



**Contra
Costa
County**

To: Board of Supervisors
From: Dianne Dinsmore, Human Resources Director
Date: October 8, 2019

Subject: Revise salary plan and grade

RECOMMENDATION(S):

ADOPT Position Adjustment Resolution No. 22526 to reallocate the salary of the ADA Manager (AJGA) (unrepresented) at salary plan and grade B85 1732 (\$7,099 - \$9,060) to salary plan and grade B85 1732 (\$8,513 - \$10,866).

FISCAL IMPACT:

The estimated annual increased cost is \$28,048, including \$8,588 in pension costs. 100% of the increased cost will be offset by Benefit Administration Fees.

BACKGROUND:

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY
ADMINISTRATOR

☐ RECOMMENDATION OF BOARD
COMMITTEE

Action of Board On: **10/08/2019** ☒ 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: October 8, 2019

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

By: June McHuen, Deputy

Contact: Dianne Dinsmore
(925) 335-1766

BACKGROUND: (CONT'D)

The federal Americans with Disabilities Act (ADA) and the California Fair Employment and Housing Act (FEHA) require employers to provide reasonable accommodation to candidates for employment and qualified employees with a disability in order that the employee may perform the essential functions of their job. Contra Costa County is committed to providing equal access and opportunity to qualified individuals with disabilities in its employment practices. The ADA Manager is responsible for planning, organizing and overseeing this effort. Disability management is a specialized, complex field, with numerous other applicable federal and state laws, regulations, and guidelines. It is essential that the County be able to attract highly qualified candidates for this important role.

The County previously experienced significant difficulty recruiting for an ADA Manager. Therefore, in preparation for opening the recruitment, a salary survey of Bay Area comparators was conducted. The ADA Manager classification was found to be almost 20% below median. This action adjusts the salary range to increase the County's competitiveness in recruiting to fill this critical position.

CONSEQUENCE OF NEGATIVE ACTION:

The County may be unable to hire a qualified candidate to fill this critical role.

ATTACHMENTS

P300 22526