

ORDINANCE NO. _____

AN ORDINANCE OF THE COUNCIL OF THE CITY OF SANTA BARBARA AMENDING THE 2012-2013 SALARY PLAN APPLICABLE TO UNREPRESENTED NON-SUPERVISORY CONFIDENTIAL EMPLOYEES TO INCLUDE OMITTED PROVISIONS.

THE CITY COUNCIL OF THE CITY OF SANTA BARBARA DOES ORDAIN AS FOLLOWS:

SECTION 1. The 2012-2013 Salary Plan Applicable to Unrepresented Non-supervisory Confidential Employees, originally adopted by Ordinance No. 5598, is hereby amended as attached hereto and incorporated herein by reference as Exhibit "A".

**2012-2013 SALARY PLAN APPLICABLE TO
UNREPRESENTED NON-SUPERVISORY CONFIDENTIAL EMPLOYEES**

1. This plan will apply to positions classified as non-supervisory Confidential employees effective July 1, 2012.
2. The City Administrator is authorized to provide Confidential employees with salaries and benefits under the same terms and conditions as General Unit employees, except as detailed herein.
3. Vacation Cash Out
 - a. Effective July 1, 2012, there shall be no longer be an annual option to receive cash payment in lieu of vacation time (vacation cash-in);
 - b. On a one-time basis, on or before October 30, 2012, employees will be given the option to receive cash in lieu of up to forty (40) hours of accrued vacation time. Following the designated cash out, an amount equivalent to \$42,450 less the actual City cost of the cash out will be will be distributed per capita among all confidential employees as a one-time payment. This payment shall be made on or before December 24, 2012. This payment will not be considered or reported as special compensation for purposes of retirement contributions
 - c. **The maximum vacation accrual cap will be increased by 40 hours, to 296 hours.**
4. Medical Insurance: Effective January 1, 2013, the maximum City medical contribution will be increased by \$65 per employee per month, to \$1055.01 per employee per month.
5. **Employees will not be eligible for the \$383.44 one-time payment that General Unit employees were provided under the applicable labor agreement.**