

**SUMMARY OF PERSONNEL AND SALARY RESOLUTION CHANGES SUBMITTED
FOR BOARD APPROVAL
July 31, 2007**

ARTICLE I – GENERAL POLICIES AND PRACTICES

Section 1. H. – Policy for the Prevention of Workplace Violence

Policy is updated to eliminate provisions which allowed employees with valid permits to carry and store firearms in the workplace with department head approval, unless employee is a Peace Officer authorized by law and required to carry a weapon

Section 7. Leave of Absence With Pay

Policy is revised to allow an Agency/Department head to place an employee on leave of absence with pay (administrative leave) for up to 240 hours (previously 120 hours) if the leave is for the purposes of conducting an investigation; additional leave of absence with pay must be justified by the department head and approved by the CEO

ARTICLE III – EDUCATIONAL AND PROFESSIONAL REIMBURSEMENT

Maximum reimbursement increased from \$2000 per fiscal year to \$3000 per fiscal year for Executive Management, Law Enforcement Management, Board Management and OCEA represented employees

ARTICLE X – VACATION AND ANNUAL LEAVE PROVISIONS

- Maximum vacation accrual for Executive Management employees increases from 480 hours to 580 hours
- Annual Leave hours eligible to be paid at 100% for Executive Management increases from 480 hours to 580 hours
- Annual payoff for Executive Management increases from 90 hours annually to 170 hours annually (vacation and annual leave)
- Maximum annual leave hours which may be used prior to retirement may be increased at the discretion of the CEO

ARTICLE XII – REIMBURSEMENT PROGRAMS

Section 3. Optional Benefit Plan

For Executive Management employees, increase the annual Optional Benefit Plan amount from \$4000 to \$4500, effective January 1, 2008

Transportation Allowance (provision will be added to the PSR)

For eligible Executive Management employees, increase the monthly transportation allowance amount from \$600 to \$765, effective first month after Board adoption

ARTICLE XXII – COMPENSATION FOR CLASSES ON THE MANAGEMENT SALARY RANGES

In accordance with PSR provisions which provide that wages, hours and terms and conditions of employment for Executive Management, Executive Aides and Assistants and Law Enforcement Management employees shall be the same as adopted for employees in the Administrative Management unit, general salary increases and salary range adjustments will be made in accordance with the 2007-2010 Administrative Management MOU; 3% general increases in June 2007, June 2008 and June 2009

ARTICLE XXIV – EXECUTIVE MANAGEMENT

County 401(a) Plan

Increased bi-weekly contribution to 401(a) for Executive Management in the following amounts, effective first pay period upon Board adoption:

- Group I – Elected Officials – increase from 6 percent to 8 percent
- Group II – Department Heads – increase from 3 percent to 5 percent
- Group III – Senior Management – increase from 3 percent to 4 percent