



Contra
Costa
County

To: Board of Supervisors
From: Ted Cwiek, Human Resources
Date: January 15, 2013

Subject: Revised Management Benefits Resolution No. 2013/52

RECOMMENDATION(S):

CONSIDER adopting Resolution No. 2013/52 regarding benefits and other compensation for County Elected and Appointed Department Heads, Management, Exempt, and Unrepresented employees to reflect changes, as recommended by the Human Resources Director. To the extent that employees may have received payments of the specific differentials listed below in error, no recoupment is required.

FISCAL IMPACT:

The non-clerical actions included in this resolution authorize the continuation of payment for certain differentials. As these differentials are currently being paid and are budgeted, there is no new fiscal impact.

BACKGROUND:

It has been determined that the Library and the Health Services Department have been paying the differentials identified for the classifications set forth below. These differentials are considered necessary by the Departments to appropriately staff these positions.

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY ADMINISTRATOR

☐ RECOMMENDATION OF BOARD COMMITTEE

Action of Board On: **01/15/2013** ☒ APPROVED AS RECOMMENDED ☐ OTHER

Clerks Notes:

VOTE OF SUPERVISORS

AYE: Candace Andersen, District II
Supervisor
Mary N. Piepho, District III
Supervisor
Karen Mitchoff, District IV
Supervisor
Federal D. Glover, District V
Supervisor

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.

ATTESTED: January 15, 2013

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

ABSENT: John Gioia, District I
Supervisor

By: Carrie Del Bonta, Deputy

Contact: Ted Cwiek, (925) 335-1766

Adopting this resolution will provide authorization for the continuation of these differentials.

The attached Management Resolution has been modified in the following ways:

BACKGROUND: (CONT'D)

1. Section 29 regarding Animal Services Uniform Allowance has been modified to update the job code for the class of Deputy Director of Animal Services. The Deputy Director Animal Services classification has recently been excluded from the merit system by the Board of Supervisors and its job code changed accordingly.
2. A new Section 40 has been added to grant the specified pay differentials to the classifications of Library Student Assistant Exempt (3KW2) and Library Aide Exempt (3KWF):

A. Employees in the above-listed classes who work between the hours of 6:00p.m. and 9:00p.m. at any County library are entitled to a differential of five percent (5%) of the employee's base rate of pay (not including differentials).

B. Employees in the above-listed classes who work on Saturday are entitled to a differential of five percent (5%) of the employee's base rate of pay (not including differentials). This differential does not apply to any overtime hours worked on a Saturday.

C. Employees in the above-listed classes who work on a Sunday are entitled to a differential of seven and one half percent (7.5%) of the employee's base rate of pay (not including differentials).

3. A new Section 41 has been added to grant the specified pay differentials to the classification of Nursing Shift Coordinator-Per Diem (VWHD).

A. Evening Shift. An employee in the above-listed class who works an evening shift of four (4) hours or more between the hours of 5:00 p.m. and 11:00 p.m. is entitled to a shift differential of twelve percent (12%) of the employee's base rate of pay (not including differentials).

B. Night Shift. An employee in the above-listed class who works a night shift of four (4) hours or more between the hours of 11:00 p.m. and 8:00 a.m. is entitled to a shift differential of fifteen percent (15%) of the employee's base rate of pay (not including differentials).

C. Code Gray/STAT Team Differential. An employee in the above-listed class who is assigned by hospital administration to respond to emergency Code Gray calls as a member of the STAT Team is entitled to a differential of ten percent (10%) of the employee's base rate of pay (not including differentials).

4. The sections that follow the new Sections 40 and 41 have been renumbered.

To the extent that employees may have received payments of these differentials in error, no recoupment is required.

CONSEQUENCE OF NEGATIVE ACTION:

Specified pay differentials will be discontinued.

CHILDREN'S IMPACT STATEMENT:

None.

ATTACHMENTS

Resolution No. 2013/52

Body of Resolution No. 2013/52

Exhibits A-E