

Agenda Date: Jun 17, 2010
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Continued Item: No

Board Agenda Item

TO: Air Pollution Control District Board
FROM: Terry Dressler, Air Pollution Control Officer
CONTACT: Sharyl K. Preskitt, Human Resources Officer (961-8828)
SUBJECT: Amendments to the Resolution Establishing the Management Personnel Benefits Policy for Management and Confidential-Unrepresented Employees

RECOMMENDATION:

Adopt a resolution amending the Management Personnel Benefits Policy for Management and Confidential-Unrepresented Employees.

DISCUSSION:

In December 1997 your Board adopted a Management Personnel Benefits Policy for Management and Confidential-Unrepresented Employees. Periodically, this resolution requires amendments to reflect changes to benefits provided to unrepresented employees.

The most significant changes are as follows:

1. Effective July 22, 2010, management and confidential employees will receive a one-time non-pensionable benefit equivalent to 3% of salary in the form of a visa gift card and/or a lump sum contribution to their individual Hartford 457 deferred compensation account. Counsel for the Santa Barbara County Employees Retirement Association Board of Retirement has confirmed that the above options would be excluded from compensation earnable as directed by your Board.
2. Added provision allowing up to 6 days of paid bereavement leave per year.
3. Provide December 27, 2010 as a one-time holiday.
4. Provide January 3, 2011 as a one-time holiday.

Fiscal Impact

Providing a one-time non-pensionable 3% benefit would cost the APCD \$22,485 for the fiscal year. The APCD currently has \$2,129,080 in discretionary designations from which to fund this one-time non-pensionable benefit.

Providing up to 6 days of bereavement leave per year would not increase the APCD's appropriations for salaries and benefits. While highly unlikely, providing this benefit has the potential to cause the APCD to lose 240 productive hours. Based on a productive hour cost of \$85.25 the APCD would be providing a benefit valued at \$20,460 with no direct fiscal impact.

Lastly, providing two additional holidays is consistent with the benefits that were negotiated with the other represented employee groups. Furthermore, closing the office for two additional days would benefit the APCD and County citizens through energy savings and reduced commute generated air pollution emissions. Based on a productive hour cost of \$85.25, the APCD would be providing a benefit valued at \$6,820 with no direct fiscal impact.

Attachment