

**THE BOARD OF SUPERVISORS OF CONTRA COSTA COUNTY, CALIFORNIA**  
**and for Special Districts, Agencies and Authorities Governed by the Board**

Adopted this Resolution on 02/14/2017 by the following vote:

**AYE:** ☐

**NO:** ☐

**ABSENT:** ☐

**ABSTAIN:** ☐

**RECUSE:** ☐



**Resolution No. 2017/58**

**In The Matter Of:** Reallocating the salary of the classifications of Management Analyst, Senior Management Analyst, Principal Management Analyst, Senior Deputy County Administrator, Assistant County Administrator and County Finance Director by removing two steps at the bottom of the salary range and adding two additional steps at the top of the salary range at five percent each, eliminating the outstanding performance pay steps for the classes of Senior Deputy County Administrator and Assistant County Administrator and abolishing the classifications of Deputy County Administrator and Principal Management Analyst – Project

**WHEREAS**, the County Administrator's Office and the Human Resources Department recognized a need to reallocate the salary of the classifications of Management Analyst, Senior Management Analyst, Principal Management Analyst, Senior Deputy County Administrator, Assistant County Administrator and County Finance Director, by removing the first two salary steps of each classification, eliminating existing performance pay steps, and adding two salary steps to the top of the salary range of each classification; and

**WHEREAS**, by removing the first two salary steps of each classification and adding two salary steps to the top of the salary range of each classification, the salary range is more marketable;

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Supervisors of Contra Costa County:

1. **ABOLISH** outstanding performance pay steps for the classifications of Assistant County Administrator (ADB4) and Senior Deputy County Administrator (ADDH) in Resolution Nos. 94/576 and 99/657 and convert the steps to merit steps effective March 1, 2017;
2. **ABOLISH** the classification of Deputy County Administrator (ADDG) as it is vacant, obsolete, and currently set at the same salary as the classification of Principal Management Analyst, effective March 1, 2017;
3. **ABOLISH** the classification of Principal Management Analyst – Project (ADS5) as it is vacant and obsolete effective March 1, 2017;
4. **RESCIND** Performance Pay Plan Resolution Nos. 94/576 and 99/657 effective March 1, 2017 as they are now unnecessary and obsolete;
5. **REALLOCATE** the classification of Management Analyst (ADVB) from salary level B85-1434 (\$4,790.26-\$6,419.41) to salary level B85-1434 (\$5,281.26-\$7,077.40) effective March 1, 2017;
6. **REALLOCATE** the classification of Senior Management Analyst (ADTD) from salary level B85-1585 (\$5,562.76-\$7,454.63) to salary level B85-1585 (\$6,132.95-\$8,218.73) effective March 1, 2017. Place employee #61332 at Step 6, and employee #51869 at Step 5 on the new salary range effective March 1, 2017.
7. **REALLOCATE** the classification of Principal Management Analyst (ADHB) from salary level B85-1904 (\$7,628.93-\$9,273.01) to salary level B85-1905 (\$8,410.90-\$10,223.50) effective March 1, 2017.
8. **REALLOCATE** the classification of Senior Deputy County Administrator (ADDH) from salary level B85-1978 (\$8,208.89-\$11,000.70) to salary level BD5-2566 (\$9,050.30-\$12,128.27) effective March 1, 2017. Place employee #61698 at Step 2, employee #72678 at Step 5, employee #39386 at Step 6, #60541 at Step 4, employee #82411 at Step 4, and employee #53576 at Step 5 on the new salary range effective March 1, 2017;

9. **REALLOCATE** the classification of Assistant County Administrator (ADB4) from salary level B85-2277 (\$11,037.16-\$13415.74) to salary level B85-2277 (\$12,168.47-\$14,790.85) effective March 1, 2017.
10. **REALLOCATE** the classification of County Finance Director-Exempt (ADB6) from salary level BD5-2565 (\$14,320.23-\$17842.58) to BD5-2566 (\$16,182.76-\$19,671.44) and place employee #40206 at Step 4 effective March 1, 2017.
11. Incumbents in the aforementioned classifications will be eligible for review for within-range step adjustments on their next anniversary date.

I hereby certify that this is a true and correct copy of an action taken and entered on the minutes of the Board of Supervisors on the date shown.

**Contact: Dianne Dinsmore, Human Resources Director  
335-1766**

**ATTESTED: February 14, 2017**

David J. Twa, County Administrator and Clerk of the Board of Supervisors

By: , Deputy

**cc:** Dianne Dinsmore, Human Resources Director