

**SANTA BARBARA COUNTY
BOARD AGENDA LETTER**



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

Agenda Number:
Prepared on: 2/26/04
Department Name: Human Resources
Department No.: 064
Agenda Date: 3/9/04
Placement: Administrative
Estimate Time:
Continued Item: NO
If Yes, date from:

TO: Board of Supervisors

FROM: Scott Ullery, Deputy County Administrator

STAFF CONTACT: Lila Deeds, Employee Relations Manager
568-2819

SUBJECT: Salary Adjustment for Classifications Represented by the Fire Fighters Union,
Local 2046

Recommendation(s):

That the Board of Supervisors:

In accordance with contractual obligations arising from the Memorandum of Understanding entered into in 2001 with the Fire Fighters Union, Local 2046, adopt a resolution increasing salaries for classifications in Bargaining Units 12 and 13 by 6.0% effective March 15, 2004.

Alignment with Board Strategic Plan:

The recommendation(s) are primarily aligned with Goal No. 3. A Strong, Professionally Managed County Organization.

Executive Summary and Discussion:

The current Memoranda of Understanding between the County and recognized employee organizations provide for 2003-04 cost-of-living adjustments in relation to the percentage growth in the General Fund assessed property tax revenue for 2003-04. A scheduled adjustment is due in March 2004 for employees represented by Fire Fighters Local 2046. The Auditor-Controller determined the 2003-04 General Fund property tax growth at approximately 7.27%. Based on this determination, the cost-of-living increase for this employee group this year is 3.7%.

In addition to the cost-of-living adjustment, as part of their MOU, the County and the Union agreed to a 3% equity increase for all unit classifications, for a total compensation increase of 6.7% unitwide. The allocation

of the compensation increase for employees represented by the Fire Union as agreed to by the County and the Union is as follows:

<u>Compensation element</u>	<u>Value</u>
Salary increase (3% COLA and 3% equity)	6.0%
Increase Benefit Allowance by \$20.00 biweekly	0.7%
Total unitwide increase	6.7%

Fiscal and Facilities Impacts:

The recommended action covers approximately 186 sworn employees in the Fire Department. The salary portion of the increase will increase the County's ongoing annual costs by approximately \$1,208,226. The total compensation increase including non-salary elements will cost approximately \$415,134 this fiscal year and \$1,349,186 ongoing. Of the total annualized cost, approximately \$183,490 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.

The 2003-04 Adopted Budget includes funding for cost-of-living adjustments for all employees based on a projected property tax increase (6%) somewhat less than the actual increase (7.27%). Budgeted amounts for salary increases may be supplemented in the current year from the Salary Designation as needed. Costs associated with these adjustments will be included in the proposed budget for 2004-05.

Special Instructions:

Please return one copy of the approved resolution for this action to Susan Kean in the Human Resources Department.

cc: County Administrator
Auditor-Controller
Retirement Administrator
Fire Chief
Fire Fighters, Local 2046