

RESOLUTION NO. 2022-

**A RESOLUTION OF THE SAN BENITO COUNTY BOARD OF SUPERVISORS REGARDING
COMPENSATION AND BENEFITS FOR ELECTED DEPARTMENT HEADS**

WHEREAS, Elected Department Heads are county officers as defined under Government Code 24000 and participate in the California Public Employees Retirement system under optional membership; and,

WHEREAS, Elected Department Heads have provided service for the County of San Benito in regular employee status and elective service status as defined by Government Code 20322 and Public Employees Retirement Law Code 21231; and,

WHEREAS, the County of San Benito's Elected Department Heads are not represented by any employee organization or bargaining group under the Meyers-Milias Brown Act; and,

WHEREAS, elected officers do not accrue vacation, sick and other accrual hours granted to regular employees; and,

WHEREAS, the elected department head compensation plan composed of seven steps, A through G, advancing in step for each year in Office reflects how employees subject to the County's Personnel Policy and Procedures are treated rather than elected officers; and,

WHEREAS, elected officers in 78% of California counties are compensated at a flat rate; and,

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

NOW, THEREFORE, BE IT FURTHER RESOLVED AND ORDERED that the San Benito County Board of Supervisors hereby enacts the following:

1. Direct the removal of the A through F step schedule from the Class, Title and Pay Plan for each respective Elected Department Head; and
2. Direct the County Administrative Officer to place all Elected Department Heads at the G step in their respective salary ranges as the flat rate, beginning January 2, 2023; and
3. Further direct that all County of San Benito service provided in regular employee status and optional elective service as defined in Government Code 20322 and Public Employees Retirement Law Code 21231 are combined without loss or interruption of salary, special compensation and benefits.

PASSED AND ADOPTED by the San Benito County Board of Supervisors, State of California, at the meeting of said Board held on the 12th day of April 2022 by the following vote:

AYES:

NOES:

ABSENT OR NOT VOTING:


COUNTY OF SAN BENITO

By: _____
Bea Gonzales
Chair, Board of Supervisors

ATTEST:
Jennifer Frechette
Clerk of the Board

By: _____

APPROVED AS TO LEGAL FORM:
Barbara Thompson, County Counsel

DocuSigned by:

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Barbara Thompson
County Counsel