



**Contra
Costa
County**

To: Board of Supervisors
From: Supervisor Karen Mitchoff & Supervisor Federal D. Glover
Date: September 13, 2022

Subject: AMENDMENT TO EMPLOYMENT AGREEMENT BETWEEN THE COUNTY OF CONTRA COSTA
AND MONICA NINO

RECOMMENDATION(S):

APPROVE an amendment to the Employment Agreement between the County and Monica Nino, County Administrator, effective January 4, 2022, to authorize: a 5% merit increase to base pay; an increase in the vacation accrual rate to 23 1/3 hours monthly, with a maximum cap on vacation accruals of 560 hours; the removal of a prohibition on the sale of vacation; and a three-month reduction in the contract term.

FISCAL IMPACT:

Beginning January 4, 2022, the calendar year cost, which includes base wage, and health related benefits totals \$598,450 including \$123,725 in pension costs. The County Administrator's budget for fiscal year 2022-23 has sufficient funds to cover the cost of the 5% merit increase.

BACKGROUND:

On June 7, 2022, the Board of Supervisors completed its performance review of the County Administrator. It is recommended that her employment agreement be amended to provide that effective January 4, 2022, the annual evaluation anniversary, the County Administrator will receive a 5% merit increase to base pay. In addition, commensurate with her 34 years of

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY
ADMINISTRATOR

☐ RECOMMENDATION OF BOARD
COMMITTEE

Action of Board On: **09/13/2022** ☒ 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: September 13, 2022

Monica Nino, County Administrator and Clerk of the Board
of Supervisors

Contact: Supervisor Karen
Mitchoff, Chair, (925) 655-2350

By: June McHuen, Deputy

county service, her vacation accrual rate would be 23 1/3 hours monthly, with a maximum cap on vacation accrual of 560 hours. A prohibition on the sale of vacation would be removed from the contract, making the County Administrator eligible for this benefit as provided in the Management Resolution. Finally, to permit a contract cycle that runs from October to October, the term of the contract would be reduced by three months, with a new end date of October 3, 2025. All other provisions of the current employment agreement dated January 4, 2021, will remain in full force and effect.

CONSEQUENCE OF NEGATIVE ACTION:

The County Administrator's employment agreement will not be amended.

CLERK'S ADDENDUM

Speakers: Caller 6770; No name given. Written commentary provided by Don & Lynn Valdez (attached).

ATTACHMENTS

Proposed Amendment to Employment Agreement