



**Contra
Costa
County**

To: Board of Supervisors
From: Dianne Dinsmore, Human Resources Director
Date: October 22, 2019

Subject: Reallocate the Salary of the Workforce Services Director-Exempt Classification

RECOMMENDATION(S):

ADOPT Position Adjustment Resolution No. 22547 to reallocate the salary of the Workforce Services Director-Exempt (XAD3) (unrepresented) on the Salary Schedule from Salary Plan and Grade B85 2113 (\$10,352 - \$12,583) five (5) merit steps and one (1) Pay for Performance step to Salary Plan and Grade B85 1009 (\$10,352 - \$13,212) six (6) merit steps and no Pay for Performance; and cancel Resolution Number 99/220 to exclude the outstanding pay provisions for the class, as recommended by the Human Resources Director.

FISCAL IMPACT:

There is no fiscal impact.

BACKGROUND:

The County has been working to convert Pay for Performance salary steps to regular merit step increments over time. The Workforce Services Director - Exempt currently has five merit steps and one Pay for Performance step. In order to retain and recruit highly qualified candidates in this role, Human Resources recommends converting the top salary step to a

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY ADMINISTRATOR

☐ RECOMMENDATION OF BOARD COMMITTEE

Action of Board On: **10/22/2019** ☒ 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

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 22, 2019

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

ABSENT: Federal D. Glover, District V Supervisor

By: June McHuen, Deputy

Contact: Dianne Dinsmore (925)
335-1766

merit pay step.

CONSEQUENCE OF NEGATIVE ACTION:

If this action is not approved, the Employment and Human Services Department will be hampered in their ability to recruit and retain highly skilled candidates.

ATTACHMENTS

P300 22547 Salary Reallocation