently, due to the Consent Decree, an additional 10 Physician III positions were added to SRJ, for a total of 20, and thus exceeding the limit of “not to exceed ten (10) employees” authorized in the footnote. Given the additional positions, staff concurs with AC Health’s request and recommends amending subsection 3-12.69 to allow the physicians who work in SRJ, more than 10 employees, to be eligible for the footnote, including non-substantive language cleanup. In addition, staff is working on creating separate classification(s) responsible for providing mental health services at SRJ, with the intent to incorporate the functions and pay of the footnote into the separate classification and abolish the footnote from the Salary Ordinance.

**SELECTION CRITERIA:**

N/A

**FINANCING:**


Funds are available in the 2024-2025 Approved Budget and will be included in future years’ requested budgets to cover the costs resulting from the recommendation.

**VISION 2026 GOAL:**

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

Very truly yours,

DocuSigned by:

  
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Margarita Zamora, Director  
Human Resource Services

cc: CAO  
Auditor-Controller  
County Counsel  
Director, AC Health

# SECOND READING - CONTINUED FROM 3/11/25

Approved as to Form  
DONNA ZIEGLER, County Counsel

By   
Kristy van Herick, Asst. County Counsel

## AN ORDINANCE AMENDING CERTAIN PROVISIONS OF THE 2024-2025 COUNTY OF ALAMEDA SALARY ORDINANCE

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

### SECTION I

**Article 3, Section 3-12, Subsection 3-12.69** of the County of Alameda Salary Ordinance is hereby amended to read as follows:

3-12.69 - Effective ~~July 10, 2022~~ March 30, 2025, ~~not to exceed ten (10)~~ employees in Job Codes 5139NM and/or 5139N who perform the full range of criminal justice mental health services and psychiatric care duties in the Alameda County Health, Behavioral Health Care Services Department shall receive an additional 25% compensation of base pay. The compensation authorized by this footnote will be subject to a review by the Director of Human Resource Services ~~on or before July 8, 2024~~ January of each year.

### SECTION II

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.