



Legislation Text

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To: Contra Costa County Housing Authority Board of Commissioners

From: Joseph Villarreal, Executive Director

Report Title: APPROVE WAGE AND BENEFIT ENHANCEMENTS FOR UNREPRESENTED EMPLOYEES

Recommendation of the County Administrator Recommendation of Board Committee

RECOMMENDATIONS:

ADOPT Resolution No. 5261 regarding compensation and benefits for the unrepresented employees of the Housing Authority of the County of Contra Costa.

BACKGROUND:

Historically, the wages and benefits granted by HACCC to its unrepresented employees have paralleled the wages and benefits negotiated by the Authority with its labor organization. The attached Resolution increases wages to align unrepresented management wage increases with the increases approved for represented employees. The following summarizes Resolution No. 5261, which modifies wages and benefit enhancements for unrepresented employees:

- A one-time lump sum ratification payment of Two Thousand Five Hundred Dollars (\$2,500) for all unrepresented permanent full-time employees upon Board ratification.
- A one-time Market Equity adjustment for all classifications of 5.5% effective the first full pay period of Board ratification. The Executive Director will not receive this adjustment.
- A 5% cost of living adjustment effective upon Board ratification.
- A 5% cost of living adjustment effective the first full pay period including July 1, 2025.
- A 5% cost of living adjustment effective the first full pay period including July 1, 2026.
- Increase vision reimbursement from Five Hundred and Twenty-Five Dollars (\$525.00) to Six Hundred Dollars (\$600.00) from July 1, 2024 - June 30, 2027.
- Effective January 1, 2025, increase of annual Personal Holiday Leave from 32 to 40 hours.
- Effective the first full pay period upon Board ratification, 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.

FISCAL IMPACT:

The Housing Authority's current budget provides for the changes in the economic terms of the proposed MOU. Assuming current HUD funding levels, staff project that HACCC's reserve levels will not be decreased by the proposed salary and benefit modifications for unrepresented employees.

CONSEQUENCE OF NEGATIVE ACTION:

Should the Board elect not to adopt these actions, HACCC's unrepresented staff would be denied wage

enhancements calculated to be affordable to the agency. HACCC's unrepresented staff would be denied wage enhancements and would no longer be aligned with the represented staff wage increases. Furthermore, HACCC will suffer internal inequity within its organization and could be detrimentally impacted by the potential loss of, and experience difficulty recruiting and retaining, personnel.