

Agenda Date: October 19, 2017
Agenda Placement: Admin.
Estimated Time: N/A
Continued Item: No

Board Agenda Item

TO: Air Pollution Control District Board

FROM: Aeron Arlin Genet, Air Pollution Control Officer

CONTACT: Kristina Aguilar, Administrative Manager (961-8813)

SUBJECT: Salary and Benefits for Management and Confidential-Unrepresented Employees

RECOMMENDATION:

Adopt the attached Resolution amending the Management Personnel Benefits Policy for Management and Confidential-Unrepresented Employees.

DISCUSSION:

The Management and Confidential-Unrepresented group represents 8 active employees, including the APCO. 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 last amendment took place in June 2015. The following are the most significant amendments to this resolution:

1. Salaries – A \$2,000 one-time payment will be made to each member of the unit effective Pay Period 1 of 2018, with a pay date of January 11, 2018. This payment will be considered compensation earnable for employees enrolled in the legacy retirement tiers (Gov. Code § 31461) and not considered pensionable compensation for those employees enrolled in PEPRA (Gov. Code § 7522.34 (c)(3) & (c)(10)); and
2. Cafeteria Dollars – Effective January 1, 2018 the District shall contribute an additional bi-weekly benefit of \$20.61 to cafeteria dollars to help fund health care benefits.

FISCAL IMPACT:

During recent years the District has reduced in staff size and seen its budget process further refined. With the adoption of the Fiscal Year 2017-2018 budget, the District is able to provide an increase in benefits and a one-time payment for salary. Increases provided to Management

and Confidential-Unrepresented employees are consistent with the parameters set by your Board. The below outlines the fiscal impact of these changes:

1. Providing an increase in the District cafeteria dollars for health benefits effective January 1, 2018 will have an impact for the 2017-2018 Fiscal Year of \$3,050, and then \$6,100 in subsequent Fiscal Years; and
2. Providing a \$2,000 one-time payment effective Pay Period 1 of 2018, with a pay date of January 11, 2018 will have an impact for the 2017-2018 Fiscal Year of \$16,000.

ATTACHMENT:

- Management Benefits Resolution Amendment

**RESOLUTION OF THE BOARD OF DIRECTORS OF
THE SANTA BARBARA COUNTY
AIR POLLUTION CONTROL DISTRICT**

IN THE MATTER OF AMENDING THE
MANAGEMENT PERSONNEL BENEFITS
POLICY FOR MANAGEMENT AND
CONFIDENTIAL-UNREPRESENTED
EMPLOYEES

APCD RESOLUTION NO. _____

RECITALS

WHEREAS, the Board of Directors recognizes and values the work that Management and Confidential-Unrepresented employees do to assure efficient District operations and quality public service; and

WHEREAS, the Board of Directors recognizes the responsibilities inherent in Management and Confidential-Unrepresented employees and the extraordinary performance required of these employees; and

WHEREAS, the Board of Directors desires to publish a Management Personnel Benefits Policy whereby benefits to be afforded the Management and Confidential-Unrepresented employees are officially recognized by the Board of Directors; and

WHEREAS, APCD Resolution No. 13-13, as amended, sets forth the Management Personnel Benefits Policy Resolution for Management and Confidential-Unrepresented Employees; and

WHEREAS, this Air Pollution Control District Board of Directors desires to amend this Management Personnel Benefits Policy at this time;

NOW, THEREFORE, IT IS HEREBY RESOLVED, as follows:

1. Resolution No. 13-13, adopted on August 15, 2013, and as subsequently amended, is hereby amended as follows to add the below:

SECTION 10. CAFETERIA DOLLARS

- C. Effective January 1, 2018 the District shall contribute an additional bi-weekly benefit of \$20.61 to help fund employee and dependent health insurance costs. This contribution is based on full-time employment; part-time employees shall receive a prorated contribution based on their percentage of full-time employment.

SECTION 21. ONE-TIME PAYMENT

Effective Pay Period 1, 2018 (12/18/17 to 12/31/17), the District shall pay a one-time payment of \$2,000 paid to each full-time employee in units 32, 41 and 43.

- 2. Except as amended by this Resolution, Resolution No. 13-13, as amended, continues unchanged and in full force and effect.

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APCD RESOLUTION AMENDING THE MANAGEMENT
PERSONNEL BENEFITS POLICY FOR MANAGEMENT AND
CONFIDENTIAL-UNREPRESENTED EMPLOYEES

PASSED, APPROVED AND ADOPTED by the Air Pollution Control District Board of
the Santa Barbara County, State of California, this 19th day of October, 2017, by the following
vote:

Ayes:

Noes:

Abstain:

Absent:

SANTA BARBARA COUNTY
AIR POLLUTION CONTROL DISTRICT

By _____
Chair

ATTEST:

AERON ARLIN GENET
Clerk of the Board

By _____
Deputy

APPROVED AS TO FORM:

MICHAEL C. GHIZZONI
Santa Barbara County Counsel

By Victoria Parks Tuttle
Deputy