



Contra  
Costa  
County

To: Board of Supervisors  
From: David Twa, County Administrator  
Date: August 2, 2016

Subject: Resolution No. 2016/486 California Nurses Association Side Letter - Compensatory Time Modification

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**RECOMMENDATION(S):**

ADOPT Resolution No. 2016/486, approving the side letter between Contra Costa County and California Nurses Association to modify Section 7.2., Compensatory Time, of the Memorandum of Understanding (MOU) between Contra Costa County and California Nurses Association.

**FISCAL IMPACT:**

The modification to compensatory time is an administrative change with little or no fiscal impact.

**BACKGROUND:**

The County and California Nurses Association agree to modify Section 7.2., Compensatory Time, of the Memorandum of Understanding (MOU) between Contra Costa County and California Nurses Association. In summary, the modification allows employees represented by CNA to periodically elect to accrue compensatory time off in lieu of call-back pay. Eligible employees who elect to receive compensatory time off for call-back must agree to do so for a full fiscal year (July 1 through June 30). The employee must notify their department payroll staff in writing of any change in the election by May 31 of each year.

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY  
ADMINISTRATOR

☐ RECOMMENDATION OF BOARD  
COMMITTEE

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Action of Board On: **08/02/2016** ☒ 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: August 2, 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

Employees who become eligible (i.e., newly hired

## BACKGROUND: (CONT'D)

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employees, employees promoting, demoting, etc.) for call-back compensatory time after May 31 of each year will be paid for authorized time until the next notification period. For the 2016/17 partial fiscal year, election must be made by August 31 and may begin September 1, 2016. Health Services Administration will alert employees of the new compensatory time election procedures.

Adoption of this Side Letter settles the existing grievance filed by CNA on April 25, 2016 regarding Compensatory Time Election. The terms of this Side Letter will be incorporated into the next MOU between the County and CNA. Except as specifically amended or excluded by this Side Letter, all other terms and conditions of the MOU between Contra Costa County and California Nurses Association (August 1, 2014 – December 31, 2017) remain unchanged by this Side Letter.

## CONSEQUENCE OF NEGATIVE ACTION:

Employees will not be able to choose compensatory time rather than pay for call-back time.

## ATTACHMENTS

Resolution No. 2016/486

CNA Side Letter dated 7-21-16