



Contra
Costa
County

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

Subject: Revised Management Benefits Resolution No. 2022/280, which Supersedes Resolution No. 2019/507

RECOMMENDATION(S):

ADOPT Resolution No. 2022/280, which supersedes Resolution No. 2019/507 regarding compensation and benefits for the County Administrator, County Elected and Appointed Department Heads, Management, Exempt, and Unrepresented employees, to reflect specified changes.

FISCAL IMPACT:

Employees may exchange up to 1/3 of their annual vacation accruals for cash, at an estimated annual cost of \$200,000. The Juneteenth Holiday will have an approximate cost of \$1.3 million per year for all employee groups in the County.

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 Union Coalition, consisting of nine labor groups representing employees in the County, have recently negotiated successor contracts through June 30, 2026. The agreements include the establishment of a vacation buyback program for employees who do not currently have the benefit and the recognition

☒ 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:

of the Juneteenth holiday.

BACKGROUND: (CONT'D)

The modifications described below modify and clarify the benefits for specified groups of unrepresented employees. The modifications are effective immediately.

The attached Management Benefits Resolution has been modified in the following ways:

1. Section 16.10 and 16.11 Vacation Buyback. This section is amended to remove the limitation for the vacation buyback program by eliminating the April 1, 2011 date, making employees in this group eligible for vacation buyback regardless of hire date.
2. Section 1.10 Holidays, is amended to include the Juneteenth holiday
3. Section 2.15 is amended of \$750 for HSA contribution beginning 2023 plan year
4. Section 8 is amended to increase bilingual pay differential to \$200 from \$100.
5. Delete the sunset of vacation buy back in Section 16.10 and delete the references to classes not eligible.
6. Section 31.10.b. is amended to allow new attorneys to get pro-rated Management Administrative Leave in the first year of hire and the full 94 hours annually thereafter.
7. Add the class of District Attorney Assistant Chief of Inspectors-Exempt class to Section 35 to receive the same differentials as the lower classes.
8. Remove Section 42 regarding the Property Appraisers who are no longer unrepresented.
9. Add to Section 54 the Certified Treasury Professional as a qualifying certification for the Treasurer-Tax Collector Professional Development Differential.
10. Add Fire Control Worker (RBW2) to Appendix I, Section 2.10, the list of temporary workers who can work more than 25 hours per week.
11. Clean-up and incorporated revisions from previously adopted Resolutions 2021/296, 2019/612, and 2019/561.

CONSEQUENCE OF NEGATIVE ACTION:

If the action is not approved, eligible, active unrepresented employees will not have access to equitable benefits and/or may lose benefits upon promotion.

ATTACHMENTS

Full Text Resolution 2022/280

Resolution 2022/280