



**Contra
Costa
County**

To: Board of Supervisors
From: Monica Nino, County Administrator
Date: August 16, 2022

Subject: Salary Resolution No. 2022/278 Providing Salary Increases for Certain Management, Exempt and Unrepresented Employees

RECOMMENDATION(S):

ADOPT Resolution No. 2022/278 to provide general salary increases for specified Management, Exempt, Unrepresented, and Elected classifications for the period of August 1, 2022 and beyond.

FISCAL IMPACT:

The estimated annual cost of the wage increases are \$3.9 million for FY 2022-2023, \$4.5 million for FY23-24, \$4.7 million for FY24-25, and \$5.0 for FY25-26.

BACKGROUND:

Historically, the wages and benefits granted by the County to its department heads, managers, and unrepresented employees have paralleled the wages and benefits negotiated by the County with its various labor organizations. The County Labor Coalition recently negotiated wage increases for the period of August 1, 2022 through June 30, 2026. On August 16, 2022, the Board of Supervisors will consider adopting new and extended memoranda of understanding with some or all of these organizations. The attached Resolution No. 2022/278, increases wages to align unrepresented management wage increases with the agreements bargained with the Union Coalition.

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY
ADMINISTRATOR

☐ RECOMMENDATION OF BOARD
COMMITTEE

Action of Board On: **08/16/2022** ☒ 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: August 16, 2022

, County Administrator and Clerk of the Board of Supervisors

Contact: David Sanford, Chief of Labor Relations, (925) 655-2070

By: June McHuen, Deputy

cc:

BACKGROUND: (CONT'D)

The following summarizes Resolution No. 2022/278, which modifies wages for certain department heads, managers, and unrepresented employees:

1. The base rate of pay for the classifications listed in Exhibit A will be increased to align with the Union Coalition Agreement, as follows:

- Effective August 1, 2022 5.0% increase
- Effective July 1, 2023 5.0% increase
- Effective July 1, 2024 5.0% increase
- Effective July 1, 2025 5.0% increase

CONSEQUENCE OF NEGATIVE ACTION:

The County could be detrimentally impacted by the potential loss of, and experience difficulty recruiting and retaining, personnel.

ATTACHMENTS

Resolution 2022/278

Exhibit A