



**Contra
Costa
County**

To: Contra Costa County Fire Protection District Board of Directors

From: David Twa, County Administrator

Date: May 26, 2020

Subject: Salary Resolution No. 2020/5 Increasing Salaries for Unrepresented Fire Safety Management

RECOMMENDATION(S):

Acting as the Governing Body of the Contra Costa County Fire Protection District, ADOPT Resolution No. 2020/5 regarding salary increases for unrepresented fire safety management classifications in the Contra Costa County Fire Protection District.

FISCAL IMPACT:

The estimated cost of this action is \$120,000 for FY 2020/21; \$247,000 for FY 2021/22; and \$380,000 for FY 2022/23. The estimated cost of the three fiscal years is \$747,000.

BACKGROUND:

Historically, the wages and benefits granted by the District to its unrepresented safety management employees have paralleled the wages and benefits negotiated by the District with the United Chief Officers' Association. On May 26, 2020, the Governing Body of the Contra Costa County Fire Protection District adopted a new memorandum of understanding (MOU) with the United Chief Officers' Association that included wage increases. Resolution No. 2020/5 increases the wages of unrepresented safety management classifications in order to retain parity with represented fire classifications.

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY
ADMINISTRATOR

☐ RECOMMENDATION OF BOARD
COMMITTEE

Action of Board On: **05/26/2020** ☒ APPROVED AS RECOMMENDED ☐ OTHER

Clerks Notes:

VOTE OF SUPERVISORS

AYE: John Gioia, Director
Candace Andersen, Director
Diane Burgis, Director
Karen Mitchoff, Director
Federal D. Glover, Director

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: May 26, 2020

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

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

By: June McHuen, Deputy

BACKGROUND: (CONT'D)

> In summary the resolution provides:

- Effective July 1, 2020 five percent (5%) increase;
- Effective July 1, 2021 five percent (5%) increase; and
- Effective July 1, 2022 five (5%) increase.

CONSEQUENCE OF NEGATIVE ACTION:

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

ATTACHMENTS

Resolution 2020/5