



Agenda Date: 4/1/2008
Agenda Placement: 7P

NAPA COUNTY BOARD OF SUPERVISORS Board Agenda Letter

TO: Board of Supervisors
FROM: Michael Willihnganz for Gregersen, Mark - Director
Human Resources
REPORT BY: Caryn Fagundes, Benefits Administrator - 253-4488
SUBJECT: Resolution Amendmending Management Compensation Plan - Non Classified (Other)

RECOMMENDATION

Human Resources Director requests adoption of a resolution amending the Management Non-Classified (Other) Compensation Plan providing an automobile allowance for the Chief Information Officer, effective August 21, 2007.

EXECUTIVE SUMMARY

On August 21, 2007 the Board approved Resolution No. 07-109 designating the Chief Information Officer position as an at-will, Management Non-Classified (Other) position. The August 21, 2007 action item also identified the management fringe benefits to be provided to the Chief Information Officer position, but inadvertently omitted reference to the automobile allowance benefit.

The approval of today's resolution will amend the Management Non-Classified (Other) Compensation Plan to provide the automobile allowance to the Chief Information Officer position, effective August 21, 2007, as was the original intent of the August resolution.

FISCAL IMPACT

Is there a Fiscal Impact?	Yes
Is it currently budgeted?	Yes
Where is it budgeted?	Information Technology Services
Is it Mandatory or Discretionary?	Discretionary
Discretionary Justification:	Historically, the Chief Information Officer received an automobile allowance as stated in the Management Classified Compensation Plan in the County Policy Manual. When the position was designated "at will" last August via Resolution

No. 07-109, the position was removed from the Management Classified section of the Policy Manual and added to the Management Non-Classified (Other) section. However, the resolution did not specify the automobile allowance benefit. The requested action corrects this oversight.

Is the general fund affected? Yes

Future fiscal impact: The cost to fund the benefits is included in the departmental budget.

Consequences if not approved: The Chief Information Officer position would not be afforded the automobile allowance benefit.

Additional Information:

ENVIRONMENTAL IMPACT

ENVIRONMENTAL DETERMINATION: The proposed action is not a project as defined by 14 California Code of Regulations 15378 (State CEQA Guidelines) and therefore CEQA is not applicable.

BACKGROUND AND DISCUSSION

On August 21, 2007 the Board approved Resolution No. 07-109 designating the Chief Information Officer position as an at-will, Management Non-Classified (Other) position. The August action item identified the Management Non-Classified (Other) benefits afforded to the Chief Information Officer position, but inadvertently did not specify the automobile allowance benefit. Not all Non-Classified (Other) positions receive an automobile allowance. The Chief Information Officer, in its prior designation as a Management, Classified position, was afforded this benefit.

The approval of today's resolution will amend the Management Non-Classified (Other) Compensation Plan to provide the automobile allowance to the Chief Information Officer position, effective August 21, 2007. This action is a declaration of the Board's intent to continue to provide the automobile allowance for the Chief Information Officer position as of that date.

SUPPORTING DOCUMENTS

A . Resolution

CEO Recommendation: Approve

Reviewed By: Karen Collins