



BOARD OF SUPERVISORS
AGENDA LETTER

Agenda Number:

Clerk of the Board of Supervisors
105 E. Anapamu Street, Suite 407
Santa Barbara, CA 93101
(805) 568-2240

Department Name: Human Resources
Department No.: 064
For Agenda Of: November 5, 2024
Placement: Administrative
Estimated Time: N/A
Continued Item: No
If Yes, date from:
Vote Required: Majority

TO: Board of Supervisors

FROM: Department Kristine Schmidt, Human Resources Director
Director(s) 805-568-2800
Contact Info: Yvonne Torres, Assistant Human Resources Director
805-568-3075

SUBJECT: Amendment to the Compensation and Benefits Resolution for Elected
Department Heads Regarding Health Insurance Subsidy

County Counsel Concurrence

As to form: Yes

Auditor-Controller Concurrence

As to form: Yes

Recommended Actions:

That the Board of Supervisors:

- a) Adopt the resolution in Attachment A which amends the Compensation and Benefits Resolution (Resolution No. 23-65) for Elected Department Heads to provide increases in the medical insurance benefit equivalent that received by the largest employee labor group; and
- b) Determine pursuant to California Environmental Quality Act (CEQA) Guidelines Section 15378(b)(4) that the above actions are government fiscal activities which do not involve any commitment to any specific project which may result in a potentially significant physical impact on the environment, and are therefore not a project subject to environmental review.

Summary Text:

The recommended actions will amend the Compensation and Benefits Resolution for Elected Department Heads to establish the County subsidy towards medical insurance for the 2025 benefit plan year for Elected Department Head + one and Elected Department Head + family, and establishes that beginning in the 2026 benefit plan year and thereafter, increases in the County subsidy for medical insurance for Elected Department Heads will be increased equivalent to increases received by the County's largest employee labor group. This is also the same increase afforded to all appointed Department Heads and most managers.

Background:

Elected Department Head compensation and benefits are authorized by Resolution as set by the Board of Supervisors (Board). On March 21, 2023, the Board approved Resolution No. 23-65 that established the County subsidy for medical insurance for Elected Department Head + one of \$50 twice monthly and

Elected Department Head + family of \$310 twice monthly for the 2024 benefit plan year. The amended Resolution establishes the County subsidy for the 2025 benefit plan year of \$125 twice monthly for Elected Department Head + one and \$440 twice monthly for Elected Department Head + family; and sets future subsidy increases to match the increases provided to the largest employee labor group.

Fiscal and Facilities Impacts:

Budgeted: Yes

Fiscal Analysis:

Narrative: The maximum total cost for the increased County subsidy for Elected Department Heads for the 2025 benefit plan year would be \$15,600 depending on what medical plan coverage the Elected Department Heads enroll in.

Special Instructions:

Please send one copy of the minute order and fully signed resolution to Erin Jeffery, Fiscal & Workforce Planning Division Chief, emjeffery@countyofsb.org and HRBLCoordinator@countyofsb.org.

Attachments:

Attachment A – Compensation and Benefits Resolution for Elected Department Heads (clean copy)

Attachment B – Compensation and Benefits Resolution for Elected Department Heads (track changes)

Authored by:

E. Jeffery, Fiscal & Workforce Planning Division Chief

CC:

Mona Miyasato, County Executive Officer

Rachel Van Mullem, County Counsel

Elected Department Heads