

+RESOLUTION OF THE BOARD OF SUPERVISORS  
COUNTY OF SANTA BARBARA, STATE OF CALIFORNIA

IN THE MATTER OF AMENDING THE )  
PERSONNEL BENEFITS POLICY )  
FOR MANAGEMENT AND CONFIDENTIAL- ) RESOLUTION NO. 20-86  
UNREPRESENTED EMPLOYEES )

WHEREAS, the Board of Supervisors recognizes and values the work that managers, confidential-unrepresented employees, and unrepresented attorneys do to assure efficient County operations and quality public service; and

WHEREAS, the Board of Supervisors recognizes the responsibilities inherent in management and confidential-unrepresented and unrepresented attorney assignments and the extraordinary performance required of these employees; and

WHEREAS, the Board of Supervisors desires to publish a Management Personnel Benefits Policy whereby benefits and certain terms and conditions of employment to be afforded managers, confidential-unrepresented employees, and unrepresented attorneys are officially recognized by the Board of Supervisors; and

WHEREAS, by Resolution No. 20-61 the Board of Supervisors set forth the most recent amendments to the Management Personnel Benefits Policy Resolution for managers, confidential-unrepresented employees, and unrepresented attorneys; and

WHEREAS, the Board of Supervisors retains the right at any time to change terms and conditions of employment for employees in these groups; and

WHEREAS, the Board of Supervisors desires to revise this Management Personnel Benefits Policy at this time;

NOW, THEREFORE, BE IT RESOLVED, and it is the finding and determination of the Board of Supervisors as follows:

Resolution No. 20-61 amending the Personnel Benefits Policy is rescinded effective May 18, 2020, and a Personnel Benefits Policy for Management and Confidential Unrepresented Employees is established as follows for elected officials, department heads, assistant department heads, managers, enterprise leaders, unrepresented attorneys, and confidential-unrepresented employees in the units listed below. Employees listed in Units 40, 41, 42, 62, 63, 43, and 35 may be collectively referred to as "management" in this resolution. A list of the job classifications in each unit appears in Appendix 1.

Elected Officials	(Unit 40)
Department Heads	(Unit 41)
Assistant Department Heads	(Unit 42)
Assistant Department Heads - Safety	(Unit 62)
Managers - Safety	(Unit 63)
Managers	(Unit 43)
Enterprise Leaders	(Unit 35)
Unrepresented Attorneys	(Unit 36)
Confidential-Unrepresented Employees	(Unit 32)

## Contents

SECTION 1. MEDICAL AND DENTAL BENEFITS .....	3
SECTION 2. HEALTH INSURANCE BENEFITS DURING MEDICAL LEAVE OF ABSENCE .....	4
SECTION 3. LONG TERM DISABILITY INSURANCE .....	4
SECTION 4. TERM LIFE INSURANCE .....	5
SECTION 5. FLEXIBLE SPENDING ACCOUNT PLANS .....	5
SECTION 6. BENEFIT ALLOWANCE .....	6
SECTION 7. STATE DISABILITY INSURANCE (SDI) .....	6
SECTION 8. SICK LEAVE .....	6
SECTION 9. FAMILY LEAVE .....	8
SECTION 10. VACATION .....	8
Hourly/Annual .....	8
Accrual .....	8
Maximum .....	8
Allowable .....	8
Accrual .....	8
SECTION 11. HOLIDAYS .....	10
SECTION 12. LEAVE DONATION .....	12
SECTION 13. OVERTIME AND ADDITIONAL COMPENSATION .....	14
Exempt Classifications .....	14
SECTION 14. ADMINISTRATIVE LEAVE .....	15
SECTION 15. RETIREMENT .....	16
SECTION 16. 401(a) DISCRETIONARY SUPPLEMENTAL DEFFERED COMPENSATION PLAN .....	18
SECTION 17. BILINGUAL ALLOWANCE .....	18
SECTION 18. PROFESSIONAL LICENSE FEES .....	19
SECTION 19. TUITION AND TEXTBOOK REIMBURSEMENT .....	19
SECTION 20. VEHICLE ALLOWANCES .....	19
SECTION 21. TRANSPORTATION DEMAND MANAGEMENT (TDM) .....	20
SECTION 22. AUTOMATIC PAYROLL DEPOSIT .....	20
SECTION 23. FIRE SAFETY MANAGERS PROFESSIONAL DEVELOPMENT INCENTIVE .....	20
SECTION 24. AGRICULTURAL COMMISSION LICENSING INCENTIVE .....	21
SECTION 25. ADMINISTRATION OF BENEFITS .....	21

SECTION 1. MEDICAL AND DENTAL BENEFITS

- A. For new employees, medical and dental coverage benefits under this Section shall be effective at the beginning of the month that immediately follows the employee's first pay period of employment in a regular position. Part-time employees must be employed a minimum of fifty percent (50%) of full-time in order to be eligible for insurance benefits.
  
- B. The County shall contribute up to 100% of the least expensive EPO employee-only premium toward the cost of twice monthly medical plan coverage. The County shall contribute up to \$13.03 twice monthly toward the cost of the twice monthly premium for employee-only dental plan coverage. Medical and Dental contributions are based on full-time employment; part-time employees shall receive prorated contributions based on their percentage of full-time employment. Insurance plan premiums that exceed the County's twice monthly contribution shall be paid by the employee through payroll deductions.

Employees may select coverage from the following options:

Medical\*

- Preferred Provider Organization (PPO) Medical Plan(s)
- Health Maintenance Organization (HMO) Medical Plan(s)
- Exclusive Provider Organization (EPO) Medical Plan (s)

\*All medical plans include employee assistance program coverage.

Dental

- County Self-funded Preferred Provider Organization (PPO) Dental Plan
- Dental Maintenance Organization (DMO) Dental Plan

- C. Employees may insure their eligible dependents (including registered domestic partners as provided for in Paragraph D below) under the medical and dental plans listed above in accordance with the rules and regulations applicable to obtaining said dependent coverage.
  
- D. If two regular County employees are either (a) married to each other or (b) registered domestic partners, and are both eligible for contributions from the County toward employee-only medical and dental coverage, they may consolidate the County contributions toward the premium cost for "employee plus dependents" coverage held by one of the employees. In this situation, one employee (referred to below as the "spouse or partner") becomes a dependent on the other employee's (referred to below as the "primary employee") medical and dental coverage.

In order to be eligible under this provision, all of the following conditions must be met:

- Both employees are covered by the same medical and dental plan;
- The spouse or partner is insured as a dependent on the primary employee's medical and dental plan insurance;
- The spouse or partner has waived employee-only coverage;
- Both employees have authorized the consolidation of contributions on a form prescribed by the Human Resources Director;
- In the case of domestic partnerships, the employees must be so registered with a domestic partner registry maintained by a California city, county, the State of California, or a public jurisdiction in another state provided that the affected employees sign the County's Declaration of Domestic Partnership form.

Employees registered as domestic partners shall be responsible for all tax consequences of this benefit.

The amount of the consolidated contributions shall be that amount which would otherwise be contributed by the County toward the employee's and the spouse's employee-only premiums for the respective medical and dental plans less the cost for participation by the spouse or partner in the Employee Assistance Program and the County's healthcare advocacy program. The appropriate contributions shall be made by the respective departments employing each employee.

The employee and his/her domestic partner will be required to declare by affidavit that they meet these requirements in order for the domestic partner to participate in the County's medical and dental health insurance programs.

## SECTION 2. HEALTH INSURANCE BENEFITS DURING MEDICAL LEAVE OF ABSENCE

Employees who are absent from work due to a medical condition including injury, illness, pregnancy and childbirth shall receive the County contribution toward health plan coverage for a leave period up to 18 months. Insurance premiums exceeding the County's contribution and for dependents shall be the responsibility of the employee during the leave period. If an employee has paid leave accruals in excess of eighteen (18) months at the start of the leave, the County will continue to make its contribution toward health coverage while paid leave is being used and until such time as the paid leave is exhausted.

## SECTION 3. LONG TERM DISABILITY INSURANCE

The County shall provide a Long Term Disability Insurance Plan for all management and confidential-unrepresented employees.

The waiting period for benefit eligibility will be 60 days. The benefit will equal sixty percent of pre-disability earnings in accordance with specific plan provisions, limitations and exclusions.

SECTION 4. TERM LIFE INSURANCE

Basic Group Term Life Insurance shall be paid for by the County in accordance with the following schedule:

Department Heads and Elected Officials	\$50,000
Assistant Department Heads	\$30,000
Managers and Confidential-Unrepresented Employees and Unrepresented Attorneys	\$20,000

SECTION 5. FLEXIBLE SPENDING ACCOUNT PLANS

- A. All management, confidential-unrepresented employees, and unrepresented attorneys shall be eligible to participate in the County sponsored Flexible Spending Account Plan.

The Flexible Spending Account Plan will include the following salary reduction options:

1. Pre-Tax Health Insurance Premium Option--for employees and their dependents;
2. Pre-Tax Health Care Spending Account Option;
3. Pre-Tax Dependent Care Spending Account Option;
4. Pre-Tax Life Insurance Premium Option;
5. Pre-Tax Personal Accident Insurance Program.

These options are described in detail in the Flexible Spending Plan brochure and in the Legal Plan Document and supplemental materials. All salary reduction amounts are included in base salaries for the purpose of computing retirement earnings and are subject to appropriate Internal Revenue Service regulations.

The Flexible Spending Plan may be amended in the future to revise the benefit options.

- B. Benefits selected under The Flexible Spending Plan cannot be changed during the Plan year except in cases of an eligible qualifying event consistent with the benefit change. Enrollment in the Plan shall be offered on an annual basis at the beginning of the plan year. New employees may enroll within the first thirty (30) days of employment. Continued operation of the Plan shall be subject to County administrative procedures.
- C. A. Commuter Benefits Plan is available within IRS limitations; employees who contribute a minimum of \$10 monthly shall receive a County contribution of \$10 monthly.

SECTION 6. BENEFIT ALLOWANCE

Effective April 23, 2018, base pay for employees covered by this Resolution shall be increased by the amount heretofore paid to each unit as a Benefit Allowance, prorated based on the number of non-premium hours paid in a pay period. The Benefit Allowance for each Unit shall be eliminated at this time as it will have been incorporated into base wages.

SECTION 7. STATE DISABILITY INSURANCE (SDI)

Confidential-unrepresented (Unit 32) employees have elected to participate in SDI. Benefits received from SDI shall be integrated with paid leave as follows:

- A. All employees eligible for SDI benefits shall use their available sick leave credits to supplement their SDI benefits so that the sum of the SDI benefits and sick leave credits used equals 80% of their gross salary.
- B. Employees eligible for SDI benefits may apply with the State of California for approval as soon as possible following the date of their eligibility for SDI benefits. Current eligibility begins on the eighth consecutive calendar day of an extended illness or injury. An employee must apply for SDI when illness or injury causes him/her to miss work for more than twelve consecutive calendar days.
- C. When an employee has used all available sick leave credits, (s)he may use any available overtime and/or holiday credits first and vacation second to supplement his/her SDI benefits up to 80% of gross salary.

If during the disability period the employee reaches his/her Maximum Allowable Accrual for vacation, then the employee shall be allowed to use up to forty (40) hours of vacation time, prior to the use of sick leave, overtime and/or holiday credits, in order to supplement his/her SDI benefits up to 80% of gross salary.

- D. Employees eligible for Paid Family Leave (PFL) benefits may apply with the State of California. Employees receiving PFL benefits may integrate available sick leave credits to the extent provided in Section 12(E) of this agreement; available overtime and/or holiday credits; and vacation to supplement their PFL benefits up to 100% of gross salary. Available overtime and/or holiday credits shall be used prior to integrating with vacation. There is no waiting period for PFL claims as of January 1, 2018.

Employees participating in this program are solely responsible for understanding the tax consequences of receiving PFL benefits.

SECTION 8. SICK LEAVE

- A. Each regular full-time or regular part-time management, confidential-unrepresented employee, or unrepresented attorney shall accrue sick leave at

the rate of .0463 hours for each hour in a regular pay or paid leave status, excluding overtime, call back and standby.

- B. Management, confidential-unrepresented employees, and unrepresented attorneys shall receive eighty (80) hours sick leave accrual upon appointment or such prorated amount for regular part-time employees. Employees entering management, confidential-unrepresented, or unrepresented attorney classes from union-represented County classes shall retain their current sick leave balances and shall only receive additional sick leave accrual necessary to provide a balance of eighty (80) hours sick leave.
- C. Unused sick leave shall be cumulative from year to year, with no accrual limit.
- D. Sick leave usage may not exceed each employee's accrued sick leave balance reported on the Leave Report at the end of the prior pay period immediately preceding the pay period in which the leave is taken. However, the salary of an exempt employee shall not be subject to reduction because of variations in the quantity of work performed except in accordance with Department of Labor regulations (29 C.F.R. §.541.5d).
- E. Employees may use accrued sick leave for the employee or a specified family member as defined in Section H below for the diagnosis, care, or treatment of an existing health condition or preventive care, or for specified purposes for an employee who is a victim of domestic violence, sexual assault, or stalking. Except as prohibited by state law for the first three (3) days of sick leave used in a given calendar year, a department head, or other appropriate authority, may require evidence in the form of a physician's certificate, or otherwise, of the adequacy of the reason for any employee's absence during the time for which sick leave was requested. Under no circumstances is sick leave to be used in lieu of, in addition to, or as vacation. The Auditor may require a physician's certificate from the department in order to determine correctness of payroll records.
- F. When a member of his/her immediate family is seriously ill or injured and requires the employee's presence and attendance, an employee may be allowed by the appointing authority to use up to one-half of the employee's annual accumulated sick leave to attend such family member; provided that the employee has that many hours of accrued sick leave balance and that not more than six days (48 hours) per year may be allowed for the illness or injury of any one member of the employee's immediate family. Employees in Fire shift assignments may be allowed to use up to three shifts (72 hours) of accumulated sick leave for this purpose. Subject to department head approval, an employee may exceed the six day (or three shift) limit to care for an immediate family member who has a catastrophic or life threatening illness as verified by a physician's statement.
- G. Up to a maximum of five days (40 hours) of accumulated sick leave may be granted by the appointing authority or his/her designee to an employee for absence from duty because of any and each death in the employee's

immediate family. Employees in Fire shift assignments may be allowed to use up to three shifts (72 hours) of accumulated sick leave for this purpose.

- H. For the purposes of Paragraphs E F and G above, "specified family member" or "immediate family" is defined as husband, wife, domestic partner, parent, stepparent, brother, sister, child, stepchild, grandparent, grandchild, and mother-in-law or father-in-law of the employee.
- I. An employee may, when necessary and at the discretion of his or her department head, be granted up to two hours leave with pay to make voluntary non-remunerated blood donations to non-profit blood banks in the county. Time off in excess of two hours and up to an additional two hours may be used for this purpose, but such additional time off shall be charged to accumulated sick leave. Leave for the purpose of donating blood shall not exceed five times in any one calendar year.
- J. Except upon layoff in accordance with Civil Service Rule XI, termination of County employment shall abrogate all sick leave accrued to the time of such termination, regardless of whether such person subsequently re-enters County employment or service. No payment shall be made to any employee for unused sick leave accumulated to his credit at the time of his termination from County service.
- K. Notwithstanding provisions of Paragraph J above, an employee shall have any previously-accrued and unused sick leave hours reinstated if the employee separates from County service and is rehired as a Regular employee within one year of separation.

#### SECTION 9. FAMILY LEAVE

Family care leave benefits are set forth in the County's Family and Medical Care Leave Policy.

#### SECTION 10. VACATION

- A. For each hour in a regular pay status, excluding overtime, call back and standby, each regular full-time or regular part-time management, confidential-unrepresented employee, or unrepresented attorney shall accrue vacation based on continuous County service as provided in the chart below:

<b>Continuous County Service</b>	<b>Hourly/Annual Accrual</b>	<b>Maximum Allowable Accrual</b>
0-2 yrs.(0-24 mo.)	.0463hrs./96hrs.	368 hrs.
3-4 yrs.(25-48 mo.)	.0616hrs./128hrs.	368 hrs.
5-10 yrs. (49-120 mo.)	.0731hrs./152hrs.	440 hrs.
11-14 yrs.(121-168 mo.)	.0847hrs./176hrs.	470 hrs.
15+ yrs.(169+ mo.)	.0962hrs./200hrs.	500 hrs.



Elected officials are not eligible to accrue vacation leave.

- B. Vacation accrual may accumulate up to the Maximum Allowable Accrual provided for in the chart in Paragraph A above.
- C. For employees in Fire shift assignments who work an average fifty-six (56) hour work week, the annual accrual and maximum allowable accrual provided for in Paragraph A shall be multiplied by a factor of 1.4.
- D. Upon appointment to a Department Head classification (Unit 41), an employee shall receive eighty (80) hours of vacation credit if appointed from outside Santa Barbara County government service. Upon appointment to an Assistant Department Head classification (Unit 42), an employee shall receive forty (40) hours of vacation credit if appointed from outside Santa Barbara County government service. Employees may receive additional hours under the New Hire Incentive Policy not to exceed the first year's accrual. Notwithstanding the above, persons who leave County service and who are subsequently reappointed within one year of separation are not eligible for vacation credit under this provision.
- E. Employees appointed to positions in Units 32, 35, 36, and 41-43 from outside Santa Barbara County government service from either a city, county (other than Santa Barbara County), special district, state or federal government agency shall receive credit for their prior years of public agency service towards their annual vacation accrual rate if that public agency experience ended within six months of the date of employment.
- F. In addition to any credit provided for in Paragraph E, above, permanent employees who separate from County service and then return may recoup their past service credit for purposes of vacation accrual under the following conditions:
  - Employees may be absent from County service no more than three consecutive years; and
  - Employees must have left County service in good standing and their last two performance evaluation ratings prior to leaving County service must have been satisfactory or above.

Former service credit, in such cases, shall be combined with the new and current employment, in addition to any credit received in accordance with Paragraph E, above, in determining the employee's vacation accrual rates.

- G. Notwithstanding the provisions of Paragraphs A, B and C above, an employee absent due to a work-related injury, receiving Workers' Compensation Temporary Disability and unable to take vacation may accrue vacation above the Maximum Allowable Accrual. Following his/her return to work, the

employee shall make every reasonable effort to promptly take vacation in excess of the Maximum Allowable Accrual.

- H.
  - A. An employee is not entitled to vacation credits or accrual unless or until he/she has been a regular employee for six (6) continuous months. Consequently, a person failing to complete such service receives no payment for vacation credits upon termination. Department heads and assistant department heads may use the vacation credits provided in Paragraph D above, immediately upon appointment.
  - B. Notwithstanding subparagraph (1) above, employees who have not accrued any vacation time because they have not been regular employees for six consecutive months may use earnings code "VAC" for authorized absences that are a direct result of the COVID-19 related emergency proclaimed by the CEO on March 12, 2020, on the following conditions:
    - (a) The employee is not eligible for or has exhausted any other form of paid leave for the absence (including, but not limited to, PTL, holiday or compensatory time off); and
    - (b) Hours coded "VAC" for the absence will be deducted from, and cannot exceed, the vacation balance the employee is granted after six months of continuous employment.
  - C. The provisions of paragraph (2) above may be reauthorized, after review by County Counsel and Auditor-Controller, in the event the CEO declares any subsequent emergencies or disasters that affect the County of Santa Barbara. If reauthorized, the Human Resources Director will report such action to the Board of Supervisors.
- I. No payment in lieu of vacation shall be made to any appointed employee except upon termination of employment. Terminating employees shall be paid for accumulated vacation as of the date of termination.
- J. Vacation shall not include any regular holidays taken during a vacation period.
- K. Employees may be required to take vacation with reasonable notice.
- L. Vacation usage may not exceed each employee's accrued vacation balance reported on the Leave Report at the end of the prior pay period. However, the salary of an exempt employee shall not be subject to reduction because of variations in the quantity of work performed except in accordance with Department of Labor regulations (29 C.F.R. § 541.5d).

## SECTION 11. HOLIDAYS

- A. Holidays regularly observed by the County of Santa Barbara for management and confidential employees (except elected officials) are:

New Year's Day, January 1  
Martin Luther King Jr.'s Birthday, 3rd Monday in January

Washington's Birthday, 3rd Monday in February  
Memorial Day, last Monday in May  
Independence Day, July 4  
Labor Day, 1st Monday in September  
Veterans Day, November 11  
Thanksgiving Day, 4th Thursday in November  
Thanksgiving Day Friday, the day after Thanksgiving  
Christmas Day, December 25  
Floating Holiday(s) (See Paragraph B below)

- B. All regular unrepresented attorneys and management employees in a pay status (including paid leave) for any portion of pay period one of each year shall be credited with eight (8) hours holiday leave. All regular confidential employees in a pay status (including paid leave) for any portion of pay period one of each year shall be credited with sixteen (16) hours holiday leave. Regular part-time employees shall receive a prorated equivalent. This holiday leave must be used during the payroll year and may not be accumulated from year to year. The floating holiday credit may be used in the same pay period in which it is accrued, subject to Paragraph C below.
- C. Holiday leave shall be subject to the approval and/or shall be taken at the direction of the appointing authority or designee.
- D. Each County holiday which falls on Saturday shall be observed on the preceding Friday; and, in this event, the Saturday shall not be considered as a holiday for purposes of compensation and/or time off. Each County holiday which falls on Sunday shall be observed on the following Monday; and, in this event, the Sunday shall not be considered as a holiday for purposes of compensation and/or time off.
- E. Regular employees leaving County service shall be paid all compensatory holiday time which has accrued but has not been otherwise compensated.
- F. In the following subsections reference to eight (8) hours shall apply to regular full-time employees and in the case of regular part-time employee the eight (8) hours shall be a prorated equivalent.
- G. When a holiday falls on an employee's regularly scheduled work day, the employee shall be paid eight (8) hours payment for the holiday. When a holiday falls on an employee's regularly scheduled day off, the employee shall accrue eight (8) hours of compensatory holiday time.
- H. When an employee who is overtime exempt is required to work on a holiday which falls on the employee's regularly scheduled work day, the employee shall, in addition to his/her regular salary for the day, accrue compensatory holiday time on an hour for hour basis for all hours worked up to eight (8) hours.

- I. When an employee who is eligible for overtime is required to work on a holiday, the employee shall, in addition to eight (8) hours regular payment for the holiday, accrue compensatory holiday time at straight time and payment at one half time for all hours worked up to eight (8) hours.
- J. Employees who accrue holiday time shall take the compensatory time during the payroll year in which the holiday is accrued.
- K. In order to receive holiday compensation, an employee must be in paid status on the scheduled work day immediately prior to and/or after the holiday. Notwithstanding the above, neither the first day of employment nor the last day of employment may be a holiday.
- L. Holiday Compensation for Fire Shift Employees -- Each pay period in which a holiday occurs, Fire shift employees shall receive additional compensation at the rate of one-tenth of the employee's basic biweekly salary for each holiday included in that pay period irrespective of whether or not the employee actually works on any such holiday, unless the employee is excused from working a regularly scheduled shift on such holiday, which time off shall be deemed full compensation for such holiday.

## SECTION 12. LEAVE DONATION

Employees (except elected officials) shall be eligible to participate as donors and recipients in the leave donation program, which provides a mechanism for assisting employees who have exhausted paid leave due to a serious or catastrophic illness or injury. This program allows a regular County employee to donate the monetary value of accrued vacation, holiday or overtime hours to a specific, eligible employee who has exhausted his/her own available leave balances. Serious or catastrophic illness or injury is defined as the employee's own adverse medical condition which requires the employee to be absent from work for more than twenty (20) consecutive work days, or a similarly debilitating illness or injury of the employee's immediate family member (as defined in Section 8, paragraph H) requiring the employee's attendance.

- A. To receive leave donations, an employee:
  - Must have been employed in a regular position for a minimum of six months; and
  - Must be absent from work due to his/her own catastrophic illness or injury for more than twenty consecutive work days (as verified by a physician's statement), or be absent from work in order to attend his/her immediate family member who has a catastrophic illness or injury (as verified by a physician's statement); and
  - Must have exhausted all earned leave balances (including sick leave [if related to the employee's own illness], vacation, overtime and holiday credits); except however, the appointing authority may approve the solicitation/acceptance of leave donations prior to all balances being exhausted, when the

physician's statement and leave balances indicate the probable exhaustion of balances within two pay periods.

- B. Donated leave shall be changed to its cash value at the donor's base rate of pay and then credited to the recipient in equivalent hours of vacation at the recipient's base rate of pay.
- C. Donations:
  - are voluntary;
  - are made from accrued vacation, holiday or overtime balances; donation of sick leave is not permitted;
  - must be for a minimum of eight (8) hours, in whole hour increments;
  - are irrevocable, and if any donated hours remain at the end of the recipient's catastrophic leave, they shall remain available for the sole use of the recipient; and
  - are taxable on the part of the recipient, in accordance with IRS regulations, and are subject to withholding as required by law.
- D. An employee may not donate more than eighty (80) hours to any other individual employee.
- E. The total donations received into his/her vacation balance by an employee shall normally not exceed 1040 hours; however, donations in excess of 1040 hours may be considered and approved by the recipient's appointing authority.
- F. Upon approval of a request for donations, the appointing authority (or his/her designee) shall, at the employee's request, post a notice of the eligible employee's need for donations on departmental bulletin boards accessible to employees; confidential medical information shall not be included in the notice. If the eligible employee is in his/her original probationary period, the notice will include a statement of that fact.
- G. Donations shall be administered according to procedures established by the Auditor-Controller, and requested on a form prescribed by the Auditor-Controller. Signed approvals of the receiving and donating employees must be properly provided before a donation is processed.

Donors and hours donated shall be maintained as confidential payroll information.
- H. Nothing in this section shall be construed to modify the employment relationship between the County and the receiving employee, or to restrict the County's management rights. Neither shall this section modify existing County rules, policies or agreements regarding unpaid leave of absence or family leave.

SECTION 13. OVERTIME AND ADDITIONAL COMPENSATIONExempt Classifications

- A. The County shall determine and identify those classifications which are exempt from overtime compensation. The determination shall be in accordance with the requirements of the Fair Labor Standards Act. Classifications which have been designated as exempt shall not receive overtime, except as otherwise provided or in an emergency as provided below.
- B. Except for Elected Officials, Appointed Department Heads, and Assistant Department Heads (i.e. employees in Units 40, 41, and 42), regular employees in classifications exempt from overtime compensation, and, therefore, not otherwise eligible for overtime pursuant to this resolution shall be paid additional compensation for hours worked over their regularly scheduled hours during an emergency. *These hours are cumulative for the duration of the emergency and do not reset each pay period.* Such additional compensation shall be as follows:
1. No additional compensation shall be paid for the first twelve (12) hours worked over regularly scheduled hours during the emergency;
  2. Additional compensation shall be paid at straight time for the second twelve (12) hours worked over regularly scheduled hours during the emergency; and
  3. Additional compensation shall be paid at the rate of time and one-half for all hours that exceed twenty four (24) hours worked over regularly scheduled hours during the emergency.
- C. Emergency for the purposes of Paragraph B of this Section shall mean any of the following:
1. The proclamation of a "local emergency" by the Board of Supervisors or the County Executive Officer or his/her designee.
  2. The proclamation of a "state of emergency" in Santa Barbara County by the Governor.
  3. The designation of a "limited local emergency" by the County Administrator or his/her designee. "Limited local emergencies" may be designated in writing by the County Executive Officer or his/her designee due to significant or lengthy emergency situations in Santa Barbara County, or outside the County during mutual aid responses, that require ongoing staff support.
- D. Notwithstanding Paragraph B above, Fire Department Battalion Chiefs and Division Chiefs who are assigned to a covered emergency shall be paid for all hours assigned to the incident, from the time of their initial deployment from

their home base in Santa Barbara County, until the time they return to home base from the incident (“portal to portal”).

#### Non-Exempt Classifications

- A. Overtime for non-exempt employees shall be defined as any time worked in excess of forty (40) hours in a seven day work period, exclusive of standby. For the purpose of computing overtime, all regular, scheduled work hours including paid leave time, except for sick leave, shall be considered time worked. Overtime shall be authorized in advance by the department head or his/her designee.
- B. Overtime work is compensable at the rate of time and one-half the regular rate as computed in accordance with the Fair Labor Standards Act. Hours worked shall accrue in increments of tenths (1/10) of an hour (6 minutes), subject to a minimum of two-tenths (2/10) of an hour (12 minutes).
- C. Overtime shall be placed in a Compensatory Overtime account or paid in the pay period in which earned, at the discretion of the department head or his/her designated representative. The maximum allowable balance in the Compensatory Overtime account shall be 240 hours.
- D. If an employee wishes to take compensatory time off, it shall be requested at least 48 hours in advance. Denial of a request for compensatory time off is subject to a determination by the department head that it would unduly disrupt the operations of the department. Compensatory Overtime shall be used before any leave-without-pay is granted pursuant to Rule XIV of the Santa Barbara County Civil Service Rules. A direction to take off compensatory overtime by the department head or his/her designated representative shall be given to the employee at least forty-eight (48) hours before the time off is to be taken.
- E. Except upon termination of employment, hours in the Compensatory Overtime account as of the last pay period ending prior to June 30 and December 31 shall be paid off based on the employee's regular hourly rate of pay in effect at the time of payment. Payments for compensatory overtime hours are taxable as lump sum payments in accordance with IRS and State Franchise Tax Board regulations and are subject to withholding as required by law. Overtime earned in the pay period in which a payoff is made shall not be included in the automatic payoff of the account balance.
- F. Part-time, non-exempt employees who work beyond their regularly scheduled work hours, but less than forty (40) hours in a seven (7) day work period, shall be paid at straight time.

#### SECTION 14. ADMINISTRATIVE LEAVE

Management, confidential employees, and unrepresented attorneys in classifications exempt from overtime compensation (except elected officials, but including Fire

Battalion Chiefs) are eligible for administrative leave in accordance with the following provisions:

- A. Purpose. Management and other salaried employees are compensated for meeting the requirements and performing the duties of their job regardless of the number or scheduling of hours worked. Such employees may be required periodically or routinely to work long or irregular hours, and to attend various meetings and functions outside of normal "business hours" to fulfill their responsibilities.

Due to standards of public accountability and the resulting need for all employees to account for all time for which they are compensated, the County has created a vehicle to record paid time off not charged to accrued leave balances when a salaried employee occasionally works less than his/her regular schedule. This paid time off is called administrative leave. The purpose of administrative leave is to provide a process for authorized leave time to record amounts to be paid to salaried employees when their pay period total regular hours plus any use of vacation, holiday or sick leave is less than their normal full-time schedule (80 hours).

- B. Approval Required. Salaried employees do not have a right to administrative leave. This leave is not an entitlement, it is not related to hours worked, nor is it subject to accrual or payment for unused leave.

Use of administrative leave is restricted to instances where there is a sound business justification as approved by an employee's department head. An employee's use of administrative leave shall not exceed 80 hours per employee per payroll year.

## SECTION 15. RETIREMENT

- A. The County offers the following retirement plans:
1. General Member Employees Hired Before October 10, 1994  
Contributory Retirement Plan5A/Half-Rates
  2. General Member Employees (except Unit 32) Hired On or After October 10, 1994  
Contributory Retirement Plan5B/Full-Rates
  3. General Member Confidential Unrepresented Employees (Unit 32) Hired On or After October 10, 1994  
Contributory Retirement Plan5C/Half-Rates
  4. General Member Employees Hired on June 25, 2012 through December 31, 2012  
Contributory Retirement Plan7/Half-Rates



5. Non-Reciprocal General Member Employees Hired On or After January 1, 2013  
Contributory Retirement Plan 8/Full-Rates
  6. Safety Member Employees Hired Before October 10, 1994  
Contributory Retirement Plans
    - a. Fire Employees: Safety Plan 4A/Half Rates
    - b. Probation Employees: Safety Plan 4B/Full Rates
    - c. Sheriff/Undersheriff: Safety Plan 6A/Half Rates
  7. Safety Member Employees Hired On or After October 10, 1994 through December 31, 2012  
Contributory Retirement Plans
    - a. Fire Employees: Safety Plan 4 C/Half Rates
    - b. Probation Employees: Safety Plan 4B/Full Rates
    - c. Sheriff/Undersheriff: Safety Plan 6B/ Half Rates
  8. Non-Reciprocal Safety Employees First Hired On or After January 1, 2013  
Contributory Retirement Plan 8/Full-Rates
- B. The County may adjust the employee contribution rates to the Retirement System when such adjustments are based on an Actuary Report, recommended by the Retirement Board and approved by the Board of Supervisors. The effective dates of rate adjustments shall be in accordance with the applicable provisions of the County Employees Retirement Law of 1937.
- C. Classic/Legacy employees in Bargaining Units 32, 35, 40, except for elected members of the Board of Supervisors, 41, including the County Executive Officer (CEO), 42, and 43 will begin paying part of the County's mandatory retirement contributions when the County Auditor-Controller's Office completes the programming and payroll testing necessary to implement the change, which will be as soon as practicable after July 2, 2018.

Effective as soon as practicable after July 2, 2018 (i.e. after the programming and payroll testing has been completed), "Classic/Legacy" employees in Bargaining Unit 32 will contribute 1.5% of their pensionable income as a partial replacement of the mandatory employer contribution.

Effective as soon as practicable after July 16, 2018 (i.e. after the programming and payroll testing has been completed), "Classic/Legacy" management employees in Bargaining Units 35, 40, except for elected members of the Board of Supervisors, 41, including the CEO, 42, and 43 will contribute 0.83% of their pensionable income as a partial replacement of the mandatory employer contribution.

Effective in Pay Period 15-2019 (July 1, 2019), "Classic/Legacy" employees in Bargaining Unit 32 will contribute an additional 0.5% (for a total of 2.0%) of

their pensionable income as a partial replacement of the mandatory employer contribution.

Effective in Pay Period 15-2019 (July 1, 2019), "Classic/Legacy" non-safety management employees in Bargaining Units 35, 40, except for elected members of the Board of Supervisors, 41, including the CEO, 42, and 43 will contribute an additional 0.83% (for a total of 1.66%) of their pensionable income as a partial replacement of the mandatory employer contribution.

Effective in Pay Period 15-2020 (June 29, 2020), "Classic/Legacy" employees in Bargaining Unit 32 will contribute an additional 0.5% (for a total of 2.5%) of their pensionable income as a partial replacement of the mandatory employer contribution.

Effective in Pay Period 15-2020 (June 29, 2020), "Classic/Legacy" non-safety management employees in Bargaining Units 35, 40, except for elected members of the Board of Supervisors, 41, including the CEO, 42, and 43 will contribute an additional 0.83% (for a total of 2.49%) of their pensionable income as a partial replacement of the mandatory employer contribution.

Once the required payments begin, they will be credited to the employee's account and designated "employee contributions" for purposes of Government Code section 31631(b). To enable employees to make these contributions with "pre-tax dollars," the County deems the contributions "picked up" pursuant to Internal Revenue Code section 414(h), Government Code section 31581.2, and Santa Barbara County Resolution 02-281.

- D. Employees hired on or after June 25, 2012 in non-safety (General Member) retirement plans, and employees hired on or after May 18, 2020 in safety retirement plans, are not eligible for the retiree medical subsidies provided to safety and non-safety employees hired prior to those respective dates.

#### SECTION 16. 401(a) DISCRETIONARY SUPPLEMENTAL DEFERRED COMPENSATION PLAN

For management employees in Unit 35 and Unit 43 and unrepresented attorneys in Unit 36, the County shall contribute 0.24% of the employee's base salary each pay period into a 401(a) deferred compensation plan for the benefit of the employee. All employer contributions shall be immediately vested to the employee. Employees are responsible for the investment of assets in their individual account among the investment choices available and offered by the Plan Administrator. If an employee fails to direct any specific investment choice, the assets in his/her individual account will automatically be invested in the Plan Administrator's "general account." Specifics of the 401(a) Plan are contained in the Plan Document.

#### SECTION 17. BILINGUAL ALLOWANCE

Management, confidential-unrepresented employees, and unrepresented attorneys, whose duty assignments require regular and frequent use of bilingual language skills

in Spanish and English, shall be eligible to receive a bilingual allowance upon designation by the department head in writing to the Human Resources Director. The amount of the allowance for full-time managers and unrepresented attorneys shall be \$25.38 per pay period and for confidential-unrepresented employees shall be \$57.69 per pay period. The bilingual allowance shall be prorated for part-time employees.

As used in this section, the phrase "regular and frequent use" means at least once each working day, or at least five times each work week. Payment for the bilingual language skill is restricted to the actual needs of the position. An employee's ability to read, write, or speak Spanish, occasional or incidental use of language skills in Spanish or the use of bilingual language skills other than for the purpose of meeting the requirements of the job shall not warrant a bilingual allowance.

#### SECTION 18. PROFESSIONAL LICENSE FEES

Employees shall be reimbursed for professional license fees (e.g., State bar dues, physician and surgeon certificates, professional civil engineer registration, etc.), excluding any portion designated for political purposes, under the following conditions:

1. Possession of the license or certificate must be an ongoing requirement of the position;
2. If the employee leaves County employment during the licensing period, the County's contribution shall be pro-rated (i.e., if fees have been paid in advance by the County, the employee shall be required to reimburse the County for the pro-rated portion of the fees through a reduction in the employee's final pay check).

Payments for part-time employees will be pro-rated based on their percentage of full-time employment.

#### SECTION 19. TUITION AND TEXTBOOK REIMBURSEMENT

To the extent funding is available, management and confidential-unrepresented employees shall be eligible for tuition and textbook reimbursement up to a maximum of \$500 per fiscal year and in accordance with administrative regulations governing this program. Tuition reimbursement for regular, part-time employees shall be prorated based on their part-time percentage.

#### SECTION 20. VEHICLE ALLOWANCES

Employees who, when authorized by their department, use their personal vehicle for County business shall be reimbursed for each mile driven on County business. Said reimbursement shall be at the amount per mile exempted by the Internal Revenue Service for reporting of income.

Elected or Appointed Department Heads, Board of Supervisor Assistants, and Assistant Department Heads receive a bi-weekly vehicle allowance. Management employees with an assigned vehicle and vehicle allowance are subject to a bi-weekly deduction.

Mileage Reimbursement Rates, Vehicle Allowances and Vehicle Deductions are set and adjusted annually by the Auditor-Controller in accordance with Resolution 01-151 and any successor resolutions.

#### SECTION 21. TRANSPORTATION DEMAND MANAGEMENT (TDM)

Management and confidential-unrepresented employees shall be eligible to participate in the County's TDM program and receive related benefits including the Alternative Commute Incentive.

#### SECTION 22. AUTOMATIC PAYROLL DEPOSIT

All management and confidential-unrepresented employees shall participate in the County's automatic payroll deposit program. Participation shall mean the employee's execution of a payroll authorization form and submission of a voided check or savings deposit slip to the Auditor's office. It shall be the employee's choice as to which bank he/she designates as the institution receiving the payroll funds.

When the authorization form is properly executed and filed with the Auditor, the County shall automatically deposit in the employee's designated bank account the net amount of pay each designated bi-weekly payday.

#### SECTION 23. FIRE SAFETY MANAGERS PROFESSIONAL DEVELOPMENT AND ORGANIZATIONAL INCENTIVE

Employees in the classifications of Team/Project Leader – Battalion Chief – Fire, Program/Business Leader – Division Chief – Fire, and Assistant Department Leader – Fire are eligible for post-secondary education and vocational education compensation, up to 12% of pay as follows:

- 1% to 5% for post-secondary education as follows:
  - 1% for an Associate of Arts/Science; **or**
  - 3% for a Bachelor of Arts/Science; **or**
  - 5% for a Master of Arts/Science
  
- A maximum of 7% as follows for:
  - 4% for an EMT certification
  - 3% for Chief Officer Certification
  - 3% for Incident Commander/Section Chief Qualification
  - 3% for National Fire Academy Executive Fire Officer.

SECTION 24. AGRICULTURAL COMMISSION LICENSING INCENTIVE

The County shall provide a pay incentive of two and one-half percent (2.5%) to employees in the classifications of Program /Business Leader-General who are assigned to work as Deputy Agricultural Commissioner, Deputy Sealer or Compliance Coordinator for possession and maintenance of either an Agricultural Commissioner License or a Sealer of Weights and Measures License. This incentive pay is limited to two and one-half percent per person (2.5%). If any of the licenses are allowed to lapse, the special pay practice will cease until such time as the employee completes the necessary steps to regain the license.

SECTION 25. ADMINISTRATION OF BENEFITS

The County Executive Officer, the Auditor-Controller, and the Human Resources Director are hereby directed to provide the necessary administrative procedures to implement the above provisions of this Resolution.

PASSED AND ADOPTED by the Board of Supervisors of the County of Santa Barbara, State of California, this 19th day of May 2020 by the following vote:

AYES: Supervisors Williams, Hart, Hartmann, Adam and Lavagnino

NOES: NONE

ABSENT: NONE

ATTEST:

MONA MIYASATO  
COUNTY EXECUTIVE OFFICER  
CLERK OF THE BOARD

ACCEPTED AND AGREED:  
COUNTY OF SANTA BARBARA

By: Shila de Guere  
Deputy

By: Gregg Hart  
GREGG HART, CHAIR  
BOARD OF SUPERVISORS

APPROVED AS TO FORM:  
MICHAEL C. GHIZZONI  
COUNTY COUNSEL

APPROVED AS TO FORM:  
BETSY M. SCHAFFER, CPA  
AUDITOR-CONROLLER

By: Victoria Parks Tuttle  
Deputy

By: Betsy M Schaffer

APPENDIX 1

<b>Unit</b>	<b>Unit Name</b>	<b>Job Class Title</b>
32	Unrepresented - Confidential Employees	FINANCIAL OFFICE PRO II-RES
32	Unrepresented - Confidential Employees	FINANCIAL OFFICE PRO I-RES
32	Unrepresented - Confidential Employees	LEGAL OFFICE PRO EXPERT-RES
32	Unrepresented - Confidential Employees	LEGAL OFFICE PRO II-RES
32	Unrepresented - Confidential Employees	LEGAL OFFICE PRO I-RES
32	Unrepresented - Confidential Employees	ADMN OFFICE PRO EXPERT-RES
32	Unrepresented - Confidential Employees	ADMIN OFFICE PRO SR-RES
32	Unrepresented - Confidential Employees	LEGAL OFFICE PRO SR-RES
32	Unrepresented - Confidential Employees	FINANCIAL OFFICE PRO SR-RES
32	Unrepresented - Confidential Employees	ADMN OFFICE PRO I-RES
32	Unrepresented - Confidential Employees	RETIRE DISABILITY SPEC I
32	Unrepresented - Confidential Employees	RETIRE DISABILITY SPEC II
32	Unrepresented - Confidential Employees	ADMIN PROFESSIONAL
32	Unrepresented - Confidential Employees	FINANCIAL OFFICE PRO EXPERT-RES
32	Unrepresented - Confidential Employees	ADMN OFFICE PRO II-RES
32	Unrepresented - Confidential Employees	FINANCIAL SYS ANALYST SR-R
32	Unrepresented - Confidential Employees	EDP SYS & PROG ANLST I-R
32	Unrepresented - Confidential Employees	DEPT BUS SPEC II-RES
32	Unrepresented - Confidential Employees	DEPT BUS SPEC I-RES
32	Unrepresented - Confidential Employees	COMPUTER SYSTEMS SPEC II-R
32	Unrepresented - Confidential Employees	BOS ADMIN ASST II
32	Unrepresented - Confidential Employees	BOS ADMIN ASST I
32	Unrepresented - Confidential Employees	COMPUTER SYSTEMS SPEC I-R
32	Unrepresented - Confidential Employees	FINANCIAL SYS ANALYST II-R
32	Unrepresented - Confidential Employees	FINANCIAL SYS ANALYST I-R
32	Unrepresented - Confidential Employees	FINANCIAL ACCT ANALYST-R
32	Unrepresented - Confidential Employees	EDP SYS & PROG ANLST II-R
35	Unrepresented - Enterprise	ENTERPRISE LDR-GEN
35	Unrepresented - Enterprise	ENTERPRISE LDR-GEN
36	Unrepresented - Attorneys	DEPUTY COUNTY COUNSEL IV-RES
36	Unrepresented - Attorneys	DEPUTY COUNTY COUNSEL SR-RES
36	Unrepresented - Attorneys	DEPUTY COUNTY COUNSEL III-RES
36	Unrepresented - Attorneys	DEPUTY COUNTY COUNSEL II-RES
36	Unrepresented - Attorneys	DEPUTY COUNTY COUNSEL I-RES
36	Unrepresented - Attorneys	CHILD SUPPORT ATTY SUPV
36	Unrepresented - Attorneys	CHIEF DEPUTY COUNTY COUNSEL
38	Unrepresented - Elected Officials	SUPERVISOR ELECTED
40	Unrepresented - Elected Officials	DEPT/CORP LDR-DIST ATTY
40	Unrepresented - Elected Officials	DEPT/CORP LDR-ELECTED
40	Unrepresented - Elected Officials	EXECUTIVE LDR-SHERIFF

<b>Unit</b>	<b>Unit Name</b>	<b>Job Class Title</b>
41	Unrepresented - Appointed Department Heads	DEPT/CORP LDR-PROBATION
41	Unrepresented - Appointed Department Heads	DEPT/CORP LDR-EXEC
41	Unrepresented - Appointed Department Heads	DEPT/CORP LDR-FIRE
41	Unrepresented - Appointed Department Heads	DEPT/CORP LDR-ATTY/PHY
41	Unrepresented - Appointed Department Heads	COUNTY EXECUTIVE OFFICER
42	Unrepresented - Assistant Department Heads	ASST DEPARTMENT HEAD - SPECIALIZED
42	Unrepresented - Assistant Department Heads	DEPUTY COUNTY EXEC OFFICER
42	Unrepresented - Assistant Department Heads	ASST DEPT LDR-EXEC
42	Unrepresented - Assistant Department Heads	ASST DEPT LDR-PROB/SAFETY
42	Unrepresented - Assistant Department Heads	ASST DEPT LDR-ATTY/PHY
42	Unrepresented - Assistant Department Heads	ASST DEPT LDR - PSYCHIATRIST
42	Unrepresented - Assistant Department Heads	ASST DEPT LDR - MEDICAL DIRECTOR
43	Unrepresented - Management	ADMINISTRATIVE LDR-GEN
43	Unrepresented - Management	TEAM/PROJECT LDR-GEN
43	Unrepresented - Management	TEAM/PROJECT LDR-GEN
43	Unrepresented - Management	TEAM/PROJECT LDR-GEN
43	Unrepresented - Management	PROGRAM/BUS LDR-PROB
43	Unrepresented - Management	PROGRAM/BUS LDR-GEN
43	Unrepresented - Management	PROGRAM/BUS LDR-GEN
43	Unrepresented - Management	PROG/BUS LDR-ATTY
43	Unrepresented - Management	PROG/BUS LDR-PHY
43	Unrepresented - Management	PROGRAM/BUS LDR-ENG
62	Unrepresented - Assistant Department Heads	ASST DEPT LDR-SHERIFF
62	Unrepresented - Assistant Department Heads	ASST DEPT LDR-FIRE
63	Unrepresented - Management	TEAM/PROJECT LDR-BATT CHF STF
63	Unrepresented - Management	PROGRAM/BUS LDR-DIV CHIEF
63	Unrepresented - Management	TEAM/PROJECT LDR-BATT CHF SHFT