



**Contra  
Costa  
County**

To: Board of Supervisors  
From: David Twa, County Administrator  
Date: June 16, 2020

Subject: Adopt Resolution No. 2020/152 to Appoint Six DCD Planner III Incumbents to the Class of Principal Planner A at Nonconforming Salary Steps

**RECOMMENDATION(S):**

ADOPT Resolution No. 2020/152 to appoint, effective July 1, 2020, Planner III incumbents 64570, 71283 and 79386 to the class of Principal Planner A (5AHD) at Step 7 of the ZA2-1871 salary range; and Planner III incumbents 68505, 72096 and 72462 to the class of Principal Planner A (5AHD) at Step 5 of the ZA2-1871 salary range, in the Department of Conservation and Development.

**FISCAL IMPACT:**

The estimated annual cost of \$55,300 associated with this action is budgeted in the Land Development Fund.

**BACKGROUND:**

The Department of Conservation and Development will promote six DCD Planner III incumbents to the class of Principal Planner-Level A, as a result of a competitive recruitment. The six employees currently receive differential pay of five to ten percent on a regular basis as allowed under the Local 21 MOU (Section 42.17) in recognition of their complex and special Planner III assignments. The differential pay is not available to Principal Planner classifications. Based on the Salary Regulations rules on promotion, the

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY  
ADMINISTRATOR

☐ RECOMMENDATION OF BOARD  
COMMITTEE

Action of Board On: **06/16/2020** ☒ 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: June 16, 2020

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

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(925) 335-1077

By: June McHuen, Deputy

specialized differential is not used to calculate step placement upon promotion, which, if strictly interpreted, will result in these employees receiving a cut to pay. This serves as a disincentive for competent employees to take promotions. Consequently, the County Administrator is recommending that an exception be made

BACKGROUND: (CONT'D)

appoint three of the employees from Step 3 to Step 7 (Employee Numbers 64570, 71283 and 79386) and three of the employees from Step 3 to Step 5 (Employee Numbers 68505, 72096 and 72462) of the Principal Planner A classification.

CONSEQUENCE OF NEGATIVE ACTION:

If this action is not approved, incumbents in positions listed will be adversely impacted by having to take reductions in pay to accept promotional opportunities.

ATTACHMENTS

Resolution 2020/152