

**RESOLUTION OF THE BOARD OF DIRECTORS OF
THE SANTA BARBARA COUNTY
AIR POLLUTION CONTROL DISTRICT**

IN THE MATTER OF AMENDING THE
MANAGEMENT PERSONNEL BENEFITS
POLICY FOR MANAGEMENT AND
CONFIDENTIAL-UNREPRESENTED
EMPLOYEES

APCD RESOLUTION NO. _____

RECITALS

WHEREAS, the Board of Directors recognizes and values the work that Management and Confidential-Unrepresented employees do to assure efficient District operations and quality public service; and

WHEREAS, the Board of Directors recognizes the responsibilities inherent in Management and Confidential-Unrepresented employees and the extraordinary performance required of these employees; and

WHEREAS, the Board of Directors desires to publish a Management Personnel Benefits Policy whereby benefits to be afforded the Management and Confidential-Unrepresented employees are officially recognized by the Board of Directors; and

WHEREAS, APCD Resolution No. 13-13, as amended, sets forth the Management Personnel Benefits Policy Resolution for Management and Confidential-Unrepresented Employees; and

WHEREAS, this Air Pollution Control District Board of Directors desires to amend this Management Personnel Benefits Policy at this time;

NOW, THEREFORE, IT IS HEREBY RESOLVED, as follows:

1. Resolution No. 13-13, adopted on August 15, 2013, and as subsequently amended, is hereby amended as follows to add the below:

SECTION 2. HOLIDAYS

- L. All regular employees, including probationary employees, in a paid or approved leave status (paid or unpaid), shall receive December 28, 29, 30 and 31, 2015 off as paid holidays at eight (8) hours per day. Regular part-time employees shall receive prorated hours based on their percentage of full-time employment.
- M. All regular employees, including probationary employees, in a paid or approved leave status (paid or unpaid), shall receive December 27, 28, 29 and 30, 2016 off as paid holidays at eight (8) hours per day. Regular part-time employees shall receive prorated hours based on their percentage of full-time employment.

SECTION 8. MEDICAL, DENTAL AND VISION BENEFITS

- H. Effective July 1, 2015 the District shall contribute an additional semi-monthly benefit of \$24.79 to the employee-only premium of the medical plan coverage for each employee enrolled in the District medical plan, for a total semi-monthly District contribution of \$235.42. Alternately, the employee may elect to have the additional \$24.79 semi-monthly amount applied as a District match to their existing 457 Deferred Compensation plan, when employee contributes that amount to the 457 plan. This contribution is based on full-time employment; part-time employees shall receive a prorated contribution based on their percentage of full-time employment.
- I. Effective January 1, 2017 the District shall contribute an additional semi-monthly benefit of \$10.00 to the employee-only premium of the medical plan coverage for each employee enrolled in the District medical plan, for a total

semi-monthly District contribution of \$245.42. Alternately, the employee may elect to have the additional \$10.00 semi-monthly amount applied as a District match to their existing 457 Deferred Compensation plan, when employee contributes that amount to the 457 plan. This contribution is based on full-time employment; part-time employees shall receive a prorated contribution based on their percentage of full-time employment.

2. Except as amended by this Resolution, Resolution No. 13-13, as amended, continues unchanged and in full force and effect.

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APCD RESOLUTION AMENDING THE MANAGEMENT
PERSONNEL BENEFITS POLICY FOR MANAGEMENT AND
CONFIDENTIAL-UNREPRESENTED EMPLOYEES

PASSED, APPROVED AND ADOPTED by the Air Pollution Control District Board of
the Santa Barbara County, State of California, this 18th day of June, 2015, by the following vote:

Ayes:

Noes:

Abstain:

Absent:

SANTA BARBARA COUNTY
AIR POLLUTION CONTROL DISTRICT

By _____
Chair

ATTEST:

LOUIS D. VAN MULLEM, JR.
Clerk of the Board

By _____
Deputy

APPROVED AS TO FORM:

MICHAEL C. GHIZZONI
Santa Barbara County Counsel

By _____
Deputy