



Contra
Costa
County

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

Subject: Pandemic Service Relief Payment for Specified County Employee Groups

RECOMMENDATION(S):

ADOPT Resolution No. 2022/283, to provide a Pandemic Service Relief Payment to eligible employees in the specified represented and unrepresented employee groups.

FISCAL IMPACT:

The estimated annual cumulative cost of this action is \$8.1 million dollars to be paid out of American Rescue Plan Act of 2021 funds. Since this is a one-time lump sum there is no ongoing cost to 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 has recently negotiated a Pandemic Service Relief Payment (PSRP) for certain permanent and temporary employees.

In recognition of the services County employees performed as essential workers during the COVID-19 public health emergency, the County will pay a one-time lump sum PSRP to all

☒ 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:

eligible employees in the following employee groups who meet the below criteria:

1. California Nurses Association
2. Deputy Sheriffs Association - Rank and File Unit
3. Deputy Sheriffs Association - Management Unit
4. Deputy Sheriffs Association - Probation and Probation Supervisors Units.
5. Physician's and Dentist's Organization of Contra Costa County
6. International Association of Firefighters, Local 1230
7. United Chief Officers Association
8. Unrepresented Management and Exempt employees in classifications on Exhibit A, attached.
9. District Attorney Investigator's Association

BACKGROUND: (CONT'D)

Permanent Employees. Permanent full-time employees, including project employees, who meet all of the following criteria will be paid a one-time, lump sum COVID Pandemic Service Relief Payment (PSRP) of two thousand five-hundred dollars (\$2,500) on the 10th of the month following approval of this Resolution No. 2022/283 by the Board of Supervisors. Permanent part-time employees, including part-time project employees, who meet all of the following criteria will be paid a prorated one-time, lump sum payment. The prorated lump sum payment will be calculated by multiplying two thousand five-hundred dollars (\$2,500) by the percentage that the employee's approved position hours are to forty (40) hours (for example: $\$2,500 \times (20/40) = \$1,250$).

Temporary Employees. Temporary employees who meet all of the following criteria will be paid a one-time, lump sum COVID Pandemic Service Relief Payment (PSRP) of one thousand two hundred and fifty dollars (\$1,250) on the 10th of the month following approval of this Resolution No. 2022/283 by the Board of Supervisors. Employees who met the criteria as a temporary employee but achieved permanent status by the date of the approval of this Resolution by the Board of Supervisors will receive the PSRP in accordance with the formula set forth for permanent employees.

Criteria:

- a. The employee must be employed with the County on the date this Resolution No 2022/283 is approved by the Board of Supervisors.
- b. The employee must have been in paid status and actively working for at least twelve (12) months during the time period of April 1, 2020 through December 31, 2021.
- c. The COVID PSRP will be subject to any required deductions and/or withholdings.
- d. Per diem employees are not eligible for the payment.

CONSEQUENCE OF NEGATIVE ACTION:

If the action is not approved, eligible, active employees in the specified employee groups will not be appropriately recognized and compensated for their contribution during the COVID-19 pandemic.

CLERK'S ADDENDUM

Speaker: China is a Bully.

ATTACHMENTS

Resolution 2022/283

Exhibit A