



BOARD OF SUPERVISORS  
AGENDA LETTER

Agenda Number:

Clerk of the Board of Supervisors  
105 E. Anapamu Street, Suite 407  
Santa Barbara, CA 93101  
(805) 568-2240

Department Name: Human Resources  
Department No.: 064  
For Agenda Of: 4/3/07  
Placement: Administrative  
Estimated Tme:  
Continued Item: No  
If Yes, date from:  
Vote Required: Majority

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**TO:** Board of Supervisors

**FROM:** Department Susan Paul, Assistant CEO/HR Director 568-2817  
Director(s)  
Contact Info: Joseph Pisano, Senior HR Analyst 568-2839

**SUBJECT:** Equity Adjustments

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**County Counsel Concurrence**

As to form: Select\_Concurrence

**Other Concurrence:** Select\_Other

As to form: Select\_Concurrence

**Recommended Actions:**

That the Board adopt a resolution effective March 26, 2007 implementing the equity adjustments for Appraisers, Auditor Appraisers, and Pharmacy Technicians described in this letter.

**Background:**

Appraisers in the Clerk, Recorder, Assessor's Department (CRA) are responsible for setting the value on all assessable residential and commercial property. Property valuation is a highly technical and complex task, and County appraisers must determine market value of properties ranging from single family homes to destination resorts, to shopping centers. Pharmacy Technicians in the Public Health Department (PHD) track and fill prescriptions for clients in the same manner as their counterparts in retail pharmacies, and in addition they assess eligibility for sliding scale fees, Medi-Cal/Medicare, and hundreds of other public assistance programs designed to meet the prescription drug needs of PHD clients.

Both Departments are concerned about the competitiveness of salaries for these job classes and the potential impacts on the County's ability to recruit and retain highly qualified people in these essential jobs. A survey of comparison counties shows that the Santa Barbara County salary for Appraiser II (journey-level) is approximately 15% below market, and the salary for Appraiser III (the lead worker level) is approximately 22% below market. The Santa Barbara County salary for Pharmacy Technicians is approximately 17% below market.

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**Auditor-Controller Concurrence**

As to form: Select\_Concurrence

CEO/HR has worked with the two departments and recommends that salaries for Appraiser III be increased 15% and that other Appraiser and Auditor-Appraiser classifications receive an increase of 10%. CEO/HR recommends that salaries for Pharmacy Technicians be increased by 18%.

**Fiscal and Facilities Impacts:**

Budgeted: Yes

**Fiscal Analysis:**

The recommended increase for Appraisers would affect thirty-seven employees in CRA. The approximate cost for this increase for the remainder of FY 2006-07 would be \$65,000, and the annualized cost would be approximately \$242,000. Approximately 50% of the first year's cost for this increase would be paid from the \$1 million equity adjustments funding established in the current MOU with SEIU 620 and previously approved by the Board when the MOU was adopted. Approximately 50% would be absorbed by CRA within its current operating budget. Going forward CRA will plan for the increased costs in its annual budget.

The recommended increase for Pharmacy Technicians would affect eight employees in PHD. The approximate cost for this increase for the remainder of FY 2006-07 would be \$19,000, and the annualized cost would be approximately \$70,000. Although no additional revenues are available to fund this increase, PHD believes that the increase is essential and will work to manage the cost within its existing budget by making other reductions to fund the increase.

Of the total estimated increased annual cost of approximately \$312,000, approximately \$53,000 will be in the form of an increase in the County's contributions to the Retirement System. The biannual actuarial study of the Santa Barbara County Retirement System as adopted by the Retirement Board and the Board of Supervisors, includes certain economic and non-economic assumptions in setting the employer's contribution rate. These assumptions include projected cost-of-living, merit and career advancement pay increases for employees. No additional General Fund contribution will be requested for either adjustment.

**Staffing Impacts:**

**Legal Positions:**

**FTEs:**

**Special Instructions:**

Please return one copy of the signed resolution to Susan Kean, Human Resources Department.

**Attachments:**

**Authored by:** Joseph Pisano, Senior HR Analyst

**cc:** Auditor Controller  
Clerk Recorder Assessor

Public Health Director

**RESOLUTION OF THE BOARD OF SUPERVISORS  
OF THE COUNTY OF SANTA BARBARA, STATE OF CALIFORNIA**

IN THE MATTER OF AMENDING RESOLUTION )  
 NO. 06-206, AS AMENDED, BEING THE SALARY ) RESOLUTION NO. \_\_\_\_\_  
RESOLUTION OF THE COUNTY OF SANTA BARBARA )

WHEREAS, Salary Resolution No. 06-206 established a Classification Plan, and authorized Departmental Position Allocation effective July 3, 2006; and,

WHEREAS, this Board of Supervisors finds that there is good cause for amending said Resolution No. 06-206, as amended, in the manner provided in this Resolution;

NOW, THEREFORE, IT IS HEREBY RESOLVED, as follows:

1. Resolution No. 06-206, adopted by this Board on July 11, 2006, is hereby amended by amending that (those) portion(s) of Section(s) 2 to read as follows effective March 26, 2007

**SECTION 2. Job Classification Table**

<u>JOB CLASS</u>	<u>TITLE</u>	<u>SALARY INCREASE PERCENTAGE</u>	<u>OT ELIGIBLE</u>
<u>Change:</u>			
0509	APPRAISER AIDE	10.0%	YES
0510	APPRAISER I	10.0%	YES
0511	APPRAISER II	10.0%	YES
0512	APPRAISER III	15.0%	YES
0650	ASSESSMENT SUPERVISOR	10.0%	NO
1045	AUDITOR-APPRAISER I	10.0%	YES
1046	AUDITOR-APPRAISER II	10.0%	NO
1047	AUDITOR-APPRAISER III	10.0%	NO
5777	PHARMACY TECHNICIAN	18.0%	YES

2. Except as amended by this Resolution, Resolution No. 06-206 as amended, continues unchanged as in full force and effect.

PASSED AND ADOPTED by the Board of Supervisors of the County of Santa Barbara, State of California, this \_\_\_\_\_ day of \_\_\_\_\_, 2006, by the following vote:

AYES:

NOES:

ABSENT:

\_\_\_\_\_  
Chair, Board of Supervisors

ATTEST:  
MICHAEL F. BROWN  
CLERK OF THE BOARD

APPROVED AS TO FORM:  
STEPHEN SHANE STARK  
COUNTY COUNSEL  
NOVEMBER 1993  
04/03/07

By: \_\_\_\_\_ (SEAL)  
Deputy Clerk