



**Contra
Costa
County**

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

Subject: Resolution No. 2022/291 approving Memoranda of Understanding between the County and the Western Council of Engineers

RECOMMENDATION(S):

ADOPT Resolution No. 2022/291 approving the agreement for a successor Memorandum of Understanding between Contra Costa County and the Western Council of Engineers, 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 the Western Council of Engineers is \$188,000 for Fiscal Year 2022-2023, \$215,000 for FY23-24, \$226,000 for FY24-25, and \$237,000 for FY25-26. 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.

BACKGROUND:

The County began bargaining with the Union Coalition unions on April 18, 2022. A Tentative Agreement was reached between the County and Western Council of Engineers on August 8, 2022. The Union completed their ratification on August 9, 2022. The resulting

☒ 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:

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)

In summary, those changes are:

- Duration of Agreement - Section 47.4
 - The term of the agreement is from July 1, 2022 through June 30, 2026.
- General Wages - Section 5.1
 - 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 19
 - 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
- Promotion and Transfer - Section 5.14
 - Amends the definition of promotion and transfer.
- Sick Leave - Section 14
 - Adds language for baby/child bonding. Clarifies circumstances where employees exhaust accruals.
- Leave of Absence - Section 17
 - 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.
- Payment - Section 5.16
 - Employee's election to receive an advance on their monthly salary shall be online using Employee Self Service.

CONSEQUENCE OF NEGATIVE ACTION:

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

ATTACHMENTS

Resolution 2022/291

WCE Tentative Agreement