



## Legislation Text

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**File #:** 19-0074, **Version:** 1

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Human Resources Department recommending the Board approve and authorize the Chair to sign Resolution **010-2019** to amend Section 1212 (a) of the Salary and Benefits Resolution 260-2018, in order to ensure that, in compliance with State law, compensation for elected department heads is not reduced during the elected department heads' respective term of office.

**FUNDING:** General Fund.

### **DISCUSSION / BACKGROUND**

On December 18, 2018, the Board of Supervisors adopted an updated Salary and Benefits Resolution, No. 260-2018. This successor resolution, which repealed and replaced Salary and Benefits Resolution, No. 184-2018, modified the County's deferred compensation structure for Appointed and Elected Department Heads.

Resolution 260-2018, in part, removed the County's deferred compensation contribution in the amount of 10% of the amount contributed by an elected department head and the County during the prior calendar year, not to exceed \$800 per year.

It is necessary to further amend the deferred compensation structure to clarify that any such changes for elected department heads will be in accordance with State law. Specifically, the matching contribution for elected department heads currently in office shall not be discontinued during their current term. Rather, this benefit shall automatically be discontinued upon the expiration of each elected department head's now-current term, and shall not be paid in any succeeding term.

The County contribution under this benefit is paid in January of each year. In order to ensure that elected department heads receive their contribution entitlement as was scheduled prior to the December 18, 2018 change to the Salary and Benefits Resolution, this clarifying Resolution also provides that the Board of Supervisors ratifies and approves any payments made to eligible elected department heads of the above-stated benefit occurring between December 18, 2018 and the date of the adoption of this Resolution.

### **ALTERNATIVES**

N/A

### **PRIOR BOARD ACTION**

This resolution amends the Salary and Benefits Resolution, No. 260-2018, adopted on December 18, 2018, Legistar item 18-1922.

### **OTHER DEPARTMENT / AGENCY INVOLVEMENT**

N/A

### **CAO RECOMMENDATION / COMMENTS**

It is recommended that the Board approve this item.

### **FINANCIAL IMPACT**

Should all Elected Department Heads participate in the deferred compensation program and receive the maximum \$800 dollar-for-dollar matching contribution, the total cost would be up to \$5,600 per year. However, as this action does not change the maximum contribution can receive, there is no cost increase resulting from this action. When this benefit is discontinued at the end of the current term, it will result in a cost savings of up to \$5,600 per year in fiscal year 2023/24 and thereafter.

### **CLERK OF THE BOARD FOLLOW UP ACTIONS**

Upon Board approval, please provide Katie Lee in Human Resources with a copy of the fully executed Resolution.

### **STRATEGIC PLAN COMPONENT**

Good Governance

### **CONTACT**

Tameka Usher, Director of Human Resources