

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 a one-time cafeteria enhancement of \$520
2. Provide December 24, 2009 as a one-time holiday
3. Provide December 31, 2009 as a one-time holiday

FISCAL IMPACT

Providing the two one-time holidays is consistent with the benefits that were negotiated with the three represented employee groups. While the holidays do not increase the APCD's appropriation for salaries and benefits, the APCD will lose 128 productive hours. However, 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 an average productive hour cost of \$51.13, the APCD would be providing a benefit valued at \$6,545 with no direct fiscal impact.

Providing a one-time cafeteria enhancement represents .5% of total compensation and would result in a one-time cost of \$4,160. This cost was anticipated and has been budgeted in this year's appropriations.

Attachment