

IN THE BOARD OF SUPERVISORS
COUNTY OF SAN LUIS OBISPO, STATE OF CALIFORNIA

_____ day _____, 2022

PRESENT:

ABSENT:

RESOLUTION NO. _____

RESOLUTION APPROVING WAGE AND BENEFIT CHANGES FOR UNREPRESENTED EMPLOYEES,
INCLUDING CERTAIN BENEFIT CHANGES FOR THE BOARD OF SUPERVISORS

The following resolution is hereby offered and read:

WHEREAS, pursuant to Resolution 80-99, the Board of Supervisors designated certain job classes as General Management, Operations and Staff, and Confidential; and

WHEREAS, the Management Representative, in consultation with the Board of Supervisors, has traditionally recommended salaries and benefits for unrepresented classes to the Board of Supervisors for adoption; and

WHEREAS, the changes provided for by this resolution shall only apply to those persons who are employed by the County on or after the date that this Resolution is adopted by the Board of Supervisors; and

WHEREAS, the changes or certain of the changes provided for by this resolution satisfy the requirements of County Code Sections 2.48.034 Administration of Management and Confidential Compensation Plan and 2.48.180 Prevailing Wage Ordinance; and

WHEREAS, unrepresented employees are in bargaining units (BU) 07 – Operations Staff, BU08 – General Management, BU09 – Department Heads, BU10 Elected Department Heads, BU11 – Confidential, BU16 – General Management Law Enforcement, and members of the Board of Supervisors are in BU17.

NOW, THEREFORE, BE IT RESOLVED AND ORDERED by the Board of Supervisors of the County of San Luis Obispo, State of California as follows:

1. That the recitals set forth hereinabove are true, correct, and valid; and
2. That salary increases are approved for employees in BU07, BU08, BU09, BU10, BU11, and BU16 as follows and as detailed in Attachment A:
 - a. Effective the pay period including July 1, 2022, classifications with pay ranges

determined to be below market, with internal alignment, or recruitment and retention issues shall receive an equity increase. Additionally, all employees in BU07, BU08, BU09, BU10, BU11, and BU16 will receive a 3% across the board wage increase

- b. Effective the pay period including July 1, 2023, all employees in BU07, BU08, BU09, BU10, BU11, and BU16 will receive a 2.5% across the board wage increase
 - c. Effective the pay period including July 1, 2024, all employees in BU07, BU08, BU09, BU10, BU11, and BU16 will receive a 2.5% across the board wage increase; and
3. That County Cafeteria Plan contribution increases for employees in BU07, BU08, BU09, BU10, BU11, BU16, and Board of Supervisors in BU17 are approved as follows:
- a. Effective the first paycheck in January 2023, the County Cafeteria Plan contribution for employees with one dependent shall increase from \$1,100 to \$1,175. The County Cafeteria Plan contribution for employees with two or more dependents shall increase from \$1,340 to \$1,475
 - b. Effective the first paycheck in January 2024, the County Cafeteria Plan contribution for employees with one dependent shall increase from \$1,175 to \$1,250. The County Cafeteria Plan contribution for employees with two or more dependents shall increase from \$1,475 to \$1,550
 - c. Effective the first paycheck in January 2025, the County Cafeteria Plan contribution for employees with one dependent shall increase from \$1,250 to \$1,300. The County Cafeteria Plan contribution for employees with two or more dependents shall increase from \$1,550 to \$1,625; and
4. That the employee pension contributions rates for employees in BU07, BU08, BU09, BU10, BU11, BU16 and for the Board of Supervisors in BU17 shall not be increased for fiscal years 2023/24 and 2024/25; and
5. That the current Wellness and Tuition Reimbursement programs for employees in BU07, BU08, BU09, BU10, BU11, BU16 and for the Board of Supervisors in BU17 are being combined into one Wellness and Development reimbursement program, and employees are eligible for up to a \$500 per year reimbursement; and
6. That employees in BU07, BU08, BU09, BU10, BU11, BU16 shall be eligible to cash out up to 80 hours of accrued vacation one time per year provided that they have a balance of 80 vacation hours after the hours are cashed out; and

7. That unless otherwise modified by the foregoing provisions, all other salaries and benefits provided by resolution, Board order or ordinance to employees in the designated bargaining units identified by this Resolution shall remain in effect.

Upon motion of Supervisor _____, seconded by Supervisor _____,
and on the following roll call vote, to-wit:

AYES:

NOES:

ABSENT:

ABSTAINING:

The foregoing resolution is hereby adopted:

Chair of the Board of Supervisors

ATTEST:

Wade Horton
Ex-Officio Clerk of the Board of Supervisors

BY: _____, Deputy Clerk

APPROVED TO FORM AND LEGAL EFFECT:

RITA L. NEAL
County Counsel



By: Jenna Morton
Chief Deputy County Counsel

Date: June 29, 2022