

<b>COUNTY OF SONOMA</b> <b>AGENDA ITEM SUMMARY REPORT</b>			Clerk of the Board Use Only Meeting Date                      Held Until ___/___/___                      ___/___/___	
			Agenda Item No:                      Agenda Item No: _____                      _____	
<b>Department:</b> Human Resources			<b>(    ) 4/5 Vote Required</b>	
<b>Contact:</b> Dan Fulks	<b>Phone:</b> (707) 565-2939	<b>Board Date:</b> June 2, 2009	<b>Deadline for Board Action:</b>	
<p><b>Agenda Short Title:</b>          Suspension of the Tuition and Textbook Reimbursement, Management Benefit Allowance and Confidential Benefit Allowance, including Physical Fitness for employees covered by the Salary Resolution.</p> <p><b>Requested Board Action:</b>          Adopt Concurrent Resolution amending the Salary Resolution No. 95-0926, Section 12, Staff Development, and Section 13, Confidential and Management Benefit Allowance, suspending these allowances (taxable and non- taxable), including Physical Fitness for Unrepresented Employees, Administrative Management, Department Heads and Confidential Employees covered by the Salary Resolution, and for employees in bargaining units whose benefits by MOU are tied to the Salary Resolution (Sonoma County Deputy Public Defender Attorneys' Association and Sonoma County Prosecutors' Association) effective July 1, 2009 for fiscal years 2009/2010 and 2010/2011.</p> <p>Adopt Resolution amending the Salary Resolution No. 95-0926, Section 12, Staff Development, and Section 13, Confidential and Management Benefit Allowance, suspending these allowances (taxable and non- taxable), including Physical Fitness for Unrepresented Employees, Administrative Management, Department Heads and Confidential Employees of the Sonoma County Agricultural and Open Space District effective July 1, 2009 for fiscal years 2009/2010 and 2010/2011.</p>				
<b>CURRENT FISCAL YEAR FINANCIAL IMPACT</b>				
<b><u>Expenditures</u></b>			<b><u>Add'l Funds Requiring Board Approval</u></b>	
Estimated Cost	\$	0	Contingencies	\$
			(Fund Name: )	
Amount Budgeted	\$		Unanticipated Revenue	\$
			(Source: )	
Other Avail Approp (Explain below)	\$	_____	Other Transfer(s)	\$
			(Source: )	_____
<b>Additional Requested:</b>	<b>\$</b>	<b>0</b>	<b>Add'l Funds Requested:</b>	<b>\$</b>
				_____
<p><b>Explanation (if required):</b> No increased cost for this action. If enacted this proposal will save approximately \$550,000 of which \$400,000 is general fund for the units covered by the Salary Resolution.</p>				
<p><b>Prior Board Action(s):</b> April 7, 2009, Board accepted comments and proposals of Unrepresented Employees, Administrative Management, Department Heads, and Confidential Employees</p>				
<p><b>Alternatives – Results of Non-Approval:</b> Savings will not be realized, and alternative actions reducing programs and deleting staff will be necessary.</p>				

**Background:**

On April 7, 2009, your Board accepted the comments and proposals of the Unrepresented employees, Administrative Management, Department Heads, and Confidential Employees on 2009-2010 Compensation Changes suspending the Tuition and Textbook Reimbursement, Management Benefit Allowance, and Confidential Benefit Allowance, including Physical Fitness Benefits for fiscal years 2009/2010, and 2010/2011. This was proposed as a cost cutting measure in order to achieve savings and assist the County in meeting budget shortfalls. During this period, these benefits would not be funded and reimbursement would not be made by the County. The effective date of the suspension is proposed to be July 1, 2009. This benefit would be reinstated on July 1, 2011.

The County provides to all employees, some form of Staff Development allowance and Physical Fitness reimbursement. For the unrepresented groups this is called either a Management or Confidential Benefit Allowance. This allowance is used for a variety of purposes including training, business travel, purchase of electronic equipment, physical fitness reimbursements, licenses, and professional dues.

The Sonoma County Deputy Public Defender Attorneys' Association in past years has chosen not to meet and confer, but to receive the same benefits as provided to unrepresented administrative management employees covered by the Salary Resolution No. 95-0926. The Sonoma County Prosecutors Association has met and conferred and agreed for Staff Development to the same conditions and limitations as provided in the Salary Resolution No. 95-0926 for unrepresented administrative management employees.

**Board Action Requested**

Adopt Concurrent Resolution amending the Salary Resolution No. 95-0926, Section 12, Staff Development, and Section 13, Confidential and Management Benefit Allowance, suspending these allowances (taxable and non- taxable), including Physical Fitness for Unrepresented Employees, Administrative Management, Department Heads and Confidential Employees covered by the Salary Resolution, and for employees in bargaining units whose benefits by MOU are tied to the Salary Resolution (Sonoma County Deputy Public Defender Attorneys' Association and Sonoma County Prosecutors' Association) effective July 1, 2009 for fiscal years 2009/2010 and 2010/2011.

**Attachments:**

Concurrent Resolution, Resolution, Attachment A Amended Salary Resolution Sections 12 and 13

**On File With Clerk:**

**CLERK OF THE BOARD USE ONLY**

**Board Action** (If other than "Requested")

**Vote:**


**Background (continued):**

Adopt Resolution amending the Salary Resolution No. 95-0926, Section 12, Staff Development, and Section 13, Confidential and Management Benefit Allowance, suspending these allowances (taxable and non- taxable), including Physical Fitness for Unrepresented Employees, Administrative Management, Department Heads and Confidential Employees of the Sonoma County Agricultural and Open Space District effective July 1, 2009 for fiscal years 2009/2010 and 2010/2011.