



**Contra
Costa
County**

To: Board of Supervisors
From: David Twa, County Administrator
Date: October 25, 2016

Subject: Resolution No. 2016/612 – IFPTE Local 21 Side Letter Regarding Temporary Upgrade Process

RECOMMENDATION(S):

ADOPT Resolution No. 2016/612 approving the Side Letter between Contra Costa County and IFPTE Local 21 regarding the County's commitment to monitoring compliance with the temporary upgrade rules.

FISCAL IMPACT:

This is an administrative agreement regarding compliance with policy and has no specific fiscal impact.

BACKGROUND:

This Side Letter arises out of a settlement agreement with Local 21. The side letter amends the Memorandum of Understanding between the County and Local 21 to add the following new paragraphs J., K., and L. to Section 5.13 of the MOU:

J. For higher pay assignments in vacant positions, a request for examination to fill the position must be submitted at the time of the higher pay assignment request. After a request for examination is submitted, the County will not unreasonably delay in any subsequent steps, including but not limited to promulgating a list and filling the vacant positions.

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY
ADMINISTRATOR

☐ RECOMMENDATION OF BOARD
COMMITTEE

Action of Board On: **10/25/2016** ☒ 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: October 25, 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

K. An employee will receive 5 additional points towards his/her examination score, if the employee takes an examination for a classification in which the employee received higher class pay for a combined 12 months of more in the prior three years from the date of the examination.

BACKGROUND: (CONT'D)

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- L. The County will provide to Local 21 a monthly electronic list of all employees who are being paid for work in a higher classification (temporary upgrade).

Except as specifically amended by this Side Letter, all other terms and conditions of the MOU remain unchanged by this Side Letter.

CONSEQUENCE OF NEGATIVE ACTION:

The County would be out of compliance with a recent Settlement Agreement with Local 21.

ATTACHMENTS

Resolution No. 2016/612

IFPTE Local 21 Side Letter dated 9/21/16