



## Legislation Text

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File #: 19-427, Version: 1

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### MEMORANDUM

**TO:** The Honorable Tina Scott, Chair, Board of Supervisors

**FROM:** Carol J. Huchingson, County Administrative Officer

**DATE:** May 7, 2019

**SUBJECT:** Consideration of (a) Resolution Amending Resolution 2018-125 Establishing Salaries and Benefits for Management Employees for the Period from July 1, 2018 to June 30, 2019; (b) Resolution Amending Resolution 2018-126 Establishing Salaries and Benefits for Employees Assigned to the Confidential Unit, Section A, for July 1, 2018 to June 30, 2019; and (c) Resolution Amending Resolution 2018-127 Establishing Salaries and Benefits for Employees Assigned to the Confidential Unit, Section B, for July 1, 2018 to June 30, 2019

#### EXECUTIVE SUMMARY:

Staff is recommending the following changes to the Resolutions for Management Employees and for Confidential A and B employees:

- Salary on Promotion language has been amended to reflect the Personnel Policy change your Board approved for all employees on December 18, 2018 (see attached).
- For appointed employees, Vacation Cash Out is a new benefit added to allow one-time payment of thirty (30) hours of unused vacation time to employees who have two hundred (200) or more hours of vacation time accrued.
- For the elected offices of Assessor-Recorder, Auditor-Controller/County Clerk, District Attorney, Sheriff-Coroner and Treasurer-Tax Collector, incumbents may request and receive one-time compensation equal to 1.45% of their base pay - an amount which is essentially equal to the one-time Vacation Cash Out allowable for appointed employees, as noted above.
- Personal Leave days, historically given to employees during years when Cost of Living Adjustments (COLAS) were not given, have been removed and a new benefit, a Winter Holiday (five days off around Christmas day) has been added.

**FISCAL IMPACT:** ☒ None ☐ Budgeted ☐ Non-Budgeted

Estimated Cost:  
Amount Budgeted:  
Additional Requested:  
Annual Cost (if planned for future years):

**FISCAL IMPACT (Narrative):** Cost will be borne by the respective Budget Units to which the affected positions are allocated, out of salary savings from position vacancies.

**STAFFING IMPACT (if applicable):** None

**RECOMMENDED ACTION:**

- a. Adopt Resolution Amending Resolution 2018-125 Establishing Salaries and Benefits for Management Employees for the Period from July 1, 2018 to June 30, 2019.
- b. Adopt Resolution Amending Resolution 2018-126 Establishing Salaries and Benefits for Employees Assigned to the Confidential Unit, Section A, for July 1, 2018 to June 30, 2019.
- c. Adopt Resolution Amending Resolution 2018-127 Establishing Salaries and Benefits for Employees Assigned to the Confidential Unit, Section B, for July 1, 2018 to June 30, 2019.