

**RESOLUTION NO. \_\_\_\_\_**

**A RESOLUTION OF THE SAN BENITO COUNTY BOARD OF SUPERVISORS  
REGARDING COMPENSATION AND BENEFITS FOR UNREPRESENTED COUNTY EMPLOYEES**

**WHEREAS**, the County of San Benito Board of Supervisors recognizes the increased cost of living for its employees, including but not limited to the costs of benefits, and wishes to help mitigate those increases; and

**WHEREAS**, the County is desirous of providing the employees in these job classes with equitable compensation and benefits with regard to other county employees.

**THEREFORE, BE IT RESOLVED**, the County of San Benito Board of Supervisors, upon the recommendation of the County Administrative Office, approves an additional Salary Bonus of \$1,000 to be paid on January 4, 2019 to those unrepresented employees, including Confidential, Confidential Management, Appointed/Elected Department Heads, members of the Board of Supervisors, and other Unrepresented Employees, for those who meet the established criteria, pursuant to the terms and as set forth in Attachment "A".

**PASSED AND ADOPTED** by the County of San Benito Board of Supervisors, State of California, at the meeting of the said Board on this 11<sup>th</sup> day of December 2018 by the following vote:

AYES:

NOES:

ABSENT OR NOT VOTING:

COUNTY OF SAN BENITO

By \_\_\_\_\_

Anthony Botelho  
Chair, Board of Supervisors

ATTEST:

Janet Slibsager  
Clerk of the Board

APPROVED AS TO LEGAL FORM:  
San Benito County Counsel's Office

By: \_\_\_\_\_

\_\_\_\_\_  
Barbara Thompson  
County Counsel

## ATTACHMENT "A"

San Benito County employees and their respective bargaining units are under a closed contract until 2019. Notwithstanding, the Board of Supervisors in conjunction with a recommendation from the County Administrative Officer have offered the units and employees a one-time salary bonus to help mitigate benefit cost increases. However, there is no restriction on the employee's usage of this bonus.

The bonus recommendation will include the following:

1. The proposed recommendation shall be non-precedent setting and does not alter the existing contracts between the County and the employee groups; and
2. The amount of the bonus eligible for employees shall be \$1,000 minus applicable taxes and prorated for less than full time employees; and
3. The bonus shall not be considered or treated as pensionable compensation; and
4. Eligible employees are employees in permanent positions who are in paid status for the full pay period (pay period 220171) that the bonus is paid; and
5. The bonus will be paid on January 4, 2019 which represents payroll period 220171 representing the pay period beginning December 16, 2018 and ends on December 29, 2018.