



Contra  
Costa  
County

To: Board of Supervisors  
From: Ted Cwiek, Human Resources Director  
Date: January 18, 2011

Subject: Modification of employment benefits for County Librarian (Exception to Management Resolution 2010/514)

**RECOMMENDATION(S):**

CONSIDER adopting Resolution No. 2011/14 regarding the modification of employment benefits for the County Librarian. The modifications include removing the County Librarian's eligibility for the Vacation Buy Back benefit and reducing the County Librarian's maximum accruals of personal holiday hours from 40 hours to 24 hours.

**FISCAL IMPACT:**

While providing sufficient benefits to the employee, this Resolution may result in future reductions to the County's long term pension liability and thus may enhance the County's overall fiscal stability and ability to deliver services. The Resolution eliminates the Librarian's ability to elect payment of up to one-third of annual vacation accruals and reduces maximum personal holiday leave accrual. Both of these changes reduce the amount of annual compensation that can count towards retirement compensable compensation and may therefore have an impact on final pension benefits. After thirty years of employment, upon retirement the Librarian would have been eligible for up to 186 hours of vacation buy back – this recommendation reduces the eligible sale to zero.

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY ADMINISTRATOR

☐ RECOMMENDATION OF BOARD COMMITTEE

Action of Board On: **01/18/2011** ☒ APPROVED AS RECOMMENDED ☐ OTHER

Clerks Notes:

**VOTE OF SUPERVISORS**

AYE: John Gioia, District I  
Supervisor  
Gayle B. Uilkema, District II  
Supervisor  
Mary N. Piepho, 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: January 18, 2011

David Twa, County Administrator and Clerk of the Board of Supervisors

By: June McHuen, Deputy

Contact: Ted Cwiek, (925)  
335-1766

cc:

## BACKGROUND:

Concerns have been expressed regarding certain benefits provided to unrepresented management which may have the effect of causing the "spiking" of pension benefits. On a case-by-case basis, the Board of Supervisors has been evaluating new hires within the unrepresented management classifications to determine what, if any, existing unrepresented management benefits should be conferred upon the new hires.

In keeping with that evaluation, it is recommended that the Board of Supervisors enact an amendment to Resolution No. 2010/514, to establish the following changes in benefits for the newly-hired County Librarian:

1. The County Librarian may accrue a maximum of twenty four (24) hours of personal holiday credit instead of forty (40) hours.
2. The County Librarian will not be eligible for the Vacation Buy Back benefit.

## CONSEQUENCE OF NEGATIVE ACTION:

The benefit cost savings resulting from the changes referred to above will be lost.

## CLERK'S ADDENDUM

***ADOPTED Resolution No. 2011/14 to modify employment benefits for the County Librarian, including removing the County Librarian's eligibility for the Vacation Buy Back benefit and reduced the County Librarian's maximum accruals of personal holiday hours from 40 hours to 24 hours.***

## ATTACHMENTS

Resolution No. 2011/14

Management Resolution 2010/514