



**Contra
Costa
County**

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

Subject: General Salary Increases for Unrepresented Sworn Employees and Elected Official in the Sheriff-Coroner Department

RECOMMENDATION(S):

ADOPT Resolution No. 2019/463 to provide for salary increases for the Sheriff-Coroner and Sheriff-Coroner unrepresented sworn positions to parallel those in the new Deputy Sheriffs' Association Memorandum of Understanding (Management Unit) for the period July 1, 2019 and beyond.

FISCAL IMPACT:

The terms and conditions set forth in this action are estimated at a County FY 2019/20 cost of \$177,000, including \$81,000 in benefit costs; the FY 2020/21 cost is \$173,000, including \$79,000 in benefit; the FY 2021/22 total cost of \$182,000, including \$83,000 in benefit costs, and the FY 2022/23 total cost of \$191,000, including \$88,000 in benefit costs.

BACKGROUND:

Contra Costa County has historically tied the Sheriff-Coroner and unrepresented sworn classes in the Sheriff-Coroner department to represented classes in the Deputy Sheriffs Association Management Unit for purposes of salary increases and decreases. On June 18, 2019, the Board of Supervisors will consider

☒ 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

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

By: June McHuen, Deputy

BACKGROUND: (CONT'D)

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adopting a new memorandum of understanding with the Deputy Sheriffs Association Management Unit that includes wage increases. Resolution No. 2019/195 provides for a 5% wage increase each year effective July 1, 2019, 2020, 2021, and 2022 for the classes of Assistant Sheriff-Exempt (6XB2), Chief Police-Contract Agency-Exempt (6XF1), Commander-Exempt (6XD1), Sheriff-Coroner (6XA1), and Undersheriff-Exempt (6XB4). And an additional 2.5% wage increase effective July 1, 2019 for the Sheriff-Coroner (6XA1), which was negotiated in the previous Deputy Sheriffs Association Management Unit contract.

CONSEQUENCE OF NEGATIVE ACTION:

The County could be detrimentally impacted by the potential loss of highly-trained sworn personnel and it may become more difficult to attract candidates for promotion.

ATTACHMENTS

Resolution 2019/463