



Contra Costa County

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

Subject: Salary Resolution No. 2015/408 Increasing Salaries for Unrepresented Fire Safety Management

RECOMMENDATION(S):

Acting as the Governing Body of the Contra Costa County Fire Protection District, ADOPT Resolution No. 2015/408 regarding salary increases for unrepresented fire safety management classifications in the Contra Costa County Fire Protection District.

FISCAL IMPACT:

The estimated cost of this action is \$67,600 for FY 2015/16 (6% for nine months, \$21,100 of this is pension cost and 2% for six months, \$12,300 is pension cost); \$98,400 for FY 2016/17 (\$73,800 from the previous wage increase, \$28,200 of this is pension cost, \$24,600 from the second 2.0% increase, \$4,700 is pension cost); and \$123,000 for FY 2017/18 (\$98,400 from the previous wage increases, and \$24,600 for the third increase of 2.0%). The estimated cost of the three fiscal years is \$289,000.

BACKGROUND:

Historically, the wages and benefits granted by the District to its unrepresented safety management employees have paralleled the wages and benefits negotiated by the District with the United Chief Officers' Association. On August 25, 2015, the Governing Body of the Contra Costa County Fire Protection District adopted a new memorandum of

☒ 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

understanding with the United Chief Officers' Association that included wage increases. Resolution No. 2015/408 increases unrepresented safety management classifications in order to retain parity with represented fire classifications.

BACKGROUND: (CONT'D)

>

In summary the resolution provides:

- Effective October 1, 2015 the salary schedule for the Fire Marshal will be increased by 3.98%;
- Effective October 1, 2015 6% general increase;
- Effective January 1, 2016 2% general increase; and
- Effective July1, 2017 2% general increase

CONSEQUENCE OF NEGATIVE ACTION:

The District could be detrimentally impacted by the potential loss of highly-trained personnel and it may become more difficult to attract candidates for promotion.

ATTACHMENTS

Resolution No. 2015/408