



**Contra  
Costa  
County**

To: Board of Supervisors  
From: David Twa, County Administrator  
Date: April 12, 2016

Subject: Side Letter with Local 1 to Adjust Salaries Pursuant Pay Equity Studies

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**RECOMMENDATION(S):**

ADOPT Resolution No. 2016/163 approving the Side Letter between Contra Costa County and Local 1 to increase the base rate of pay for the classifications of Lead Electrician (GFTA) and Electrician (GFWA) by three and four tenths percent (3.4%), effective the first day of the month following adoption of the Side Letter.

**FISCAL IMPACT:**

The estimated cost of the agreement is \$10,000 for the remainder of the current fiscal year and \$59,500 annually.

**BACKGROUND:**

The County and Local One have concluded the meet and confer process on the 2015 Pay Equity Studies conducted for specific classifications pursuant to an agreement signed by the parties on April 2, 2014. As a result of the meet and confer process, the parties agree that effective the first day of the month following approval of the Side Letter by the Board of Supervisors, the base rate of pay for the classifications of Lead Electrician (GFTA) and Electrician (GFWA) will be increased by three and four tenths percent (3.4%).

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☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY  
ADMINISTRATOR

☐ RECOMMENDATION OF BOARD  
COMMITTEE

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Action of Board On: **04/12/2016** ☒ 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: April 12, 2016

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

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

By: June McHuen, Deputy

If adopted, the Side Letter is effective May 1, 2016.

**CONSEQUENCE OF NEGATIVE ACTION:**

Employees in the classification impacted will not receive the pay equity salary increase.

**ATTACHMENTS**

Resolution No. 2016/163

Local 1 Side Letter - Pay Equity Study