



Contra
Costa
County

To: Board of Supervisors
From: Ann Elliott, Human Resources Director
Date: March 21, 2023

Subject: Introduce Ordinance No. 2023-09 amending the County Ordinance Code to add two new classifications

RECOMMENDATION(S):

INTRODUCE Ordinance No. 2023-09 amending the County Ordinance Code to add a new section and exempt from the merit system the new classifications of Co-Director, Race, Equity, and Community Empowerment-Exempt and Co-Director, Race, Equity, and Inter-Agency Engagement-Exempt, with the appointing authority as the Board of Supervisors, WAIVE READING and FIX April 4, 2023, for adoption.

FISCAL IMPACT:

Upon approval, this action has no fiscal impact.

BACKGROUND:

In November 2020, the Contra Costa County Board of Supervisors authorized the development of an Office of Racial Equity and Social Justice (ORESJ) that would be informed by and launched after a community engagement process. The goal of the ORESJ is to enact and sustain principles, policies, practices, and investments that are racially just and equitable across all of its departments and divisions.

Contra Costa County is the first jurisdiction to develop and launch an office through a

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY ADMINISTRATOR

☐ RECOMMENDATION OF BOARD COMMITTEE

Action of Board On: **03/21/2023** ☒ 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
Ken Carlson, 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: March 21, 2023

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

By: June McHuen, Deputy

Contact: Ann Elliott, (925)
655-2147

community engagement process.

The resources for

BACKGROUND: (CONT'D)

the community engagement process were procured through local philanthropic partners, not County dollars. This intentional strategy was used to get a fuller picture of what resources are needed for the ORESJ.

In February 2021, a Host Table composed of community residents, the Board of Supervisors, and systems partners came together to develop a community listening campaign to inform the priorities and structure of the ORESJ.

This group, later called the Core Committee, was assigned three tasks. The first task was to develop the final structure, roles, and responsibilities of the office.

The Core Committee recommended to the Board Of Supervisors the first year, the ORESJ should hire two Co-Directors first. One Co-Director to focus on coordinating and expanding the equity work of County Departments and one Co-Director to focus on working more directly with the community. These two positions will be established as exempt and excluded from the Merit System by ordinance. The two Co-Directors will then lead the formation of the office and the hiring of the additional staff.

Most County employees are in job classifications that are in the Merit System. Employees in these classifications are covered by the provisions of the Personnel Management Regulations (PMRs). The PMRs govern a variety of Human Resource activities including recruitment and selection procedures, appointments, separations, certification to departments for employment, and other personnel transactions such as transfers, demotions and leave of absences.

Positions established within exempt classifications by ordinance are excluded from the Merit System. They include elected by the people positions as well as within specific job classifications.

CONSEQUENCE OF NEGATIVE ACTION:

If this action is not approved the two new classifications Co-Director, Race, Equity, and Community Empowerment-Exempt and Co-Director, Race, Equity, and Inter-Agency Engagement-Exempt will not be created to lead the formation of the office and the hiring of additional staff in the Office of Racial Equity and Social Justice (ORESJ).

CLERK'S ADDENDUM

INTRODUCED Ordinance No. 2023-09 amending the County Ordinance Code to add a new section and exempt from the merit system the new classifications of Co-Director, Race, Equity, and Community Empowerment-Exempt and Co-Director, Race, Equity, and Inter-Agency Engagement-Exempt, with the appointing authority as the Board of Supervisors, WAIVED READING and FIXED April 18, 2023, for adoption.

ATTACHMENTS

Ord 2023-09 ORESJ Add 33-5.391 & Exclude Two New Classes