



**Contra
Costa
County**

To: Board of Supervisors
From: David Twa, County Administrator
Date: June 18, 2019

Subject: Local 21 Side Letter - Modification of the Definitions of Transfer and Promotion

RECOMMENDATION(S):

ADOPT Resolution No. 2019/46 approving the Side Letter between the County of Contra Costa and IFPTE, Local 21 regarding redefining "Transfer".

FISCAL IMPACT:

Up to five percent for each promotion.

BACKGROUND:

The IFPTE, Local 21 Memorandum of Understanding defines Transfer as "the change of an employee to another position in the same class in a different department, or to another position in a class which is allocated to a salary schedule the top step of which is within five (5) percent of the top step of the class previously occupied in the same or different department or as otherwise defined in deep class ordinances or resolutions." The Side Letter modifies the definitions of Transfer and Promotion to treat an employee selected from an eligible list established as a result of a competitive recruitment to a classification with a top step that is greater than or equal to the top step of the classification the employee previously occupied, as a Promotion.

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY
ADMINISTRATOR

☐ RECOMMENDATION OF BOARD
COMMITTEE

Action of Board On: **06/18/2019** ☒ 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: June 18, 2019

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

By: Jami Napier, Deputy

Contact: Lisa Driscoll (925)
335-11023

CONSEQUENCE OF NEGATIVE ACTION:

Internal candidates applying for the same position may be placed at different steps depending on the classification from which they came.

ATTACHMENTS

Resolution 2019/46

Local 21 Side Letter, dated 6/13/19