



**Contra
Costa
County**

To: Board of Supervisors
From: Monica Nino, County Administrator
Date: September 21, 2021

Subject: Modification to Management Benefits Resolution No. 2019/507 - Salary upon Promotion from a Competitive Recruitment

RECOMMENDATION(S):

CONSIDER adopting Resolution No. 2021/296 approving a modification to Management Benefits Resolution No. 2019/507 to add Section 11.18 - Salary Upon Promotion from a Competitive Recruitment.

FISCAL IMPACT:

It is anticipated that the number of affected employees will be small. Increased costs, if any, will be absorbed by impacted departments.

BACKGROUND:

County employees who apply for promotional opportunities within the County through a competitive recruitment process and are selected for promotion are restricted to specific salary steps defined in the Salary Regulations. The Regulations limit the employee to either a 5% increase or the salary in the new salary range, which is next higher than the rate the employee was receiving before promotion. A non-County applicant has no step limitation and can be placed on the salary scale according to their education and experience. The attached Management Benefit modification to add Section 11.18 will allow, with the Human Resources Director's approval, placement at a greater level if the County applicant's

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY ADMINISTRATOR

☐ RECOMMENDATION OF BOARD COMMITTEE

Action of Board On: **09/21/2021** ☒ 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: September 21, 2021

Monica Nino, County Administrator and Clerk of the Board of Supervisors

By: June McHuen, Deputy

Contact: Lisa Driscoll (925)
655-2047

education and expereince warrant a higher step.

BACKGROUND: (CONT'D)

11.18 Salary Upon Promotion from a Competitive Recruitment

Internal candidates applying for promotional opportunities within the County may be disadvantaged over non-County employees when negotiating beginning salary. An employee who is appointed as a result of a competitive recruitment may be placed at any step in the new salary range, provided that their education and experience merit such a step. The Director of Human Resources shall approve or deny any step greater than the step placement defined in the Salary Regulations Section 4.1 – Salary-On Promotion.

Existing Salary Regulation Language

4.1 Salary-On Promotion: Any employee who is appointed to a position of a class allocated to a higher salary range than the class he previously occupied, shall receive the salary in the new salary range, which is next higher than the rate he was receiving before promotion. In the event this increase is less than five (5) percent, the employee's salary shall be adjusted to the step in the new range which is five (5) percent greater than the next higher step, if the new range permits such adjustment. In the event of the promotion of an employee from the layoff list to the class from which the employee was laid off, the employee shall be appointed at the step the employee had formerly attained in the higher class, unless such step results in an increase of less than five (5) percent; in which case the salary shall be adjusted to the step in the new range which is five (5) percent greater than the next higher step, if the new range permits such adjustment. (Ord. 1727; prior code §2442(d); Ord. 1351; Ord. 1285; prior Ord. Code §36-4.802, Res. 82/852)

CONSEQUENCE OF NEGATIVE ACTION:

Internal candidates will continue to be disadvantaged over non-County candidates when negotiating beginning salary after being selected from a competitive recruitment.

ATTACHMENTS

Resolution 2021/296