



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: CEO/Human Resources
Department No.: 064
For Agenda Of: 12/4/2007
Placement: Administrative
Estimate Time:
Continued Item: NO
If Yes, date from:
Vote Required: Majority

TO: Board of Supervisors
FROM: Department Director(s) Michael F. Brown, County Executive Officer, 568-3400
Susan Paul Assistant CEO/HR Director, 568-2817
Contact Info: Joseph Pisano, Senior HR Analyst, 568-2839
SUBJECT: December 24 and 31, 2007 as One-time Holidays

County Counsel Concurrence:

As to form: Yes No N/A

Auditor-Controller Concurrence:

As to form: Yes No N/A

Other Concurrence: N/A

As to form: Yes No N/A

Recommended Action(s):

That the Board declare Christmas Eve and New Year's Eve as one-time holidays for 2007.

Summary Text:

During recent discussions concerning various labor issues, the Board authorized discussion with the County's labor organizations for one-time holidays on December 24 and December 31, 2007 because these dates occur between a normal day off (Sunday) and the actual holiday. Accordingly, staff recommends that December 24 and December 31, 2007 be declared one-time holidays for all County employees. The purpose of the recommendation is to recognize the willingness of County employees to enter into mutually beneficial and fiscally prudent long-term contracts, with modest initial pay increases, which aids the County in managing its fiscal challenges. Furthermore, because demand for services is typically low on these days, granting these holidays will not significantly inhibit the County's commitment to service delivery.

Background:

The recently approved long-term contracts for over half of the County's workforce did not contain any immediate salary adjustments for the majority of employees. Granting these one-time holidays would represent a gesture of appreciation for the hard work of union leaders, and

December 24 and 31, 2007 as One-time Holidays

12/4/2007

Page 2 of 7

for the willingness of County employees to address financial concerns of the County, and reach long-term agreements that provide significant benefits to the County. These benefits include agreeing to eliminate the Privatization Policy, to cooperate in discussions about modernizing Civil Service Rules, and meeting and conferring on possible changes to the Retirement System.

Both Christmas Eve and New Year's Eve fall on Mondays this year. To acknowledge the willingness of employees to work with the County to implement mutually beneficial and fiscally prudent contracts, staff recommends that County offices be closed wherever possible on Christmas Eve and New Year's Eve this year. All employee organizations support this request and have signed side letters that if the Board accepts this recommendation, the holidays will be granted on a one-time basis in 2007 only, under the terms governing holidays in their current Memoranda of Understanding.

Fiscal and Facilities Impacts:

Budgeted: Yes No

Fiscal Analysis:

There is minimal fiscal impact for granting the one-time holidays, and staff estimates that the impact on productivity and on County services would also be minimal. Where operations cannot be shut down entirely on those days, primarily in 24-hour operations, a small percentage of the overall workforce will be eligible for holiday pay or holiday leave accrual. Any additional cost will be funded from existing departmental appropriations. This recommendation is consistent with parameters established by the Board.

Staffing Impact(s):

Legal Positions:

FTEs:

Authored by: Joseph Pisano

cc:

- Auditor-Controller
- County Counsel
- Department Heads/Directors