

To: Contra Costa County Housing Authority Board of Commissioners
 From: Joseph Villarreal, Housing Authority
 Date: September 14, 2021



Contra
Costa
County

Subject: APPROVE WAGE AND BENEFIT CHANGES FOR UNREPRESENTED EMPLOYEES

RECOMMENDATIONS

ADOPT Resolution No. 5237 regarding compensation and benefits for the unrepresented employees of the Housing Authority of the County of Contra Costa.

BACKGROUND

The Resolution provides for the following proposed salary and benefit changes for unrepresented employees:

- A one-time Market Equity adjustment for all classifications of 5% effective the first full pay period following Board ratification. The Executive Director will not receive this adjustment.
- A 2.5% cost of living adjustment (COLA) with an effective date that coincides with represented staff's COLA beginning July 24, 2021.
- A 2.5% cost of living adjustment effective the first full pay period including July 1, 2022.
- A 2.5% cost of living adjustment effective the first full pay period including July 1, 2023.
- Effective January 1, 2022, increase life insurance benefit from \$40k to \$57k.
- Effective January 1, 2022, Management Leave increase from 60 to 90 hours.
- Effective January 1, 2022, HACCC will increase deferred compensation (457b Empower) contribution from \$60 to \$85 per month to each eligible employee.
- Allow for unrepresented employees to telecommute pending agency telecommuting policy.
- Unrepresented employees will work 4/10 work schedules.

Action of Board On: **09/14/2021** ☒ APPROVED AS RECOMMENDED ☐ OTHER

Clerks Notes:

VOTE OF COMMISSIONERS

AYE: John Gioia,
Commissioner
Candace Andersen,
Commissioner
Diane Burgis,
Commissioner
Karen Mitchoff,
Commissioner
Federal D. Glover,
Commissioner
Cynthia Jordan,
Commissioner

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: September 14, 2021

Joseph Villarreal, Executive Director

By: June McHuen, Deputy

ABSENT: Joanne Segura,
Commissioner

Contact: 925-957-8028

cc:

FISCAL IMPACT

The Housing Authority's current budget provides for the proposed changes in the economic terms. Assuming current HUD funding levels, staff project that HACCC's reserve levels will not be decreased by the proposed salary and benefit modifications for unrepresented employees.

CONSEQUENCE OF NEGATIVE ACTION

Should the Board elect not to adopt these actions, HACCC's unrepresented staff would be denied wage enhancements negotiated in good faith and calculated to be affordable to the agency. Unrepresented staff would be denied wage increases that was granted to represented staff on August 10, 2021.

ATTACHMENTS

MGMT RES 5237

2021

2022

2023