



**Contra
Costa
County**

To: Board of Supervisors
From: Dianne Dinsmore, Human Resources Director
Date: January 16, 2018

Subject: To Provide for Salary Increase of Project Job Classifications to Match Merit Counterparts

RECOMMENDATION(S):

ADOPT Resolution No. 2018/22 to reallocate salary plan and grade for three (3) represented vacant project job classifications in order to match the project class salary to that of its merit counterpart for the following project classifications: Planner I - Project (5AW1), Planner II - Project (SAV1), and Public Heath Dental Hygienist - Project (VMS1), as recommended by the Human Resources Department.

FISCAL IMPACT:

Upon approval, the cost of this action will be absorbed by the departments who utilize these classifications in the future. (All positions are currently vacant).

BACKGROUND:

The salary ranges of the represented project classifications of Planner I-Project, Planner II-Project, and Public Heath Dental Hygienist-Project differ from their represented merit counterparts performing comparable duties, as shown in the attached Project and Merit Classification Comparison. It is the intent of the County to match the wages of project classifications to their merit counterparts in the future. This action aligns the salaries of three

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY ADMINISTRATOR

☐ RECOMMENDATION OF BOARD COMMITTEE

Action of Board On: **01/16/2018** ☒ APPROVED AS RECOMMENDED ☐ OTHER

Clerks Notes:

VOTE OF SUPERVISORS

AYE: John Gioia, District I Supervisor
Candace Andersen, District II Supervisor
Diane Burgis, District III Supervisor
Federal D. Glover, District V Supervisor

ABSENT: Karen Mitchoff, District IV 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: January 16, 2018

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

By: June McHuen, Deputy

Contact: Dianne Dinnsmore (925)
335-1766

(3) represented project classifications to match the salary of their merit counterparts.

CONSEQUENCE OF NEGATIVE ACTION:

If this request is not approved, employees performing comparable work in project and merit classifications will not be paid at the same salary.

ATTACHMENTS

Resolution No. 2018/22

Project and Merit Classification Comparison