

**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:** 4/17/03  
**Department Name:** Human Resources  
**Department No.:** 064  
**Agenda Date:** 5/6/03  
**Placement:** Administrative  
**Estimate Time:**  
**Continued Item:** NO  
**If Yes, date from:**

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**TO:** Board of Supervisors

**FROM:** Ann Goodrich, Director  
Human Resources Department

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

**SUBJECT:** Salary Adjustment for Classifications Represented by the Sheriff's Managers Association

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**Recommendation(s):**

That the Board of Supervisors:

Pursuant to a Memorandum of Understanding with the Sheriff's Managers Association, adopt a resolution increasing salaries for classifications in Bargaining Units 44 and 45 by approximately 3.0% effective April 28, 2003.

**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 2002-03 cost-of-living adjustments in relation to the percentage growth in the General Fund assessed property tax revenue for 2002-03. A scheduled adjustment is due April 28, 2003, for employees represented by the Sheriff's Managers Association. The Auditor-Controller determined the 2002-03 General Fund property tax growth at 5.91%. Based on this determination, the cost-of-living increase for employees represented by the Sheriff's Managers Association this year is 3.0%.

**Fiscal and Facilities Impacts:**

The recommended action covers approximately 40 employees in the Sheriff's and District Attorney's departments. The salary adjustment will increase the County's annual costs by approximately \$144,400. Of

the total annual increase, approximately \$25,270 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.

Funding for projected cost of living adjustments was included in the 2002-03 Adopted Budget, as well as 2003-04 budget requests. In addition, costs may be funded from departmental salary savings and/or from the Salary Designation, as needed.

**Special Instructions:**

Please send one copy of the approved resolution to Susan Kean, Human Resources Department.

cc: County Administrator  
Auditor-Controller  
Retirement Administrator  
Sheriff-Coroner  
District Attorney  
Sheriff's Managers Association  
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