



Contra  
Costa  
County

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

Subject: Revised Management Benefits Resolution No. 2018/612, which Supersedes Resolution No. 2018/563

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### **RECOMMENDATION(S):**

ADOPT Resolution No. 2018/612, which supersedes Resolution No. 2018/563 regarding compensation and benefits for the County Administrator, County Elected and Appointed Department Heads, Management, Exempt, and Unrepresented employees, to reflect specified changes.

### **FISCAL IMPACT:**

The modest increase to benefits will be funded by the following impacted departments: Assessor, Department of Child Support, County Counsel, District Attorney, Public Defender, and Public Works.

### **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. Both the Deputy District Attorney Association and the Contra Costa County Defenders Association have recently negotiated contract extensions through June 30, 2022. The agreements include an enhancement for law school loan reimbursement and provision of fingerprinting services. The attached Resolution

☒ 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

No. 2018/612, provides these enhancements for employees in unrepresented attorney

## BACKGROUND: (CONT'D)

classifications and aligns specified engineer and property appraiser classifications, so that employees in these classes do not lose benefits they had prior to promotion. The modifications described below modify and clarify the benefits for specified groups of unrepresented employees. The modifications are effective January 1, 2019, with the exception of Section 30.10.1, which is effective immediately.

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

1. Section 30.10.1 Payment for Fingerprinting. This section addresses payment for the attorneys' costs to submit their fingerprints to the State Bar Association. Additionally, a one-time credit to professional development will be made for employees who have already completed the Live Scan process required by California Rule of Court 9.9.5.
2. Section 30.12 Law School Loan Reimbursement Program, subsection (b) was amended to increase the maximum amount of loan reimbursement for attorneys with outstanding law school loans from \$9,000 to \$15,000, prospectively from January 1, 2019 and to simplify the method of establishing eligibility for such reimbursement.
3. Section 37 Engineer Continuing Education Allowance, was amended to include two additional classifications, County Surveyor and Senior Land Surveyor, as eligible to receive the allowance.
4. Several sections applicable to the Property Appraiser classifications were revised for consistency with benefits provided to other unrepresented classifications. Section 42.11 Longevity Pay, was amended to provide for a longevity differential of 2.5% on upon fifteen years of service, prospectively from January 1, 2019. Section 42.17 Life Insurance was amended to increase the coverage amount of County provided term life insurance to \$57,000. In Section 42.17 Professional Development, the bi-annual professional development allowance was increased to \$625. Additionally, effective January 1, 2019, the Property Appraiser classifications are eligible for all of the deferred compensation benefits provided to other unrepresented classes. (Section 42.18 Deferred Compensation.)

## CONSEQUENCE OF NEGATIVE ACTION:

If the action is not approved, eligible, active unrepresented employees will not have access to equitable benefits and/or may lose benefits upon promotion.

## ATTACHMENTS

Resolution No. 2018/612

Text of Resolution No. 2018-612