

RESOLUTION NO. 2007 - 95

RESOLUTION OF THE SAN BENITO COUNTY BOARD OF SUPERVISORS
REGARDING WAGES AND BENEFITS FOR CONFIDENTIAL
MANAGEMENT AND CONFIDENTIAL EMPLOYEES FROM OCTOBER 7,
2007 TO SEPTEMBER 30, 2008

WHEREAS, Confidential Management and Confidential classifications are defined as those classifications found in Attachment "A"; and

WHEREAS, Confidential Management and Confidential personnel are not represented by any employee organization or union; and

WHEREAS, the San Benito County Board of Supervisors is desirous of providing these confidential employees with equitable compensation and benefits with regard to other county employees; and

WHEREAS, Confidential Management and Confidential employees have been delayed from receiving adjustments to their compensation and benefits until other county represented groups had completed their negotiations; and

WHEREAS, the San Benito County Board of Supervisors is desirous of acknowledging the patience of these employees and recognizes the importance of justly compensating said employees by providing compensation and benefit adjustments retroactively;

THEREFORE BE IT RESOLVED, the San Benito County Board of Supervisors herein approves those compensation and benefit adjustments to the Confidential Management and Confidential classifications outlined herein in Attachment "B".

RESOLUTION NO. 2008-108

RESOLUTION OF THE SAN BENITO COUNTY BOARD OF SUPERVISORS
REGARDING WAGES AND BENEFITS FOR CONFIDENTIAL EMPLOYEES
FROM OCTOBER 1, 2008 TO SEPTEMBER 30, 2009

WHEREAS, Confidential Classifications are defined as those classifications found in Attachment "A"; and

WHEREAS, Confidential Classifications are not represented by any employee organization or union; and

WHEREAS, the San Benito County Board of Supervisors is desirous of providing the Confidential Employees with equitable compensation and benefits with regard to other county employees; and

WHEREAS, the San Benito County Board of Supervisors is desirous of acknowledging these Confidential Employees and recognize their value and importance to the organization; and

WHEREAS, the San Benito County Board of Supervisors agrees to the term of this agreement to begin on October 1, 2008 and end on September 30, 2009;

THEREFORE BE IT RESOLVED, the San Benito County Board of Supervisors herein approves the compensation and benefit adjustments to the Confidential Employees outlined herein in "Attachment B";

PASSED AND ADOPTED by the San Benito County Board of Supervisors, State of California, at the meeting of said Board held on the 28th day of October, 2008

AYES: SUPERVISORS: Monaco, Loe, Marcus, Botelho, De La Cruz
NOES: SUPERVISORS: *None*
ABSENT: SUPERVISORS: *None*

BY: *Jaime De La Cruz*
JAIMÉ DE LA CRUZ, CHAIR
San Benito County Board of Supervisors

APPROVED AS TO LEGAL FORM
Dennis Le Clere, County Counsel

Terra J. Clere
10/22/08

ATTEST:
Linda Churchill, Clerk of the Board

Linda Churchill

ATTACHMENT "A"

CONFIDENTIAL CLASSIFICATIONS

Accounting Clerical Supervisor (Auditor)

Assistant Clerk of the Board

Executive Secretary (CAO)

Executive Secretary-CAO Safety Program Coordinator

Human Resources Assistant I/II

Human Resources Technician

Information Systems Technical Support Technician I/II

Legal Secretary I/II (County Counsel)

Payroll Technician

Secretary I/II (County Counsel)

Senior Board Clerk (CAO)

ATTACHMENT "B"

COMPENSATION AND BENEFITS AGREEMENT FOR CONFIDENTIAL
EMPLOYEES

1. TERM

The term of this agreement between San Benito County and the Confidential employees for compensation and benefits shall be from October 1, 2008 to September 30, 2009

2. COMPENSATION

The salaries of the Confidential Employees shall receive a three percent (3%) cost of living increase effective October 5, 2008.

3. BENEFITS

All existing rights and benefits afforded the Confidential Employees shall remain in full force and effect for the term of this agreement.

RESOLUTION NO. 2010-58

RESOLUTION OF THE SAN BENITO COUNTY BOARD OF SUPERVISORS
REGARDING WAGES AND BENEFITS FOR CONFIDENTIAL EMPLOYEES
FROM JULY 1, 2010 TO JUNE 30, 2011

WHEREAS, Confidential classifications are defined as those classifications found in Attachment "A"; and

WHEREAS, Confidential classifications are not represented by any employee organization or union; and

WHEREAS, the San Benito County Board of Supervisors is desirous of providing the Confidential employees with equitable compensation and benefits with regard to other county employees; and

WHEREAS, the San Benito County Board of Supervisors agrees to the term of this agreement to begin July 1, 2010 and end on June 30, 2011.

THEREFORE IT IS NOW RESOLVED, the San Benito County Board of Supervisors herein approves the compensation and benefit adjustments to the Confidential employees outlined here in Attachment "B".

PASSED AND ADOPTED by the San Benito County Board of Supervisors, State of California, at the meeting of said Board held on the 25th day of May, 2010.

AYES: SUPERVISORS: BOTELHO, LOE, BARRIOS, DE LA CRUZ, MONACO
NOES: SUPERVISORS: none
ABSENT: SUPERVISORS: none

BY: Reb Monaco
REB MONACO, CHAIR
San Benito County Board of Supervisors

APPROVED AS TO LEGAL FORM
Matthew Granger, County Counsel

Matthew Granger

ATTEST:
Linda Churchill, Clerk of the Board

By: Janet Slibroges

ATTACHMENT "A"

CONFIDENTIAL CLASSIFICATIONS

Accounting Clerical Supervisor (Auditor)
Assistant Clerk of the Board
Executive Secretary (CAO)
Executive Secretary/Safety Program Coordinator
Human Resources Assistant I/II
Human Resources Technician
Information Systems Technical Support Technician I/II
Legal Secretary I/II (County Counsel)
Payroll Technician
Secretary I/II (County Counsel)

ATTACHMENT "B"

TERM

The term of this agreement between San Benito County and the Confidential employees shall be from July 1, 2010 to June 30, 2011.

FURLOUGH PROGRAM

Under this program, the County may furlough Confidential employees for fiscal year 2010-2011 no more than fifteen (15) days in conjunction with a "smoothing" effect on payroll.

"G" STEP

Effective July 11, 2010, employees who have been at F Step for thirty-six (36) months or longer will move to the G Step in the then-adopted salary range for their class. Thereafter, employees who complete thirty-six (36) months at F Step will move to G Step effective the first full pay period following their anniversary date.

RIGHTS

All existing rights and benefits afforded to the Confidential Management employees shall remain in full force and effect for the term of this agreement.

RESOLUTION NO. 2011 - 62

RESOLUTION OF THE SAN BENITO COUNTY BOARD OF SUPERVISORS REGARDING
COMPENSATION FOR THE UNREPRESENTED EMPLOYEE GROUPS

WHEREAS, the unrepresented employee groups are not represented by any employee organization or union and include the appointed department heads, confidential management employees, and confidential employees; and

WHEREAS, federal, state and local governments are confronted with a dire economic environment; and

WHEREAS, San Benito County is suffering from reduced revenues creating stress on the County's ability to maintain basic county services to its residents; and

WHEREAS, it is necessary to institute measures to generate savings to the County budget that are unique and drastic; and

WHEREAS, the unrepresented employee groups are sensitive to the County's need to take these unique and drastic measures as an example of leadership for the entire County workforce.

NOW, THEREFORE, BE IT RESOLVED that the Board of Supervisors for San Benito County hereby adopts the following changes regarding compensation for the unrepresented employee groups effective July 1, 2011 through June 30, 2012:

1. There will be a moratorium on step increases. No employee will receive any regular or accelerated step advancement, nor shall employees be credited with time in toward step advancement during this period.
2. The County shall furlough employees for fiscal year 2011-2012 no more than fifteen (15) days in conjunction with a "smoothing" effect on payroll.
3. All other existing rights and benefits afforded to the unrepresented employee groups shall remain in full force and effect.

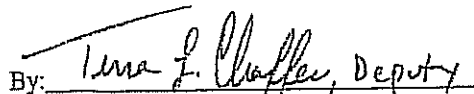
PASSED AND ADOPTED by the Board of Supervisors of the County of

San Benito on the 25th day of January, 2011 by the following vote:

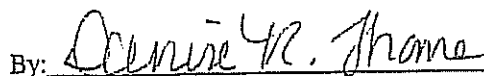
AYES:	SUPERVISORS:	BARRIOS DE LA CRUZ, BOTELHO, RIVAS, MUENZER
NOES:	SUPERVISORS:	NONE
ABSENT:	SUPERVISORS:	NONE
ABSTAIN:	SUPERVISORS:	NONE


 Margie Barrios, Board Chair

APPROVED AS TO LEGAL FORM:
San Benito County Counsel

By: 
 Lura F. Chaffee, Deputy
 1/18/11

ATTEST:
Clerk of the Board, Denise Thome

By: 
 Denise R. Thome