

SCC NO. 1732

**AN ORDINANCE OF THE SACRAMENTO COUNTY CODE AMENDING
SECTION 2.100.080 RELATING TO MANAGEMENT TIME**

The Board of Supervisors of the County of Sacramento, State of California,
ordains as follows:

SECTION 1. Section 2.100.080, Chapter 2.100, Title 2, of the Sacramento
County Code is amended to read as follows:

2.100.080 Management Time.

a. Management personnel are expected to work whatever time reasonably is required to perform the duties of their positions.

b. Management personnel shall not accrue compensating time off or earn overtime pay.

c. Management personnel are authorized, subject to approval of their immediate supervisors, to take reasonable time off for personal use during normal working hours without loss of compensation.

d. Notwithstanding subsection (a) of this section or the provisions of Sections 2.100.050 and 2.100.060 of this chapter, if, during any job action by other employees of the County or during any declared local emergency, management personnel are required to work in excess of those hours otherwise reasonably required for such personnel, a department head, or the department head's designee, may recommend additional compensation for such affected personnel at their hourly salary rate not in excess of one hundred (100) hours unless otherwise authorized by the Board of Supervisors. Upon approval of any such recommendation by the County Executive Officer, payment shall be made to such employees with the next practicable regular bi-weekly compensation after such approval. Compensation pursuant to this subdivision must be approved within six months from the end of any job action or declared local emergency.

e. Notwithstanding subsection (a) of this section or the provisions of Sections 2.100.050 and 2.100.060 of this chapter, if, during any job action by other employees of the County or during any declared local emergency, management personnel within a department are placed on standby by their supervisor or supervisors pursuant to existing, written departmental policies governing such standby, such employees may be compensated for standby hours in amounts not to exceed their hourly salary rate. In the event management personnel are compensated for standby pursuant to this subsection, they shall not also be eligible for compensation pursuant to subsection (d) of this section.

f. The provisions of subsection (d) and (e) of this section shall not be applicable to persons exempt from civil service pursuant to Section 71-D of the County Charter except for those persons exempt by reason of subdivision (7) of said section.

g. Regular, full time, Executive Management and Department Heads who are exempt from the Fair Labor Standards Act (FLSA) are eligible to receive 80 hours of Management Leave effective January 1 of each year. Employees who enter an eligible position after January 1 shall receive a prorated number of hours. Any employees working in a regular position on a less than full-time basis shall not receive Management Leave. Management Leave may not be carried forward to the next calendar year. Executive Management and Department Heads will have any unused portion of the Management Leave hours cashed out and paid to the employee in the calendar year in which it was accrued, or at the time of separation or transfer to an ineligible position, whichever is earlier.

SECTION 2. This ordinance was introduced and the title thereof read at the regular meeting of the Board of Supervisors on January 9, 2024, and on January 23, 2024, further reading was waived by the unanimous vote of the Supervisors present.

This ordinance shall take effect and be in full force on and after thirty (30) days from the date of its passage, and before the expiration of fifteen (15) days from the date of its passage it shall be published once with the names of the members of the Board of Supervisors voting for and against the same, said publication to be made in a newspaper of general circulation published in the County of Sacramento.

On a motion by Supervisor Desmond, seconded by Supervisor Serna, the foregoing ordinance was passed and adopted by the Board of Supervisors of the County of Sacramento, State of California, this 23rd day of January, 2024, by the following vote:

AYES: Supervisors Desmond, Frost, Hume, Serna, Kennedy

NOES: None

ABSENT: None

ABSTAIN: None

RECUSAL: None
(PER POLITICAL REFORM ACT (§ 18702.5.))



Alorence Evans
Clerk, Board of Supervisors

2719344

Paul Kirk

Chair of the Board of Supervisors
of Sacramento County, California

FILED
BOARD OF SUPERVISORS

JAN 23 2024

Alorence Evans
Clerk of the Board

In accordance with Section 26103 of the Government Code of the State of California a copy of the document has been delivered to the Chair of the Board of Supervisors, County of Sacramento on *Jan 23, 2024*

By: *James Cervant*
Deputy Clerk, Board of Supervisors