



Contra Costa County

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

Subject: General Salary Increases for Unrepresented Safety Employees in the Probation Department

RECOMMENDATION(S):

ADOPT Resolution No. 2019/549 to provide for salary increases for the Probation Department unrepresented safety positions to parallel those in the new Deputy Sheriffs Association Probation and Probation Supervisors Unit Memorandum of Understanding for the period September 1, 2019 and beyond.

FISCAL IMPACT:

The terms and conditions set forth in this action are estimated at a County FY 2019/20 (10 month) cost of \$167,000, including \$79,000 in benefit costs; the FY 2020/21 additional cost of \$243,000, including \$114,000 in benefit costs; the FY 2021/22 additional cost of \$219,000, including \$103,000 in benefit costs, and the FY 2022/23 additional cost of \$229,000, including \$107,000 in benefit costs.

BACKGROUND:

Contra Costa County has historically tied the unrepresented safety classes in the Probation department to represented classes in the Deputy Sheriffs Association Probation and Probation Supervisors Unit (formally the Probation Peace Officers Association) for purposes of salary increases and decreases. On September 10, 2019,

☒ 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

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: September 10, 2019

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

By: Jami Napier, Deputy

BACKGROUND: (CONT'D)

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the Board of Supervisors will consider adopting a new memorandum of understanding with the Deputy Sheriffs Association Probation and Probation Supervisors Unit that includes wage increases (Resolution No. 2019/548). Resolution No. 2019/549 provides for parallel increases that include a 5% wage increase each year effective September 1, 2019, July 1, 2020, July 1, 2021, and July 1, 2022 for the classifications of County Probation Officer-Exempt (7AA1), Assistant County Probation Officer-Exempt (7AB1), Chief Deputy Probation Officer (7ADC), Probation Director (7BFA), and Probation Manager (7AGB) and a 4% wage increases each year effective September 1, 2019, July 1, 2020, July 1, 2021, and July 1, 2022 for the classification of Institutional Supervisor II (7KGA).

CONSEQUENCE OF NEGATIVE ACTION:

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

ATTACHMENTS

Resolution 2019/549