



## Legislation Details (With Text)

**File #:** 18-00195      **Version:** 1

**Type:** Agenda Item      **Status:** Passed

**File created:**      **In control:** BOARD OF SUPERVISORS

**On agenda:** 3/20/2018      **Final action:** 3/20/2018

**Title:** Consider recommendations regarding the conversion of Unit Cash to Base Pay for certain groups of employees, as follows:

- a) Approve the side letter agreements to increase biweekly base pay for employees by the same amount they currently receive as a so called "Benefit Allowance" and to eliminate this allowance for employees represented by these labor organizations once it is incorporated into base pay;
- b) Adopt the changes to the Management Personnel Benefits Policy to eliminate the "Benefit Allowance" provided in Section 6, increase biweekly base pay for employees covered by this Resolution by the same amount they currently receive as an allowance, and make ministerial changes to update the Policy; and
- c) Determine pursuant to California Environmental Quality Act (CEQA) Guidelines Section 15378(b)(4) that the above action is a government fiscal activity which does not involve any commitment to any specific project which may result in a potentially significant physical impact on the environment, and therefore is not a project subject to environmental review.

**Sponsors:** HUMAN RESOURCES DEPARTMENT

**Indexes:**

**Code sections:**

**Attachments:** 1. Board Letter, 2. Attachment A Side Ltr agreemts with Fire Fighters 2046 Deputy Sheriffs Assn Prob Peace Off Assn SEIU 721 Sheriffs Mgrs Assn Union Amer Physicians, 3. Attachment B Revised Management Resolution changes tracked, 4. Attachment C Revised Management Resolution clean copy, 5. Adopted Resolution

Date	Ver.	Action By	Action	Result
3/20/2018	1	BOARD OF SUPERVISORS	Acted on as follows:	Pass

Consider recommendations regarding the conversion of Unit Cash to Base Pay for certain groups of employees, as follows:

- a) Approve the side letter agreements to increase biweekly base pay for employees by the same amount they currently receive as a so called "Benefit Allowance" and to eliminate this allowance for employees represented by these labor organizations once it is incorporated into base pay;
- b) Adopt the changes to the Management Personnel Benefits Policy to eliminate the "Benefit Allowance" provided in Section 6, increase biweekly base pay for employees covered by this Resolution by the same amount they currently receive as an allowance, and make ministerial changes to update the Policy; and
- c) Determine pursuant to California Environmental Quality Act (CEQA) Guidelines Section 15378(b)(4) that the above action is a government fiscal activity which does not involve any commitment to any specific project which may result in a potentially significant physical impact on the environment, and therefore is not a project subject to environmental review.