

BEFORE THE BOARD OF SUPERVISORS, COUNTY OF SAN BENITO

**A RESOLUTION OF THE SAN BENITO COUNTY)
BOARD OF SUPERVISORS AMENDING) RESOLUTION NO. 2019-____
PERSONNEL RULE 7 "COMPENSATION PLAN")**

WHEREAS, on November 21, 1988, the San Benito County Board of Supervisors adopted Ordinance No. 546 thereby establishing a personnel system; and

WHEREAS, Section 3.03.005 of the San Benito County Code ("SBCC") requires personnel rules to be "adopted by resolution of the Board of Supervisors in compliance with the meet-and-confer process"; and

WHEREAS, County staff wishes to amend the Personnel Rules to include the provision of "Special Assignment Differential" under Rule 7 (Compensation Plan) pursuant to Section 3.03.005, subdivision (a)(13); and

WHEREAS, County staff has engaged the unions in the meet-and-confer process in accordance with SBCC Section 3.03.005; and

WHEREAS, the unions did not object to County staff's proposed addition of "Special Assignment Differential" under Rule 7 of the San Benito County Personnel Rules; and

NOW, THEREFORE BE IT RESOLVED, that the San Benito County Board of Supervisors hereby amends the San Benito County Personnel Rules to incorporate "Special Assignment Differential" as Subdivision (L) of Rule 7 of the Personnel Rules for San Benito County, attached hereto and incorporated herein as Attachment A.

PASSED AND ADOPTED BY THE BOARD OF SUPERVISORS OF THE COUNTY OF SAN BENITO THIS 16TH DAY OF APRIL, 2019 BY THE FOLLOWING VOTE:

AYES:

NOES:

ABSENT:

ABSTAIN:

Date: _____

By: _____
Mark Medina, Chairman

ATTEST:
Janet Slibsager, Clerk of the Board

APPROVED AS TO LEGAL FORM:
Barbara Thompson, County Counsel

By: _____

By:  on behalf of
Barbara Thompson, 4/12/2019
County Counsel

ATTACHMENT A

L. Special Assignment Differential. An employee in a budgeted or extra-help position may be assigned as the assistant department head or assigned to a special assignment for a limited duration may receive a differential up to 10% when so assigned, with the prior approval of the County Administrative Officer.

To be eligible for this differential as a special assignment, the employee must have full responsibility for the overall management of a specialized and complex assignment, or perform a highly skilled function.

This differential shall be effective on the first day of the first full pay period of assignment. This differential shall cease at the end of the last pay period of assignment, unless the employee separates prior to the end of the pay period.

The Special Assignment Differential is intended to be considered "Temporary Upgrade Pay" and it is not reportable as "pensionable compensation" for PEPRAs members.