

Section 9

Public Health Equity Adjustments:

Effective June 27, 2024, the City will implement an equity increase to the following classifications:

Public Health Nurse rates of pay will be increased by 22%.

Mental Health Nurse rates of pay will be increase by 17%.

Psychiatrist rates of pay will be increased by 15%.

#	County	Class Title	Hourly Max July 2024
	City of Berkeley	Mental Health Nurse (2023-05-9007)	70.24
1	Alameda	Registered Nurse II (5305)	80.81
2	Contra Costa	Registered Nurse (VWXG)	89.94
3	Marin	Mental Health Registered Nurse (1449)	79.73
4	San Francisco	Registered Nurse, Psychiatric (2320)	100.96
5	San Mateo	Community Mental Health Nurse (F049)	83.51
6	Santa Clara	Psychiatric Nurse II (S57)	97.01
7	Sonoma	Psychiatric Nurse (2091)	70.18
8	Solano	Mental Health Nurse (333050)	60.17
		Median	\$82.16
		% Below Median	17%

County	Classification	Hourly Max July 2024
City of Berkeley	Psychiatrist (24760)	\$135.07
Contra Costa	Psychiatrist-Adult - Exempt (VPT8)	\$140.96
San Francisco	Senior Psychiatric Physician Specialist (2242)	\$197.71
Alameda	Physician III (5139)	\$155.50
Marin	Staff Psychiatrist (1081)	\$155.50
San Mateo	Adult Psychiatrist (F140Z)	\$174.08
Santa Clara	Psychiatrist (P55)	\$141.36
Solano	Psychiatrist (Not Board Certified) 333090	\$181.64
Sonoma	Staff Psychiatrist (2534)	\$154.95

SEIU Local 1021/CSU-PTRLA proposal to Berkeley
 August 12, 2024
 Union Proposal #4

Median	\$155.50
Percentage Below Median	15%

Public Health Nurse

	Low	High	Average	Rank	Population
Solano County	\$105,531	\$128,274	\$116,903	9	113694
City of Berkeley	\$112,092	\$130,757	\$121,425	8	499218
Marin County	\$115,232	\$139,173	\$127,203	7	254407
Sonoma County	\$115,563	\$140,484	\$128,024	6	481812
Alameda County	\$129,750	\$160,098	\$144,924	5	1622188
Santa Clara County	\$138,711	\$168,022	\$153,367	4	1877592
San Mateo County	\$146,973	\$173,701	\$160,337	3	726353
Contra Costa County	\$151,247	\$188,887	\$170,067	2	1155288
City and County of SF	\$156,884	\$210,002	\$183,443	1	808988
Total Population					7539540
Equitable Pay: Simple Average	\$130,220	\$159,933	\$145,077		
Equitable Pay: Weighted Average	\$136,915	\$168,766	\$152,841		