



**Contra
Costa
County**

To: Board of Supervisors
From: David Twa, County Administrator
Date: December 11, 2018

Subject: Salary Resolution No. 2018/584 Providing Salary Increases for Certain Management, Exempt and Unrepresented Employees

RECOMMENDATION(S):

ADOPT Resolution No. 2018/584 to provide general salary increases for specified Management, Exempt, Unrepresented, and Elected classifications for the period of January 1, 2019 and beyond.

FISCAL IMPACT:

The estimated annual cumulative cost of the wage increases are \$798,000 for FY 2018/19, \$4.6 million for FY 2019/20, \$7.2 million for FY 2020/21, and \$10.9 million for FY 2021/22. For the 2020 year and beyond, projections are based on current enrollment and an average eight percent medical inflation cost each year. The out-year on-going annual cost for the contract is estimated at \$11.2 million.

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. Professional & Technical Engineers Local 21 (Local 21), Deputy District Attorneys Association (DDAA), and the Contra Costa County Defenders Association (CCCD) have recently negotiated wage increases for the

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY
ADMINISTRATOR

☐ RECOMMENDATION OF BOARD
COMMITTEE

Action of Board On: **12/11/2018** ☒ APPROVED AS RECOMMENDED ☐ OTHER

Clerks Notes:

VOTE OF SUPERVISORS

AYE: Candace Andersen, District II
Supervisor
Diane Burgis, District III Supervisor
Karen Mitchoff, District IV Supervisor
Federal D. Glover, District V
Supervisor

ABSENT: John Gioia, District I Supervisor

Contact: Lisa Driscoll, County Finance
Director (925) 335-1023

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: December 11, 2018

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

By: June McHuen, Deputy

period of July 1, 2018 through June 30, 2022. On December 11, 2018, the Board of Supervisors will consider adopting new and extended memoranda of understanding with these organizations. The attached Resolution No. 2018/584, increases wages to align unrepresented management wage increases with the agreements bargained with Local 21, DDAA, and CCCDA.

BACKGROUND: (CONT'D)

> The following summarizes Resolution No. 2018/584, which modifies wages for certain department heads, managers, and unrepresented employees:

1. The base rate of pay for the classifications listed in Exhibit A will be increased to align with the Local 21 agreement, as follows:

- Effective July 1, 2019 4.0% increase
- Effective July 1, 2020 3.0% increase
- Effective July 1, 2021 3.0% increase

2. The base rate of pay for the classifications listed in Exhibit B will be increased to align with the DDAA and CCCDA agreements, as follows:

- Effective January 1, 2019 5.0% increase
- Effective July 1, 2019 4.0% increase
- Effective July 1, 2020 3.0% increase
- Effective July 1, 2021 4.0% increase

3. The base rate of pay for the classifications of District Attorney (2KA1), Public Defender (25A1), and Director of Child Support (SMA1) will be increased to align with the DDAA and CCCDA agreements. Because these classifications received a three percent increase July 1, 2018, the increases are adjusted as follows:

- Effective January 1, 2019 2.0% increase
- Effective July 1, 2019 4.0% increase
- Effective July 1, 2020 3.0% increase
- Effective July 1, 2021 4.0% increase

4. The base rate of pay for the classification of County Counsel (2EA1) will be increased to reflect the change noted above and an annual performance evaluation, as follows:

- Effective January 1, 2019 4.0% increase
- Effective July 1, 2019 4.0% increase
- Effective July 1, 2020 3.0% increase
- Effective July 1, 2021 4.0% increase

CONSEQUENCE OF NEGATIVE ACTION:

The County could be detrimentally impacted by the potential loss of and experience difficulty recruiting and retaining personnel.

ATTACHMENTS

Resolution No. 2018/584

Exhibit A

Exhibit B