



Contra
Costa
County

To: Board of Supervisors
From: David Twa, County Administrator
Date: September 10, 2019

Subject: Revised Management Benefits Resolution No. 2019/507, which Supersedes Resolution No. 2018/612

RECOMMENDATION(S):

ADOPT Resolution No. 2019/507, which supersedes Resolution No. 2018/612 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:

This is an administrative clean-up action. Increases to benefit costs, if any, will continue to be funded by impacted departments.

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. Periodically, modifications are required to update classifications, class codes, and actions adopted separately by the Board of Supervisors.

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY
ADMINISTRATOR

☐ RECOMMENDATION OF BOARD
COMMITTEE

Action of Board On: **09/10/2019** ☒ 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

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: September 10, 2019

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

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

By: Jami Napier, Deputy

BACKGROUND: (CONT'D)

The modifications described below modify and clarify the benefits for specified groups of unrepresented employees. The modifications are effective September 1, 2019, unless otherwise noted.

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

1. Section 24 Appointed Department Heads was amended to add the classification of Director of Risk Management.
2. Section 28 Animal Services Search Warrant was deleted. It applied only to a classification that no longer exists.
3. Section 29 Animal Services Uniform Allowance was modified to delete references to the Deputy Director of Animal Services.
4. Consistent with the Board's action of July 30, 2019, Section 33 -Certified Elections/Registration Administrator Certification Differential was amended to provide that employees in the classifications of Deputy County Clerk-Recorder-Exempt, Assistant County Clerk Recorder-Exempt, and Assistant County Registrar-Exempt are eligible for a two and one-half percent (2.5%) differential.
5. Section 34 District Attorney Inspectors Longevity Differential was modified to provide prospectively an additional two percent (2%) longevity differential for permanent, fulltime employees in the District Attorney Inspector classification series who attain twenty (20) years of Contra Costa County service.
6. Section 36.13 Eligible Classes was modified to add the classification of District Attorney Assistant Chief of Inspectors-Exempt (6KD2).
7. Section 40.10 Eligible Classes was modified to delete the classifications of MH Medical Director Ex (VPD10) and Emergency Medical Services Director (VBSC).
8. Consistent with the Board's action of January 15, 2019, Section 56 Countywide Accounting Differential was deleted.

CONSEQUENCE OF NEGATIVE ACTION:

If this clean-up action is not approved, benefits for eligible, active unrepresented employees may not be correctly identified in the Resolution.

ATTACHMENTS

Resolution 2019/507

Text of Resolution No. 2019-507