

## Office of Management and Budget Comments for CR-121-2021

This resolution legislation provides for certain enhanced leave and benefits for deputy directors of offices and departments in the Executive Branch and the Court Administrator. Charter Section 902 was amended to add deputy directors in the exempt service and this legislation will update the Salary Plan to include them. The resolution would apply to approximately 47 Deputy Director positions plus one Court Administrator. It would grant each position to beginning leave balances of 10 days of annual leave, 10 days of sick leave, additional life insurance at a maximum cost of 7% of salary, and a 5% County match for a deferred compensation retirement plan retroactive to July 1, 2021 if the employee does not participate in the State retirement system. The Resolution also stipulates that the provisions of the exempt pay plan apply to these positions.

The fiscal impact for the enhanced life insurance and deferred compensation match is indeterminate, though likely minimal, based on the extent to which the 47 positions choose to participate in both programs predicated on non-participation in the State retirement system as it relates to the deferred compensation match. Granting beginning leave balances of 10 days of annual and sick leave has no fiscal impact because the employees would be paid whether they are working or on leave. However, there would be an indeterminate decrease in employee productivity while on leave.