



**Contra
Costa
County**

To: Board of Supervisors
From: Monica Nino, County Administrator
Date: November 8, 2022

Subject: Side Letter to Amend MOU with AFSCME, Local 512 Regarding Vacation Buy Back Plan

RECOMMENDATION(S):

ADOPT Resolution No. 2022/384 approving the Side Letter between Contra Costa County and AFSCME, Local 512, amending Section 51.C Special Benefits - Vacation Buy Back Plan of the current Memoranda of Understanding by expanding the existing Vacation Buy Back program.

FISCAL IMPACT:

Employees hired after January 1, 2012 will have the opportunity to sell back up to 1/3 of their annual vacation accruals each year. Cost will be dependent on how many employees choose to participate in the program.

BACKGROUND:

The Side Letter amends the Memorandum of Understanding between the County and AFSCME, Local 512 (July 1, 2022 - June 30, 2026) to revise Section 51.C – Special Benefits - Vacation Buy Back Plan. This amendment allows employees hired after January 1, 2012 to sell back up to 1/3 of their annual vacation accruals each year.

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY
ADMINISTRATOR

☐ RECOMMENDATION OF BOARD
COMMITTEE

Action of Board On: **11/08/2022** ☒ 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: November 8, 2022

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

Contact: Jennifer Martinez,
(925) 655-2071

By: June McHuen, Deputy

cc:

BACKGROUND: (CONT'D)

Management and supervisory employees historically had the vacation buy back benefit available to them. On or around January 1, 2012 this benefit was removed for new employees. This Side Letter restores the vacation buy back benefit for employees hired on or after January 1, 2012. On August 16, 2022 the County approved a number of MOUs and a Management Benefits Resolution providing the vacation buy back benefit to employees previously excluded from it. However, AFSCME, Local 512 was inadvertently left out of this agreement, despite the fact that its members are largely supervisory and historically had the benefit. This Side Letter corrects this error by providing the vacation buy back benefit for those employees hired after January 1, 2012.

The terms of this Side Letter are effective following approval by the Board of Supervisors and will be incorporated into the next MOU between the County and AFSCME, Local 512. Except as specifically amended or excluded by this Side Letter, all other terms and conditions of the MOU between Contra Costa County and AFSCME, Local 512 (July 1, 2022 - June 30, 2026) remain unchanged.

CONSEQUENCE OF NEGATIVE ACTION:

Employees represented by AFSCME, Local 512 will not have access to the appropriate benefits.

ATTACHMENTS

Resolution 2022/384

AFSCME 512 Side Letter