

**Resolution No. 2009/310 showing amendments of Resolution No. 2015/294**

**In the Matter of Classification and Compensation for Workforce Trainees for Programs Administered by the Employment and Human Services Department:**

**WHEREAS**, many federal programs recognize that some individuals have little or no experience in the workforce; and

**WHEREAS**, there are significant barriers to older and low income individuals finding employment; and

**WHEREAS**, the Board of Supervisors recognizes that older individuals remain healthier longer when they are employed; and

**WHEREAS**, the Board of Supervisors has authorized the Employment and Human Services Workforce Development Board to manage State and federally funded programs designed to assist in the training and job placement of older and low income workers; and

**WHEREAS**, the Employment and Human Services Workforce Development Board administers the Title V Program designed to provide worker training to low income seniors; and

**WHEREAS**, the Employment and Human Services Workforce Development Board administers the Worker Experience Program (WEX) designed to provide worker training to low income individuals;

**THE CONTRA COSTA COUNTY BOARD OF SUPERVISORS, HEREBY RESOLVES THAT:**

Effective July 1, 2015, the following provisions are in force and effect:

1. The following salary schedule is adopted for the unrepresented classification of Title V Trainee (XSK1): ~~is hereby created with a two-step pay range of \$8.00 and \$9.19~~  
Step 1: \$9.00 per hours  
Step 2: \$10.00 per hour.

The first step in the pay range will be used for CCWorks (Contra Costa Works) and Expanded Subsidized Employment (ESE) Program, and the second step in the pay range will only be used for individuals assigned to work in Title V Program Administration.

2. The following salary schedule is adopted for the the unrepresented classification of WEX Trainee (XSK2): ~~is hereby created with a single pay step of~~  
Step 1: \$9.19 per hour  
Step 2: \$12.00 per hour

3. The use of these classifications is restricted to the workforce training programs administered by the Employment and Human Services Department, Workforce Development Board.

- ~~4. The minimum salary step for the classification of Title V Trainee will be adjusted to reflect any changes in the California minimum wage as they occur.~~

4. Individuals in the classifications of Title V Trainee or WEX Trainee do not serve a probationary period and are considered at-will.

5. The individuals in the classifications created by this resolution are entitled to the following County benefits:

- a. Workers Compensation protection under a State Compensation Insurance Fund insurance policy.

- b. Federal Insurance Contribution Act (FICA/Social Security)
  - c. Medicare
  - d. Training as identified as part of the participant's individual training plan
6. The individuals in the classifications ~~created by~~ **specified in** this resolution are not entitled to the following ~~County~~ benefits and/or programs:
- a. Retirement benefits under the Contra Costa Employees Retirement Association (CCERA)
  - b. Health Benefits
  - c. Dental Benefits
  - d. State Disability Insurance
  - e. Life Insurance Benefits
  - f. Unemployment Insurance
  - g. Deferred Compensation
  - h. Vacation, ~~Sick Leave, Personal Leave or any other leave accruals~~
  - i. Workers Compensation under the County's self-insured pool and/or Continuing Pay
  - j. Professional Development Allowance
  - k. Vacation Buy Back
  - l. Video Display Terminal Eye Examination benefits
  - m. Longevity Pay
  - n. Health Care or Dependent Care Spending Accounts
  - o. PERS Long-Term Care Program
  - p. Career Development Training Reimbursement
  - q. Bilingual Pay