



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: CEO
Department No.: 012
For Agenda Of: July 1, 2014
Placement: Departmental
Estimated Tme: 5 Minutes
Continued Item: No
If Yes, date from:
Vote Required: Majority

TO: Board of Supervisors

FROM: Jeri Muth, Human Resources Director, 568-2816
Contact Info: Joseph Pisano, Employee Relations Manager, 568-2839

SUBJECT: *Terms and Conditions of Employment: Unrepresented Management Bargaining Units*

County Counsel Concurrence

As to form: N/A

Other Concurrence:

As to form: N/A

Auditor-Controller Concurrence

As to form: N/A

Recommended Actions:

That the Board of Supervisors:

1. Approve a 1% wage increase effective June 23, 2014 for appointed executives and unrepresented managers, and
2. Determine that these actions are exempt from California Environmental Quality Act (CEQA) review as it is not a project pursuant to CEQA Guidelines section 15378 (b) (2).

Summary Text:

The recommended action provides a 1% wage increase to appointed executives and unrepresented managers that parallels unit-wide wage increases previously achieved through collective bargaining for most non-management, non-safety County employees.

Background:

Between October 2013 and February 2014, the County reached collective bargaining agreements with the Engineers and Technicians Association, the Service Employees International Union, Local 721, and the Service Employees International Union, Local 620 for long-term contracts that included a 1% increase effective June 23, 2014 for all employees represented by these unions. The recommended action would provide a corresponding 1% wage increase to appointed executives and unrepresented managers, effective June 23, 2014.

These management employees' wages were frozen between January 2008 and June 2013, during which time the majority of represented non-safety employees received approximately 10% in general wage increases. Management employees made a number of concessions to help the County through unprecedented fiscal challenges.

Since the time a 3% wage increase for appointed executives and unrepresented managers was approved by the Board in June 2013, wage freezes have been lifted for Confidential unrepresented employees and for the vast majority of represented employees, who have also received across the board wage increases of 2% exclusive of the increase they will receive on June 23, 2014.

The wage freeze implemented for managers by the Board in January 2008 remains in effect, therefore, appointed executives and unrepresented managers remain ineligible for equivalent merit/performance increases that other individual employees may receive. The recommended action would provide the same across the board wage growth to appointed executives and unrepresented managers that the vast majority of represented employees have received in the last year.

Fiscal Analysis:

The estimated annual cost of the recommended action beginning in Fiscal Year 2014-15 is approximately: \$460,000.

The cost of the recommended actions would be paid from various funding sources, as well as federal and state reimbursements, with the General Fund Discretionary Revenue portion estimated at approximately \$207,000, or 45% of the total estimated cost of approximately \$460,000. Funding is included in the FY2014-15 budget.

cc: Mona Miyasato, County Executive Officer
Michael C. Ghizzoni, County Counsel
Department Heads