



Contra
Costa
County

To: Board of Supervisors
From: Ted Cwiek, Human Resources Director
Date: February 24, 2009

Subject: Compensation and Benefits Authorized for County Elected and Appointed Department Heads, Management, Exempt, and Unrepresented Employees

RECOMMENDATION(S):

Adopt attached Resolution No. 2009/26 superseding Resolution No. 2008/715 regarding Compensation and Benefits for County Elected and Appointed Department Heads, Management, Exempt, and Unrepresented Employees for the period October 1, 2008 to September 30, 2009 and until further notice.

FISCAL IMPACT:

Costs associated with changes will be included in department budgets.

BACKGROUND:

Effective upon adoption, this Resolution supersedes and replaces Resolution No. 2008/715 which was adopted on 11/28/2008. It includes the following changes and additions:

1. Former Section 23.1 Executive Advanced Notice Differential has been deleted.
2. Definitions in Section 1.11 have been added and others have been modified.
3. Renumbering corrections have been made throughout the document.
- 4.

APPROVE

OTHER

RECOMMENDATION OF CNTY ADMINISTRATOR

RECOMMENDATION OF BOARD COMMITTEE

Action of Board On: **02/24/2009** APPROVED AS RECOMMENDED OTHER

Clerks Notes:

VOTE OF SUPERVISORS

AYE: John Gioia, District I
Supervisor

Gayle B. Uilkema, District II
Supervisor

Mary N. Piepho, District III
Supervisor

Susan A. Bonilla, 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: February 24, 2009

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

By: Celicia Nelson, Deputy

Contact:

BACKGROUND: (CONT'D)

A new subsection (e). was added to Section 2.13.

- Section 2.12 (d) has been deleted. Subsections (a) and (c) of Section 2.13 and Section 2.23 have been modified. These changes revise the new health care tier for all unrepresented employees and officials hired, appointed, or elected after December 31, 2008, who do not receive their health care coverage through CalPERS. During employment, these officials and employees will have the same access to county health plans and monthly premium subsidies as similarly situated officials and employees hired on or before December 31, 2008. Separate rate pools are established for these employees and officials during employment and as retirees. Upon retirement, employees and officials with fifteen years of County service will have access to County health plans, but no County premium subsidy will be paid for any health or dental plans. Retirees and eligible family members may participate at their own expense. Corresponding modifications have been made to the new dental care tier for all unrepresented safety employees and safety officials hired, appointed, or elected after December 31, 2008, who receive health care coverage through CalPERS.
- The classifications of Director, Inpatient Nursing Operations and Chief of Detention Health Nursing Services have been added to Section 51.

ATTACHMENTS

Management Resolution

Signed Resolution