

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

Adopted this Resolution on 09/21/2021 by the following vote:

		<b>John Gioia</b>
		<b>Candace Andersen</b>
<b>AYE:</b>	<input type="text" value="5"/>	<b>Diane Burgis</b>
		<b>Karen Mitchoff</b>
		<b>Federal D. Glover</b>
<b>NO:</b>	<input type="checkbox"/>	
<b>ABSENT:</b>	<input type="checkbox"/>	
<b>ABSTAIN:</b>	<input type="checkbox"/>	
<b>RECUSE:</b>	<input type="checkbox"/>	



**Resolution No. 2021/296**

**In The Matter Of:** Approving a modification to Management Benefits Resolution No. 2019/507 to add Section 11.18 - Salary Upon Promotion from a Competitive Recruitment

The Contra Costa County Board of Supervisors acting in its capacity as the governing board of the County of Contra Costa and the Board of Directors of the Contra Costa County Fire Protection District **RESOLVES THAT:**

Effective September 21, 2021, Management Benefits Resolution No. 2019/507 be modified to add Section 11.18 - Salary Upon Promotion from a Competitive Recruitment:

**11.18 Salary Upon Promotion from a Competitive Recruitment** Internal candidates applying for promotional opportunities within the County may be disadvantaged over non-County employees when negotiating beginning salary. An employee who is appointed as a result of a competitive recruitment may be placed at any step in the new salary range, provided that their education and experience merit such a step. The Director of Human Resources shall approve or deny any step greater than the step placement defined in the Salary Regulations Section 4.1 – Salary-On Promotion.

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: Lisa Driscoll (925) 655-2047

**ATTESTED: September 21, 2021**  
Monica Nino, County Administrator and Clerk of the Board of Supervisors

*(Signature)*  
(By: June McHuen, Deputy

cc: Ann Elliott, Director of Human Resources