

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

IN THE MATTER OF ESTABLISHING )  
A VOLUNTARY EARLY SEPERATION)  
PROGRAM FOR EMPLOYEES OF )  
SANTA BARBARA COUNTY )

RESOLUTION NO. 18-

WHEREAS, the County has a projected budget shortfall for the next several years as a result of increases to salary, benefit and retirement costs, and

WHEREAS, in order to address the budget shortfall, the County is offering all employees who have a minimum of the equivalent of five (5) years of full time consecutive service hours with the County in a regular position and who were hired prior to January, 2013 the option of electing to participate in a Voluntary Early Separation Incentive Program (hereinafter "VESIP") described herein; and

WHEREAS, the VESIP serves the public purposes of the County because it addresses the projected budget shortfall, and avoids involuntary separations through layoffs or other disruptive reductions in workforce; and

WHEREAS, the County has met and conferred with the recognized employee organizations representing certain County employees who wish to participate in the program; and

WHEREAS, the parameters of VESIP have been approved by SEIU, Local 620, SEIU, Local 721, the Deputy Sheriffs' Association, and the Engineers and Technicians Association; and

WHEREAS, Civil Service Rule 401 provides that the Board of Supervisors may approve rates of pay by resolution or ordinance.

NOW, THEREFORE, BE IT HEREBY RESOLVED by the Board of Supervisors of the County of Santa Barbara, acting as the governing body of the County of Santa Barbara, that:

1. The above recitals are true and correct, and incorporated herein by reference; and
2. The VESIP serves the public purposes of the County because it addresses a projected budget shortfall with a minimum amount of disruptive reductions in workforce; and
3. A Voluntary Early Separation Incentive Program with the following parameters is hereby established for members of bargaining units who have reached agreement with the County and unrepresented management and confidential employees:

**Eligibility Criteria**

1. Must be full time regular employees to participate
2. Hired prior to January 2013
3. Cannot be in a hard to fill position as determined by the department head
4. Must volunteer to participate in the program and agree to sign a release  
(Note: the release contains the following provisions:
  - a. No appeal of the CEO's decision to deny an application
  - b. The employee will not apply for unemployment compensation
  - c. The employee will not apply for future County employment
  - d. The employee waives rights for reinstatement
  - e. The employee will receive all benefits normally available upon separation
  - f. The employee will not apply for retirement until after the separation date
  - g. The employee must be in good standing at the time of application)
5. Agree to work until May 25, 2018 (unless earlier separation is in the best interest of the County as determined by the department head)

**Approval Process**

1. Approval is at department head discretion based on operational need and may include non-discriminatory factors such as location, workload, special skill/knowledge, performance, etc.
2. Approval is NOT based on seniority
3. All things being equal between two similarly situated employees who apply for VESIP, department may employ a random selection or lottery system if the benefit cannot be provided to both.

**Separation Amount: Represented and Confidential Employees (tiered by years of consecutive SBC service)**

5-10 years = \$19,500

11-15 years = \$26,000

>15 years = \$32,500

**Separation Amount: Unrepresented Management Employees**

\$39,000

4. Any authorized positions vacated as a result of VESIP shall remain vacated for a minimum of twelve months. Any such position replaced after twelve months shall be replaced with a position that pays no more than 75% of the base pay of the previous incumbent upon appointment.

5 The Director of Human Resources is authorized to take actions in accordance with this Resolution necessary to implement the VESIP.

PASSED, APPROVED AND ADOPTED by the Board of Supervisors of the County of Santa Barbara, this \_\_\_ day of \_\_\_\_\_ 2018 by the following vote:

AYES:

NOES;

ABSENT:

ABSTAIN:

---

CHAIR, BOARD OF SUPERVISORS

ATTEST:

MONA MIYASATO  
CLERK OF THE BOARD OF SUPERVISORS

By: \_\_\_\_\_  
Deputy

APPROVED AS TO FORM:

MICHAEL C. GHIZZONI  
COUNTY COUNSEL

By: Victoria Parks Tuttle  
Deputy County Counsel

APPROVED AS TO  
ACCOUNTING FORM:

THEODORE A. FALLATI, CPA  
AUDITOR-CONTROLLER

By: William W. Adell  
DEPUTY