

December 15, 2009  
Board of Supervisors  
800 S. Victoria Ave.  
Ventura Ca. 93009

**J. Matthew Carroll**  
Assistant County Executive Officer

**Paul Derse**  
Chief Financial Officer

**John K. Nicoll**  
Human Resources Director

Subject: Adoption of the Modifications to the Management, Confidential Clerical and Other Unrepresented Employees Resolution including Exhibits I and II

Recommendations:

It is recommended that your Board:

1. Adopt the attached modified Management, Confidential Clerical and Other Unrepresented Employees Resolution including Exhibits I and II with an effective date of December 27, 2009.

Fiscal/Mandates Impact:

|                              |   |
|------------------------------|---|
| Mandatory:                   | No <input checked="" type="checkbox"/> Yes <input type="checkbox"/> |
| Source of funding:           | All funds   |
| Funding Match Required:      | No  |
| Impact on Other Departments: | Varies  |

In accordance with Government Code Sections 31515.5 and 23026, the proposed changes as approved will have no material impact on the funding status of the retirement system.

Discussion:

In response to the financial hardship facing the County and the increased costs related to loss in the value of the Retirement deposits we are requiring current Management Employees to assist in paying a portion of the retirement costs associated with the employee share of the payment. Depending upon the classification county managers will pay anywhere from 27% up to 54% of what was previously a 100% County cost.

The County's contribution will reduce from approximately 10.97% to 7.97% for Safety members, from approximately 8.39% to 5.39% for General members Tier 1, and from approximately 5.48% to 2.48% for General members Tier 2 retirement cost. This will result in an annual gross cost reduction of \$2,100,000. The net County cost savings in the General Fund is approximately \$760,000. Additionally any new employees hired after 7/11/10 will be required to pay 4% of their retirement cost. The savings generated by this cannot be calculated at this point since our new hire rate in the current fiscal environment is unknown. We will be tracking this as the FY09-10 Budget year progresses. This shift to a system in which the employees share in the retirement cost is the first step in our approach to pension reform.

There are some minor cost increases that are being recommended for Safety Managers and the Medical Residency program. In the case of Fire and Sheriff we recommend slight increases in assignment pay, Emergency Medical technician pay and uniform allowance. These increases were put in place for the subordinate units in 2008. For the Medical residents we recommend increasing the training reimbursement and reimbursement of the cost of the initial application for Medical Licensure. The total annual increase of these costs for FY 2009-10 are estimated at \$8,185. The increased rates for the Medical Residency program has a maximum cost of \$40,150. We are not recommending that any additional funds be appropriated at this time to cover proposed increases.

The majority of the proposed changes are cosmetic in nature, correcting typographical errors and updates to reflect prior actions of the Board. In addition to properly reflecting the flexible credit allowance increase that your Board approved on November 11, 2008, the proposed changes include: Article 4, Section 406 regarding Acting Department Head; Article 11, Section 1106 regarding work on holidays; Article 19 Section 1901 (A) regarding employee retirement pick up and the addition of a definition section. A summary of all the changes is attached.

We are also updating the appropriate exhibits, articles and references within the Management Resolution that may have changed overtime. These recommended modifications will keep the Management Resolution current.

The recommended actions have been reviewed by County Counsel and the Auditor-Controller's Office. If you have any questions regarding these recommendations, please feel free to contact me at 654-3196.



JOHN K. NICOLL  
Assistant County Executive Officer  
Director – Human Resources

## Attachments

c: Marty Robinson, Chief Executive Officer  
Noel Klebaum, County Counsel  
Christine Cohen, Auditor Controller