



Contra
Costa
County

To: Board of Supervisors
From: Monica Nino, County Administrator
Date: March 21, 2023

Subject: Salary Resolution No. 2023/1 Providing Salary Increases for Certain Unrepresented Employees

RECOMMENDATION(S):

ADOPT Resolution No. 2023/1 to provide general salary increases for specified unrepresented classifications in the Contra Costa County Fire Protection District for the period of March 1, 2023 and beyond.

FISCAL IMPACT:

The estimated annual cost of the wage increases are \$70,000 for FY 22-23, \$166,000 for FY 23-24, \$174,000 FY24-25, and \$182,000 FY25-26.

BACKGROUND:

Historically, the wages and benefits granted by the County to its unrepresented employees have paralleled the wages and benefits negotiated by the County with its various labor organizations. On August 16, 2022 the Board of Supervisors adopted Resolution No. 2022/278, which provided salary increases to certain Management, Exempt, and Unrepresented employees. The four unrepresented District classifications below were inadvertently excluded from the Resolution.

☒ 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, Director
Candace Andersen, Director
Diane Burgis, Director
Ken Carlson, Director
Federal D. Glover, Director

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

, 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: (CONT'D)

The following summarizes Resolution No. 2023/1, which modifies wages for certain unrepresented employees:

The base rate of pay for the classifications Fire Control Worker (RBW2), Reserve Firefighter (RBW1), Reserve Driver (RBV1), and Reserve Crew Leader (RBN1) are to be increased as follows:

- Effective March 1, 2023 5.0% increase
- Effective July 1, 2023 5.0% increase
- Effective July 1, 2024 5.0% increase
- Effective July 1, 2025 5.0% increase

CONSEQUENCE OF NEGATIVE ACTION:

The County could be detrimentally impacted by the potential loss of, and experience difficulty recruiting and retaining, personnel.

ATTACHMENTS

Resolution 2023/1