



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: November 7, 2017
Placement: Administrative
Estimated Tme:
Continued Item: No
If Yes, date from:
Vote Required: Majority

TO: Board of Supervisors

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

SUBJECT: *Salary Adjustment for Behavioral Wellness Team Supervisor - Caseworker*

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:

- a) Increase the salary for the classification of Behavioral Wellness Team Supervisor – Caseworker by approximately 6%, effective November 6, 2017, to implement previously negotiated equity adjustments that were not applied to this position when originally negotiated; and
- b) Determine pursuant to California Environmental Quality Act (CEQA) Guidelines Section 15378(b)(4) that the above action is a government fiscal activity which does not involve any commitment to any specific project which may result in a potentially significant physical impact on the environment, and therefore is not a project subject to environmental review.

Summary Text:

The recommended actions implement previously negotiated equity adjustments totaling approximately 6% for the job classification of Behavioral Wellness Team Supervisor – Caseworker that were not implemented with other similar adjustments when originally negotiated in 2007. There were no employees in this job classification at the time the increase was negotiated, and the oversight has come to the attention of Human Resources because there is now one employee in this job classification who is not currently being compensated appropriately.

Background:

On May 15, 2007, the Board of Supervisors approved a series of equity adjustments, including a 6% increase for the job classification series of ADMHS Case Worker, implemented in two phases: 4% in May 2007 and 2% in October 2007. There was a related classification of ADMHS Team Supervisor – Case Worker that was inadvertently omitted from the actions to implement the increase, but as there were no incumbents in the job classification at the time, the error went unnoticed.

In August of 2015, a current Behavioral Wellness employee was reclassified into the classification of Behavioral Wellness Team Supervisor – Caseworker from a higher level classification and Y-rated for two years per Civil Service Rule 414. Employees whose salary at the time of reclassification is higher than the maximum rate of pay for the position into which they are being reclassified continue to receive their then current rate of pay (Y-rate) for up to two years if that rate of pay continues to be higher than the maximum for the position into which they were reclassified, which was the case in this instance.

The affected employee in the classification of Behavioral Wellness Team Supervisor – Caseworker is now earning approximately \$29.56 hourly at the top of the salary range, while employees in the job classification of Behavioral Wellness Caseworker currently earn approximately \$29.27 hourly, a difference of just \$0.29. The recommended action would implement the 2007 increases prospectively to address the compaction issue for the one employee currently affected and for any employees hired or reclassified into this job classification in the future.

The new top step rate of pay for this classification if the Board approves the recommended action would be approximately \$31.36, which provides for approximately a 7% differential between the line classification and the supervisory classification. This would bring the Behavioral Wellness Case Worker job classification series into alignment with the similarly situated job classification series of Behavioral Wellness Practitioner, Rehabilitation Specialist, Psychiatric Technician, and Psychiatric Nurse.

Fiscal Analysis:

Budgeted: Yes

The fully loaded cost of implementing the recommended action is approximately \$3,700 for the remainder of Fiscal Year 2017-18 and \$5,660 annually thereafter. Although the increase was not specifically planned for in the adopted Fiscal Year 2017-18 budget, the Behavioral Wellness Department can manage the cost of making this adjustment this fiscal year within its current budget allocation through salary savings, and will plan for the ongoing increase in subsequent budgets.

Attachments:

Authored by: Joseph Pisano

Special Instructions:

cc: Mona Miyasato, County Executive Officer
Alice Gleghorn, Behavioral Wellness Director