



**Contra
Costa
County**

To: Board of Supervisors
From: David Twa, County Administrator
Date: October 20, 2015

Subject: Salary Resolution No. 2015/407 Increasing Salaries of Certain Unrepresented Attorneys

RECOMMENDATION(S):

ADOPT Resolution No. 2015/407 regarding salary increases for the Assistant County Counsel-Exempt (2ED1); Assistant District Attorney-Exempt (2KD3); Assistant Public Defender-Exempt (25D2); Attorney Advanced-Child Support Services (29TA); Attorney Basic-Child Support Services (29VA); Attorney Entry-Child Support Services (29WA); Chief Asst. County Counsel-Exempt (2ED2); Chief Asst. District Attorney-Exempt (2KD2); Chief Assistant Public Defender-Exempt (25D1); Chief Trial Deputy Public Defender (25DB); Civil Litigation Attorney-Advanced (2ETG); Civil Litigation Attorney-Basic (2ETE); Civil Litigation Attorney-Standard (2ETF); Deputy County Counsel-Advanced (2ETK); Deputy County Counsel-Advanced-Exempt (2ET3); Deputy County Counsel-Basic (2ETH); Deputy County Counsel-Basic-Exempt (2ET1); Deputy County Counsel-Standard (2ETJ); Deputy County Counsel-Standard-Exempt (2ET2); Senior Deputy District Attorney-Exempt (2KD1); Senior Financial Counsel-Exempt (2ED3); and Supervising Attorney-Child Support Services (29HA) classifications.

FISCAL IMPACT:

The estimated cost of this action is \$422,000 for FY 2015/16 (\$422,000 from the 5% wage increase for nine months, \$107,000 of this is pension cost); \$1.1 million for FY 2016/17

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY
ADMINISTRATOR

☐ RECOMMENDATION OF BOARD
COMMITTEE

Action of Board On: **10/20/2015** ☒ APPROVED AS RECOMMENDED ☐ OTHER

Clerks Notes:

VOTE OF SUPERVISORS

AYE: John Gioia, District I Supervisor
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: October 20, 2015

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

Contact: Lisa Driscoll, County
Finance Director (925) 335-1023

By: June McHuen, Deputy

(\$563,000 from the previous wage increase, \$143,00 of this is pension cost, \$506,000 from the second 4.5% increase, \$129,000 is pension cost); and \$1.6 million for FY 2017/18 (\$1.1 million from the previous wage increases, and \$506,000 for the third increase of 4.5%). The estimated cost of the three fiscal years is \$3.1 million.

BACKGROUND:

Contra Costa County has historically tied unrepresented attorney classes to the represented classes in the Contra Costa Defenders' and Deputy District Attorney' Associations for purposes of salary parity. On October 20, 2015, the Board of Supervisors will consider adopting a new memorandum of understanding with the Deputy District Attorney' Associations that included wage increases. Resolution No. 2015/407 increases unrepresented attorney classification salaries by 5.0% effective October 1, 2015, 4.5% effective July 1, 2016, and 4.5% effective July 1, 2017 in order to retain parity with represented attorney classes.

CONSEQUENCE OF NEGATIVE ACTION:

The County could be detrimentally impacted by the potential loss of highly-trained legal personnel.

ATTACHMENTS

Resolution No. 2015/407