

Agenda Date: August 16, 2012
Agenda Placement: Admin
Estimated Time: N/A
Continued Item: No

Board Agenda Item

TO: Air Pollution Control District Board

FROM: Dave Van Mullem, Air Pollution Control Officer

CONTACT: Bob Van Beveren, Business Manager (961-8863)

SUBJECT: Amendments to the Resolution Establishing the Management Personnel Benefits Policy for Management and Confidential-Unrepresented Employees

RECOMMENDATION:

Adopt a resolution amending the Management Personnel Benefits Policy for Management and Confidential-Unrepresented Employees.

DISCUSSION:

In December 1997 your Board adopted a Management Personnel Benefits Policy for Management and Confidential-Unrepresented Employees. Periodically, this resolution requires amendments to reflect changes to benefits provided to unrepresented employees.

The most significant changes are as follows:

1. An increase from three (3) to six (6) days bereavement leave, to bring in line with the benefits already in place with other represented employee groups;
2. An increase in the vacation accrual rate of 5% per employee;
3. Between January 1, 2013 and June 30, 2013 the District shall contribute an additional benefit (buy down) of:
 - a. \$44.96 per month for each employee enrolled in APCD medical plan coverage and/or

- b. \$3.99 per month for each employee enrolled in APCD dental plan coverage; and
- 4. Implementation of the Tier III Retirement Plan, which is the same as the recently adopted Santa Barbara County Retirement System's Plan 7.

Fiscal Impact

Providing a one-time additional contribution (buy down) of \$44.96 per month per employee enrolled in the APCD medical plan and \$3.99 per month per employee enrolled in the APCD dental plan for the period January 1, 2013 through June 30, 2013 only, will have a one-time fiscal impact of \$2,350.00. This is consistent with the benefits that were negotiated with the other represented employee groups.

Attachment