



Contra
Costa
County

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

Subject: Revised Management Benefits Resolution No. 2016/448, which Supersedes Resolution No. 2016/322

RECOMMENDATION(S):

ADOPT Resolution No. 2016/448, which supersedes Resolution No. 2016/322, regarding compensation and benefits for the County Administrator, County Elected and Appointed Department Heads, Management, Exempt, and Unrepresented employees to reflect changes.

FISCAL IMPACT:

Except for the Probation manager change to longevity, the changes included are administrative and have no net fiscal impact. The change to Probation managers is an increase to qualifying individuals of up to 1.5% in longevity pay for twenty years of County of Contra Costa service.

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 modifications described below modify and clarify the benefits for specified groups of unrepresented employees, and make technical non-substantive corrections and clarifications.

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY
ADMINISTRATOR

☐ RECOMMENDATION OF BOARD
COMMITTEE

Action of Board On: **07/12/2016** ☒ 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

ABSENT: John Gioia, District I
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: July 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

BACKGROUND: (CONT'D)

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

1. Section 16 has been amended to clarify that persons rehired on or after April 1, 2011 are ineligible to elect payment for vacation accruals. This is a clarification of existing practice.
2. New Section 43 Probation-Longevity Differential was added to provide an additional 1.5% longevity differential upon completion of twenty years of County services for certain classifications. This change more closely aligns the longevity benefit of Probation management employees with those of members of the Probation Peace Officers' Association of Contra Costa County.
3. Management Benefits Resolution Appendix I, Benefits for Unrepresented Temporary and Per Diem Employees, has been modified in the following way:

Section 2.10 Schedule has been revised to modify the number of hours that employees assigned to a classification listed in Exhibit G in unit BD-Management, Classified and Exempt Department Heads may work.

CONSEQUENCE OF NEGATIVE ACTION:

If the action is not approved, Probation managers who promote from the Probation Peace Officers' Association may lose longevity pay, making it more difficult to attract employees for promotion. Additionally, temporary department heads will be limited to twenty-five hours per week.

ATTACHMENTS

Resolution No. 2016/448

Management Resolution No. 2016/448