



Contra  
Costa  
County

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

Subject: Resolution No. 2022/288 approving Memoranda of Understanding between the County and IFPTE, Local 21

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### **RECOMMENDATION(S):**

ADOPT Resolution No. 2022/288 approving the agreement for a successor Memorandum of Understanding between Contra Costa County and IFPTE, Local 21, implementing negotiated wage agreements and other economic terms and conditions of employment, for the period of July 1, 2022 through June 30, 2026.

### **FISCAL IMPACT:**

The estimated increase in salary costs of the negotiated contract between the County and IFPTE, local 21 is \$9.6 million for Fiscal Year 2022-2023, \$11.0 million for FY23-24, \$11.5 million for FY24-25, and \$12.1 million for FY25-26. Employees may exchange up to 1/3 of their annual vacation accruals for cash, at an estimated annual cost of \$400,000. The Juneteenth Holiday will have an approximate cost of \$1.3 million per year for all employee groups in the County. The Pandemic Service Relief Payment has an estimated one-time cost for the nine Coalition unions of approximately \$16.3 million and a County-wide one-time cost of \$22.8 million.

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☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY  
ADMINISTRATOR

☐ RECOMMENDATION OF BOARD  
COMMITTEE

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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:**

The County began bargaining with the Union Coalition unions on April 18, 2022. A Tentative Agreement was reached between the County and IFPTE, Local 21 on August 5, 2022. The Union completed their ratification on August 12, 2022. The resulting Tentative Agreements between the County and the Union, attached, includes modifications to wages, health care, and other benefit changes. In summary, those changes are:

## BACKGROUND: (CONT'D)

- Duration of Agreement - Section 36
  - The term of the agreement is from July 1, 2022 through June 30, 2026.
- General Wages - Section 5
  - Effective August 1, 2022, the base rate of pay for all classifications represented by the Association will be increased by five percent (5.0%).
  - Effective July 1, 2023, the base rate of pay for all classifications represented by the Association will be increased by five percent (5.0%).
  - Effective July 1, 2024, the base rate of pay for all classifications represented by the Association will be increased by five percent (5.0%).
  - Effective July 1, 2025, the base rate of pay for all classifications represented by the Association will be increased by five percent (5.0%).
  - Pandemic Service Relief Payment of up to \$2,500.
  - Compensation study.
- Medical, Life and Dental Care - Section 12
  - Amends dental plan design.
  - Increases the health savings account County contribution from \$625 to \$750 annually for participants in the Kaiser High Deductible Health Plan.
  - Medical Plan Cost Sharing for Active Employees reopener in 2024.
  - Amended language for the existing Joint Labor/Management Benefits Committee
- Sick Leave - Section 9
  - Adds language for baby/child bonding. Clarifies circumstances where employees exhaust accruals.
- Leave of Absence - Section 12
  - Clarifies and amends references to FMLA and CFRA throughout.
  - Cleans up section to be consistent with the law.
- Return to Work Policy for Injury or Illness
  - Removes outdated forms from the policy.
- Treasurer Tax Collector Professional Development Differential- Section 42.26
  - Updates the name of a certificate for a qualifying differential.
- Probationary Period
  - Applies a twelve month probationary period to specified classifications.
- State Disability Insurance - Section 43
  - Adds language clarifying SDI integration process.
- Holidays - Section 6.2
  - Adds the Juneteenth holiday to list of observed holidays.
- Union Security - Section 2
  - Amends language surrounding new employee orientation and union notices.
- Bilingual Pay - Section 41.8
  - Increases bilingual stipend from \$100 to \$200 per month.
- Vacation Buy Back - Section 41.10

- Restores the County's vacation buy-back program for newer employees.
- Overtime Exempt Exclusion - Section 6.7 and Section 41
  - Incorporates language from the County Administrative Bulletin on the overtime exempt exclusion list.
- Position Classification Study - New Section 49
  - Establishes and clarifies the process for an employee to contest the classification of their assigned position.
- Flexible Staffing - Section 26
  - Inserts language on the appeal process for denials of flexible promotions.
- Dismissal, Suspension, Demotion or Reduction in Pay - Section 19
  - States that the County will endeavor to notify an employee of an incident giving rise to discipline as soon as reasonably possible.

Incorporate side letters, re-order and renumber MOU as necessary.

#### CONSEQUENCE OF NEGATIVE ACTION:

Employees would be out of contract, which may cause labor issues.

#### ATTACHMENTS

Resolution 2022/288

Local 21 Tentative Agreement