



**Contra
Costa
County**

To: Board of Supervisors
From: David Twa, County Administrator
Date: June 21, 2016

Subject: General Salary Increase for Certain Management, Exempt and Unrepresented Employees

RECOMMENDATION(S):

ADOPT Resolution No. 2016/395 to provide for general salary increases for certain Management, Exempt, and Unrepresented Employees for the period of July 1, 2016 and beyond; specific salary adjustment for the classifications of Chief Assistant District Attorney-Exempt (2ED2) and Risk Management Training Coordinator-Project (AJH1); and reimbursement of California State Bar Membership dues for certain employees represented by the Contra Costa County Deputy District Attorneys' Association.

FISCAL IMPACT:

The estimated cost of the wage adjustment is \$1.8 million for FY 2016/17 for the 4% wage increase; \$3.2 million for FY 2017/18 (\$1.8 million from the 4% wage increase in FY 2016/17 and \$1.4 million for the 3% wage increase in FY 2017/18); and \$4.6 million for FY 2018/19 (\$1.8 million from the FY 2016/17 wage increase and \$1.4 million each from the 3% wage increases in FY 2016/17 and 2017/18).

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

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY ADMINISTRATOR

☐ RECOMMENDATION OF BOARD COMMITTEE

Action of Board On: **06/21/2016** ☒ APPROVED AS RECOMMENDED ☐ OTHER

Clerks Notes:

VOTE OF SUPERVISORS

AYE: 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: June 21, 2016

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

ABSENT: John Gioia, District I
Supervisor

By: June McHuen, Deputy

Contact: Lisa Driscoll, (925)
335-1023

by the County with its various labor organizations. Professional & Technical Engineers Local 21 has recently negotiated a new Memorandum of Understanding for the period of July 1, 2016 through June 30, 2019. The attached Resolution No. 2016/395, increases wages to align unrepresented managers wage increases with the the agreement bargained with Local 21 and makes other changes summarized below.

BACKGROUND: (CONT'D)

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The following summarizes Resolution No. 2016/395, which modifies wages for certain department heads, managers, and unrepresented employees:

1. Provides for salary increases for the County Administrator, Appointed Department Heads, Management, Exempt, and Unrepresented Employees (classifications included on Exhibit A). These wage increases exclude unrepresented classifications that have historically been tied to unions other than IFPTE Local 21: unrepresented attorneys (covered by Resolution No.2015/407), sworn Sheriff's management (covered by Resolution No. 2016/141), and DA Inspectors (negotiation is currently in process). The base rate of pay for the classifications listed on Exhibit A will be increased as follows:
 - Effective July 1, 2016, a 4% wage increase
 - Effective July 1, 2017, a 3% wage increase
 - Effective July 1, 2018, a 3% wage increase
2. As a parity measure effective July 1, 2016, the classification of Chief Assistant District Attorney -Exempt (2KD2) will be increased to the same salary as that of the Chief Assistant County Counsel (2ED2). The top step of the increase is approximately \$145.49 per month.
3. Increase the salary schedule of the Risk Management Training Coordinator-Project (AJH1) position, originally established in 2011, from \$12,073.50 to \$12,826.66.
4. Reimburse the following employees for 2016 Bar dues: Dana Filkowski (employee number 54786); Rachel Piersig (employee number 60819); Jeremy Seymour (employee number 75064); and Lynn Couture (employee number 49700)

CONSEQUENCE OF NEGATIVE ACTION:

It may become more difficult to attract candidates for promotion.

ATTACHMENTS

Resolution No. 2016/395

Exhibit A