



**Contra
Costa
County**

To: Board of Supervisors
From: David Twa, County Administrator
Date: October 8, 2019

Subject: Local 21 Side Letter - Modification to Specified Classifications Requiring a Nursing License

RECOMMENDATION(S):

ADOPT Resolution No. 2019/588 approving the Side Letter between the County of Contra Costa and IFPTE, Local 21 modifying base wages of specified classifications requiring a nursing license.

FISCAL IMPACT:

It should be noted that not all of the classes modified in this agreement are currently in use. The estimated annual increased cost is \$140,000, including \$34,000 in pension costs. Costs will be absorbed by departments utilizing the classifications (Health Services including EMS, and the Contra Costa County Fire Protection District).

BACKGROUND:

Over the last several months, the County and IFPTE, Local 21 have worked together to identify classifications that, due to compression, are currently or will soon be paid less than 5% above subordinate classifications. The attached Side Letter modifies base wage for eleven specific classifications requiring a nursing license.

☒ 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: , Deputy

Contact: Lisa Driscoll (925)
335-11023

BACKGROUND: (CONT'D)

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The following adjustments are recommended, effective October 1, 2019:

A. The County will adjust the top steps in the classifications listed below so that those classes will have a top step at least 5% greater than the top step of the class of Nursing Program Manager (VWHF). These classes were previously tied to Charge Nurse (VWTF).

- Chief of Nursing Informatics Officer
- Chief of Detention Health Nursing Services
- Director of Safety & Performance Improvement
- Director of Ambulatory Care NS
- Director of Psych Nursing Services
- Director, Inpatient Nursing Operations
- Health Plan Nurse Program Director

B. In the event the difference between the top step base rate of pay for Assistant Director of Safety & Performance Improvement (VWGB) and the Nursing Program Manager (VWHF) is less than 2.5%, the County will adjust all steps in the Assistant Director of Safety & Performance Improvement class in order to achieve a difference of 2.5% at the top step between the two classes.

C. In the event the difference between the top step base rate of pay for Director of Public Health Clinical Services (VVGS) and the Public Health Nursing Program Manager (VWHL) is less than 5%, the County will adjust all steps in the Director of Public Health Clinical Services class in order to achieve a difference of 5% at the top step between the two classes.

D. The salary schedule of the Fire EMS Quality Improvement Coordinator (RWSD) shall be the same as the Registered Nurse (VWXG).

E. In the event the difference between the top step base rate of pay for newly established Public Health Chief of Nursing and Clinical Services (VVDB) and the Director of Public Health Clinical Services (VVGS) is less than 5%, the County will adjust all steps in the Public Health Chief of Nursing and Clinical Services class in order to achieve a difference of 5% at the top step between the two classes.

CONSEQUENCE OF NEGATIVE ACTION:

Due to pay compression, employees in supervisory classifications may earn less than their direct reports making it difficult to promote and retain qualified supervisors.

ATTACHMENTS

Resolution 2019/588

Side Letter - IFPTE, Local 21