



**Contra  
Costa  
County**

To: Board of Supervisors  
From: Monica Nino, County Administrator  
Date: January 11, 2022

Subject: Side Letter to Amend Sections 5, 41, and 42 of the IFPTE, Local 21 MOU

**RECOMMENDATION(S):**

ADOPT Resolution No. 2022/20 approving a Side Letter between Contra Costa County and IFPTE, Local 21, adding subsection 5.1.A.3(k) and 5.1.A.4 to Section 5 - General Wages, adding subsection 41.4.G - Additional Contribution to Deferred Compensation Plan, and amending Section 42 - Special Benefits for Management Employees By Department or Class through the addition of new differentials and classifications, to the current Memorandum of Understanding (July 1, 2016 - June 30, 2022).

**FISCAL IMPACT:**

Pursuant to Section 44 - Non-Healthcare/Non-General Wage Re-Opener of the Memorandum of Understanding, the total annual cost is approximately \$458,000. The cost will be absorbed by the impacted Departments.

**BACKGROUND:**

Pursuant to Section 44 - Non-Health/Non-General Wage Re-Opener, the County and Local 21 negotiated over a specific and finite list of non-healthcare/non-general wage/non-lump sum issues. The parties reached agreement and executed the attached Side Letter on December 29, 2021.

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY  
ADMINISTRATOR

☐ RECOMMENDATION OF BOARD  
COMMITTEE

Action of Board On: **01/11/2022** ☒ 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: January 11, 2022

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

By: June McHuen, Deputy

Contact: Glynis Hughes (925)  
655-2071



## BACKGROUND: (CONT'D)

This Side Letter amends the Memorandum of Understanding between the County and the Union (July 1, 2016 - June 30, 2022) pursuant to the re-opener funds referenced in Section 44 - Non-Healthcare/Non-General Wage Re-Opener (incorporated by side letter into the MOU via Resolution No. 2018/576).

This Side Letter amends Section 5 - Salaries to grant wage increases to specified classifications, effective January 1, 2022, and adjusts the top step of the Sr. Civil Engineer (NKHA) classification by 5% above the top step of the Associate Civil Engineer (NKVC) classification. Amendments to Section 5.1 are in addition to the changes previously adopted pursuant to Resolution No. 2019/588, which remain in effect.

This Side Letter also amends Section 41 – Other Benefits, to include an additional sub-section (41.4.G), which provides for a County contribution towards active deferred compensation accounts for employees who are assigned to specific classifications and work assignments.

Finally, this Side Letter amends Section 42 - Special Benefits for Management Employees by Department or Class by adding and amending the following subsections: 42.28 - Sheriff - Detention Facility Assignment Pay, Section 42.17- Health Services Mental Health Program Chief Differential, Section 42.18 – Director of Safety and Performance Review, Section 42.16 - Health Services Manager Differential by adding three (3) additional classifications eligible to receive this differential, and 42.31 Property Appraiser Division Differentials by adding a differential for specified classifications and assignments in the Assessor's Office. These differentials will have an effective date of January 1, 2022.

## CONSEQUENCE OF NEGATIVE ACTION:

Section 44 of the Memorandum of Understanding will remain open.

## ATTACHMENTS

Resolution 2022/20

IFPTE Local 21 Side Letter 12/29/2021