

Agenda Date: June 20, 2011
Agenda Placement: Admin
Estimated Time: N/A
Continued Item: No

Board Agenda Item

TO: Air Pollution Control District Board

FROM: Terry Dressler, Air Pollution Control Officer

CONTACT: Sharyl K. Preskitt, Human Resources Officer (961-8828)

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. Provide December 23, 2011 as a one-time holiday.
2. Provide December 30, 2011 as a one-time holiday.
3. Provide one-time credit of 24 hours to employee vacation balances.

Fiscal Impact

Providing, a one-time credit of 24 hours to employee vacation balances and two one-time holidays would not increase the APCD's appropriation for salaries and benefits and is consistent

with the benefits that were negotiated with the other represented employee groups. Furthermore, closing the office for two additional days would benefit the APCD and County citizens through energy savings and reduced commute generated air pollution emissions. Based on a productive hour cost of \$85.25, the APCD would be providing a benefit valued at \$27,280 with no direct fiscal impact.

Attachment