



**Contra
Costa
County**

To: Board of Supervisors
From: David Twa, County Administrator
Date: January 23, 2018

Subject: Revised Management Benefits Resolution No. 2018/7, which Supersedes Resolution No. 2017/133

RECOMMENDATION(S):

ADOPT Resolution No. 2018/7, which supersedes Resolution No. 2017/133 regarding compensation and benefits for the County Administrator, County Elected and Appointed Department Heads, Management, Exempt, and Unrepresented employees, to reflect changes.

FISCAL IMPACT:

None. These changes include employee paid benefits and other administrative changes (see list below).

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: **01/23/2018** ☒ 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
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: January 23, 2018

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)

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

1. Section 1.16 Personal Holiday Credit was amended to provide that unrepresented employees, including the County Librarian, will be subject to the same maximum accrual limit on personal holiday credit.
2. In sections 1.18 Sick Leave, and 11.10 Overtime Exempt Exclusion, numbering of referenced Administrative Bulletins was updated.
3. Section 1.20 Family Care Leave was amended to provide that upon the birth or adoption of a child, employees eligible for baby-bonding leave under the California Family Rights Act may use their sick leave for such baby-bonding leave.
4. In Section 42 Property Appraisers, new subsection 42.21 State Disability Insurance (SDI) was added. Specified Property Appraiser classifications will be eligible to participate in the State Disability Insurance program and to integrate their sick leave accruals with SDI payments.
5. Appendix I Benefits for Unrepresented Temporary and Per Diem Employees has been amended. Section 2.10 Schedule, item (6) now provides that student interns may work up to 20 hours per week, except during summer break (May to September). During summer break, they may work up to 40 hours per week for 12 weeks.

CONSEQUENCE OF NEGATIVE ACTION:

If the action is not approved the resolution will not track current policy.

ATTACHMENTS

Resolution No. 2018/7

Body of Resolution No. 2018/7 with Exhibits