

**SANTA BARBARA COUNTY
BOARD AGENDA LETTER**



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

Agenda Number:
Prepared on: 5/27/05
Department Name: Human Resources
Department No.: 064
Agenda Date: 6/21/05
Placement: Administrative
Estimate Time:
Continued Item: NO
If Yes, date from:

TO: Board of Supervisors
FROM: Susan Paul, Human Resources Director
568-2817
STAFF CONTACT: Lila Deeds, Employee Relations Manager
568-2819
SUBJECT: Revised Management Benefits Resolution

Recommendation(s):

That the Board of Supervisors:

Adopt a resolution amending benefits for the following unrepresented bargaining units effective July 4, 2005:

- Unit 32 -- Confidential Employees
- Unit 40 -- Elected Officials
- Unit 41 -- Appointed Department Heads
- Unit 42 -- Assistant Department Heads
- Unit 43 -- Management and Unrepresented Attorney classifications

Alignment with Board Strategic Plan:

The recommendation(s) are primarily aligned with Goal No. 3. A Strong, Professionally Managed County Organization.

Executive Summary and Discussion:

The "management benefits resolution" is revised periodically to adjust the benefits and other terms of employment affecting various unrepresented bargaining units. The recommended revision contains two substantive changes as follows:

1. Increases the biweekly Benefit Allowance by \$20 – The Memoranda of Understanding (MOU's) between the County and all non-Safety employee organizations provide for a \$20 biweekly increase

in the benefit allowance effective July 2005 to help offset the increase in health insurance costs for the 2005-06 plan year. Staff recommends that an equivalent dollar increase in benefit allowance be approved for unrepresented executive, management and confidential employees.

2. One-time additional floating holiday in 2006 – All of the MOU's recently reached with non-Safety employee organizations provide for a one-time additional floating holiday during their respective terms. Staff recommends that a one-time additional floating holiday be provided to unrepresented employees in a pay status as of Pay Period 1, 2006.

Fiscal and Facilities Impacts:

The recommended action covers approximately 409 employees in all departments. There is generally no additional cost associated with an additional day off for unrepresented employees. The estimated annual cost of the increase in Benefit Allowance is \$265,850, and funding has been included in the 2005-06 proposed budget for this purpose.

Special Instructions:

Please send one copy of the approved resolution to Sandra Viola, Human Resources Department.

SP/LD

cc: All Department Heads
Executive Association
Management Association