

**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: 5/14/02
Department Name: Human Resources
Department No.: 064
Agenda Date: 5/28/02
Placement: Administrative
Estimate Time:
Continued Item: NO
If Yes, date from:

TO: Board of Supervisors

FROM: Ann Goodrich, Director
Human Resources Department

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

SUBJECT: Salary Inequity Adjustments (1999 Study)

Recommendation(s):

Adopt a resolution increasing salaries for certain classifications by approximately 1%-2% effective May 27, 2002.

Alignment with Board Strategic Plan:

The recommendation(s) are primarily aligned with actions required by law or by routine business necessity.

Executive Summary and Discussion:

Pursuant to the current Memorandum of Understanding between the County and SEIU Local 620, the County reviews the salary placement of up to twelve classifications per year that the Union suggests as being difficult to recruit or retain, internally misaligned or compacted, or externally misaligned with comparable classifications in seven comparison counties and local agencies.

In 1999, the County Human Resources Department conducted a salary review of the classifications submitted by SEIU Local 620 and subsequently met and conferred with the Union regarding the results of the study. The parties agreed to salary equity increases of seven to eight percent phased in over four years for six benchmark classes, along with associated "ripple" classifications which are in the same general occupation and have a salary relationship with the benchmark class. In total, approximately 90 classifications, of which 67 are represented by SEIU 620 and 23 are unrepresented confidential classes, are impacted by these adjustments. The recommended resolution implements the fourth and final equity increase of 1%-2% for affected classifications.

Mandates and Service Levels:

No change.

Fiscal Impact

SEIU 620 classifications -- The recommended action covers approximately 868 employees in all County departments. The annualized cost of the fourth-year installment is estimated at \$326,382, of which approximately \$32,640 will be in the form of an increase in the County's contribution to the Retirement System.

Unrepresented confidential classifications -- The recommended action covers approximately 56 employees in all County departments. The annualized cost for the fourth-year increase is estimated at \$25,477, of which approximately \$2,550 will be in the form of an increase in the County's contribution to the Retirement System.

The biannual actuarial study of the Santa Barbara County Retirement System as adopted by 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.

These increased costs were anticipated and included in the 2001-02 Adopted and 2002-03 Proposed Budgets.

Special Instructions:

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

AG/LD

Attachment

cc: SEIU, Local 620
All Department Heads
Retirement Administrator