

COUNTY OF SONOMA AGENDA ITEM SUMMARY REPORT			Clerk of the Board Use Only Meeting Date Held Until ___/___/___ ___/___/___	
			Agenda Item No: Agenda Item No: _____ _____	
Department: Human Resources			() 4/5 Vote Required	
Contact: Ann Goodrich	Phone: (707) 565-2331	Board Date: July 21, 2008	Deadline for Board Action:	
Agenda Short Title: Elected Officials Compensation Ordinance Amendment				
Requested Board Action: Resolution introducing, reading title of and waiving further reading of an Ordinance amending Ordinance No. 5179 to reflect changes in Salary Resolution 95-0926 and to make other changes related to compensation.				
CURRENT FISCAL YEAR FINANCIAL IMPACT				
<u>Expenditures</u>			<u>Add'l Funds Requiring Board Approval</u>	
Estimated Cost	\$		Contingencies	\$
			(Fund Name:)	
Amount Budgeted	\$		Unanticipated Revenue	\$
			(Source:)	
Other Avail Approp (Explain below)	\$	_____	Other Transfer(s)	\$
			(Source:)	_____
Additional Requested:	\$		Add'l Funds Requested:	\$
Explanation (if required): Cost savings and increases associated with these changes were included in the FY 2009-10 adopted budget and previous Board actions.				
Prior Board Action(s): On June 2, 2009 the Board adopted Resolution No 09-0497 suspending certain benefits for FY 2009-10 and 2010-11. On September 16, 2008, Board adopted Resolution No. 08-0790, adding article 20.2 to Salary Resolution No. 95-0926 authorizing a cash allowance				
Alternatives – Results of Non-Approval: Elected Officials will not be eligible to participate in the MTO and MBA deferral. Board Member compensation and benefits will not be changed to reflect changes in same for unrepresented bargaining units covered by Salary Resolution 95-0926.				

Background:

To help mitigate a projected \$21 million FY 2009-10 budget shortfall, the Board directed staff to solicit reduction and cost saving options from Sonoma County Unions, Departments and Administrative Managers. Through an extensive process a list of cost saving options was compiled, evaluated, and discussed with the Board during the June Budget Hearings. As directed by the Board, Human Resources began to meet and confer with employee groups to seek to reach agreement with them to participate in a number of the cost savings options. These include a Mandatory Time Off (MTO) program and suspension of the Management Benefit Allowance (MBA). Enacting an MTO Program (5-days) and suspending MBA could save an estimated \$5.9 million across all funds in FY 2009-10.

On April 7, 2009, the Board accepted comments and proposals from Unrepresented employees, Department Heads, Administrative Management and Confidential Employees supporting suspension of the MBA for FY 2009-10 and 2010-11.

On June 2, 2009 the Board adopted Resolution No 09-0497 to amend Salary Resolution 95-0926 to suspend MBA for Unrepresented employees, Administrative Management, Department Heads and Confidential Employees covered by the Salary Ordinance and for bargaining units whose benefits are tied by MOU to the Salary Resolution (Deputy Public Defenders Attorneys' Association and Deputy Public Defenders Attorneys' Association). While it is premature to predict the outcome of ongoing negotiations with other employee groups regarding the MTO and MBA Human Resources continues to meet and confer on the issue.

Members of the Board and other elected officials of Sonoma County have expressed their desire to participate in the MTO program and to suspend their MBA benefits. The State Constitution prohibits diminishment of compensation for elected officials during their term of office. However, elected officials can voluntarily agree to a reduction in compensation. Adopting the Amendment to Ordinance 5179 will allow Members of the Board and other elected officials to participate in the MTO program and will suspend their MBA benefits for FY 2009-10 and 2010-11.

On September 16, 2008, the County adopted Resolution 08-0790 amending Resolution 95-0926 to add Article 20.2 which provides an hourly cash allowance for the Board of Supervisors, Elected and Appointed Department Heads, Administrative Management, Confidential and other unrepresented employees.

Pursuant to the California Constitution (Article XI, Section 1) changes in compensation for Members of the Board must be enacted via Ordinance. Adopting the Amendment to Ordinance No. 5179 is required to reflect changes in compensation and benefits as forth in Salary Resolution No. 08-0790, which was adopted by the Board on September 16, 2008 and became effective on May 19, 2009.

Attachments: Ordinance

On File With Clerk: Salary Resolution 95-0926, Ordinance 5179

CLERK OF THE BOARD USE ONLY

Board Action (If other than "Requested")

Vote:
