

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

In the Matter of Implementing a Mandatory Furlough)
Program for Management and Other Unrepresented)
Employees of the County of Santa Barbara and Office) Resolution No. 08-_____
Hours During the Furlough Period)

WHEREAS, the County of Santa Barbara Board of Supervisors, in an attempt to partially alleviate financial pressures to the Fiscal Year 2008-2009 Budget, minimize service reductions, and mitigate the need for layoffs, authorized the County to negotiate a mandatory furlough program with labor organizations and to implement said program; and

WHEREAS, the furlough has been negotiated with various bargaining units; and

WHEREAS, the Board, under the authority of Resolution 07-197, may also implement a mandatory furlough for managers and other unrepresented employees; and

WHEREAS, many County departments may fully or partially close to the public for some or all of the period from December 22, 2008 through January 4, 2009 in order to implement the mandatory furlough program:

NOW THEREFORE, BE IT AND IT IS HEREBY ORDERED AND RESOLVED, that the Board of Supervisors hereby:

- 1. Adopts a mandatory furlough program for managers and other unrepresented employees consistent with the mandatory furlough program negotiated with various labor organizations as follows:
a) A 64-hour furlough will be implemented;
b) A 3.2 hour pay reduction will occur for full time employees and, in general, will continue for 20 pay periods to Pay Period 12, 2009 (May 18, 2009); part-time employees' pay reductions will be pro-rated.
c) Pay reductions will be converted to the equivalent number furlough hours to be taken as time off.
d) To the maximum extent possible County departments will furlough employees from December 22, 2008 through January 4, 2009 (for a total of 64 furlough hours).
e) Employees who cannot be furloughed from December 22, 2008 through January 4, 2009 will request to use unused furlough hours as they would vacation time and will use all remaining furlough hours by Pay Period 14, 2010.

- f) Employees hired after August 25, 2008 but before December 22, 2008 will experience pay reductions the equivalent 64 hours; therefore, those reductions will continue past Pay Period 12, 2009.
 - g) Employees who leave the organization before using accrued furlough hours, will be compensated for any unused hours.
 - h) Employees who leave the organization after using accrued furlough hours will have the equivalent amount reduced from their final pay check.
 - i) Furlough-related pay reductions will *not* impact service credit for retirement purposes, final average salary, benefit deductions, vacation/sick leave accruals, union dues, or premium pays.
 - j) All other furlough program details as communicated to the workforce will apply to managers and other unrepresented employees
2. Authorizes County department heads to implement the mandatory furlough program, including the discretion to deviate from Monday through Friday, 9 a.m. to 5 p.m. hours of operation from December 22, 2009 through January 4, 2009 as necessary to implement the mandatory furlough program.

PASSED AND ADOPTED by the Santa Barbara County Board of Supervisors, State of California, this ___ day of October 2008, by the following vote:

AYES:

NOES:

ABSTAIN:


ABSENT:

Salud Carbajal
Chair, Board of Supervisors

ATTEST
Michael F. Brown
Clerk of the Board

By _____

Approved as to Form:
Dennis Marshall
County Counsel,



Approved as to Accounting Form
Robert W. Geis, C.P.A.
Auditor-Controller

By 