



Contra  
Costa  
County

To: Board of Supervisors  
From: David Twa, County Administrator  
Date: April 19, 2016

Subject: Revised Management Benefits Resolution No. 2016/322, which Supersedes Resolution No. 2016/87

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**RECOMMENDATION(S):**

ADOPT Resolution No. 2016/322, which supersedes Resolution No. 2016/87, regarding compensation and benefits for the County Administrator, County Elected and Appointed Department Heads, Management, Exempt, and Unrepresented employees to reflect changes.

**FISCAL IMPACT:**

The changes included are administrative and have no net fiscal impact.

**BACKGROUND:**

Historically, the wages and benefits granted by the County to its department heads, managers, and unrepresented employees have paralleled the wages and benefits negotiated by the County with its various labor organizations. The administrative modifications described below modify and clarify the benefits for specified groups of unrepresented employees, and make technical non-substantive corrections.

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☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY  
ADMINISTRATOR

☐ RECOMMENDATION OF BOARD  
COMMITTEE

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Action of Board On: **04/19/2016** ☒ 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 19, 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

## BACKGROUND: (CONT'D)

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

1. Section 2.10 Schedule has been revised to modify the number of hours that temporary employees in certain Health Services Department and Student Intern classifications may work.
2. New section 9 Health Benefit Access for Employees Not Otherwise Covered is added to Appendix I to provide access to health plans at employee expense for unrepresented temporary employees not otherwise eligible for County health coverage, in compliance with the federal Patient Protection and Affordable Care Act.

## CONSEQUENCE OF NEGATIVE ACTION:

If the action is not approved, departments may have difficulty securing summer interns.

## ATTACHMENTS

Resolution No. 2016/322

Body of Management Resolution No. 2016/322.