

THE BOARD OF COMMISSIONERS  
HOUSING AUTHORITY OF THE COUNTY OF CONTRA COSTA

RESOLUTION NO. 5261

ESTABLISHING SALARY AND BENEFIT CHANGES FOR UNREPRESENTED EMPLOYEES

The Board of Commissioners of the Housing Authority of the County of Contra Costa RESOLVES that:

All unrepresented permanent full-time employees will receive a one-time lump sum ratification payment of Two Thousand Five Hundred Dollars (\$2,500) upon Board ratification.

All unrepresented employees will receive a one-time, five and one-half percent (5.5%) market equity adjustment for all classifications effective the first full pay period following Board ratification. The Executive Director will not receive this adjustment.

All unrepresented employees will be granted a cost-of-living adjustment (COLA) to salary that coincides with the represented staff COLA increase at five percent (5%) effective the first full pay period upon Board ratification; five percent (5%) effective the first full pay period including July 1, 2025, and five percent (5%) effective first full pay period including July 1, 2026.

All unrepresented employees will receive vision reimbursement of Six Hundred Dollars (\$600.00) every three years beginning July 1, 2024 – June 30, 2027.

All unrepresented employees will receive forty (40) hours of Personal Holiday Leave annually.

All unrepresented eligible employees will receive a salary differential of One Hundred Dollars (\$100.00) per month paid to employees utilizing verbal bilingual proficiency or Two Hundred Dollars (\$200.00) per month paid to employees utilizing bilingual verbal and written proficiency.

PASSED, ADOPTED AND APPROVED this 9<sup>th</sup> day of July 2024, by the following vote:

AYES: *Garcia, Andersen, Burgis, Carlson, Glover, Jordan, Segura*  
NOES: *None*  
ABSENT: *None*  
ABSTAIN: *None*

I HEREBY CERTIFY THAT THIS IS A TRUE AND CORRECT COPY  
OF AN ACTION TAKEN AND ENTERED ON THE MINUTES OF  
THE BOARD OF COMMISSIONERS ON THE DATE SHOWN.

ATTESTED *July 9 2024*  
CLERK OF THE BOARD OF COMMISSIONERS

By *June M. Olson, Deputy*  
JOSEPH VILLARREAL, EXECUTIVE DIRECTOR