

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

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

WHEREAS, the Board of Supervisors recognizes and values the work that management, 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 to be afforded the management, confidential-unrepresented employees, and unrepresented attorneys are officially recognized by the Board of Supervisors; and

WHEREAS, by Resolution No. 07-197 the Board of Supervisors set forth the Management Personnel Benefits Policy Resolution for management, confidential-unrepresented employees, and unrepresented attorneys; and

WHEREAS, the Board of Supervisors retains the right at any time to increase, decrease, or otherwise modify the salary, other compensation, and benefits 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, that certain sections of Resolution No. 07-197 be amended as follows:

SECTION 10. VACATION

- A. For each hour in a regular pay status, excluding overtime, call back and standby, each non-elected, appointed 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:

Continuous County Service	Hourly/Annual Accrual	Maximum Allowable Accrual
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 department heads 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. 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 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. An employee is not entitled to use 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.

- I. No payment in lieu of vacation shall be made to any unrepresented 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. § 541.5(d)).

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 Hired On or After October 10, 1994
Contributory Retirement Plan5B/Full-Rates
 - 3. General Member Employees Hired On or After October 10, 1994
Contributory Retirement Plan5C/Half-Rates
 - 4. Safety Member Employees Hired Before October 10, 1994
 - a. Safety Plan 4A
 - b. Probation Employees: Safety Plan 4B
 - 5. Safety Member Employees Hired On or After October 10, 1994
Safety Plan 4B
 - 6. Safety Member Employees Hired Before October 10, 1994
Safety Plan 6A: Sheriff/Undersheriff
 - 7. Safety Member Employees Hired After October 10, 1994
Safety Plan 6B: Sheriff/Undersheriff
- 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. Beginning on June 25, 2012, unrepresented employees, with the exception of elected department heads, will pay up to one-half of the annual

increase in Retirement COLA Normal Costs, not to exceed a cap in the increased costs of 2% in any given year.

C. Effective the beginning of a new term in office, elected department heads will pay up to one-half of the annual increase in Retirement COLA Normal Costs, not to exceed a cap in the increased costs of 2% in any given year.

D. The County shall implement a new retirement tier for employees hired on or after June 25, 2012 that includes the following components:

- 2% @ 61-1/4
- Half-rates
- Final Average Salary of three years (FAS3)
- 2% retiree COLA
- Elimination of retiree medical program

PASSED AND ADOPTED by the Board of Supervisors of the County of Santa Barbara, State of California, this _____ day of _____, 2014 by the following vote:

AYES:

NOES:

ABSENT:

ATTEST:

MONA MIYASATO
COUNTY EXECUTIVE OFFICER
CLERK OF THE BOARD

ACCEPTED AND AGREED:
COUNTY OF SANTA BARBARA

By: _____
Deputy

By: _____
STEVE LAVAGNINO
Chair, Board of Supervisors

APPROVED AS TO FORM:
MICHAEL C. GHIZZONI
COUNTY COUNSEL

By: Victoria Parks Tuttle
Deputy