



**Contra
Costa
County**

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

Subject: General Salary Increases for Specified Unrepresented Sworn Employees

RECOMMENDATION(S):

ADOPT Resolution No. 2016/488 to provide for salary increases and one-time lump sum payment for specified unrepresented sworn positions to parallel those in the new District Attorney Investigators' Association Memorandum of Understanding for the period July 1, 2016 and beyond.

FISCAL IMPACT:

Upon approval, the cost of these actions will be absorbed by the Departments utilizing these classifications. The majority of the fiscal impact is the associated wage increase for temporary employees. The actual cost is depend upon the use of these non-permanent employees.

BACKGROUND:

Contra Costa County has historically tied unrepresented sworn classes to represented classes in the District Attorney Investigators' Association for purposes of salary increases and decreases. The Board of Supervisors recently adopted a new memorandum of understanding with the District Attorney Investigators' Association that includes wage increases. The District Attorney's Office employs a number of unrepresented sworn temporary employees.

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY
ADMINISTRATOR

☐ RECOMMENDATION OF BOARD
COMMITTEE

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

BACKGROUND: (CONT'D)

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Resolution No. 2016/488 provides for the following:

1. The base rate of pay for the classifications of DA Chief of Inspectors-Exempt (6KD1), DA Director of Forensic & Technical Services (6KDC), DA Lieutenant of Inspectors (6KNB), and the DA Lieutenant of Inspectors-Welfare Fraud (6KWG) will be increased as follows:

- Effective August 1, 2016, five percent (5.0%)
- Effective August 1, 2016, permanent full-time employees, employed by the County on August 1, 2016 in one of the classifications listed above, will be paid a one-time lump sum payment of four hundred and thirty-five dollars (\$435)
- Effective July 1, 2017, four and one-half percent (4.5%)
- Effective July 1, 2018, four and one-half percent (4.5%)

2. Effective August 1, 2016, temporary employees, employed by the County on August 1, 2016 in one of the classifications listed below, will be paid a one-time lump sum payment of four hundred and thirty-five dollars (\$435):

- DA Senior Inspector (6KVA)
- DA Senior Inspector-Welfare Fraud (6KVD)
- DA Inspector-Welfare Fraud (6KWF)

CONSEQUENCE OF NEGATIVE ACTION:

The County could be detrimentally impacted by the potential loss of highly-trained sworn personnel and it may become more difficult to attract candidates for promotion.

ATTACHMENTS

Resolution No. 2016/488