



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/Human  
Resources  
Department No.: 064  
For Agenda Of: 2/19/07  
Placement: Administrative  
Estimated Tme: N/A  
Continued Item: No  
If Yes, date from:  
Vote Required: Majority

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**TO:** Board of Supervisors  
**FROM:** Department Susan Paul, Assistant CEO/Human Resources Director,  
Director(s) 568-2817  
Contact Info: Joseph Pisano, Senior HR Analyst, 568-2839  
**SUBJECT:** Benefit Changes for Certain Employee Groups

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**County Counsel Concurrence**

As to form: Select\_Concurrence

**Other Concurrence:** Select\_Other

As to form: Select\_Concurrence

**Recommended Actions:**

That the Board adopt a resolution effective March 10, 2008 converting employees hired on or after October 10, 1994 who are in Plan 5B and represented by the Service Employees International Union Local 620 (Local 620), the Service Employees International Union Local 535 (Local 535), the Engineers and Technicians Association (ETA), and unrepresented Confidential Employees in Bargaining Unit 32 from "full rates" to "half rates" and changing the Final Average Salary period for affected employees from one year (FAS-1) to three years (FAS-3). This action is part of the required process necessary to implement changes previously adopted by the Board.

**Summary Text:**

This resolution implements provisions of Memoranda of Understanding with employee organizations that the Board approved on November 20, 2007 and on January 15, 2008.

**Auditor-Controller Concurrence**

As to form: Select\_Concurrence

**Fiscal and Facilities Impacts:**

Budgeted: Yes

**Fiscal Analysis:**

| <u>Funding Sources</u> | <u>Current FY Cost:</u> | <u>Annualized<br/>On-going Cost:</u> | <u>Total One-Time<br/>Project Cost</u> |
|------------------------|-------------------------|--------------------------------------|--|
| General Fund           |                         |                                      |  |
| State                  |                         |                                      |  |
| Federal                |                         |                                      |  |
| Fees                   |                         |                                      |  |
| Other:                 |                         |                                      |  |
| Total                  | \$ -                    | \$ 2,075,000                         | \$ -                                   |

**Narrative:**

The fiscal impact of the recommended action was made public at the Board meeting of February 12, 2008. The additional annual employer contribution associated with providing employee half-rates and FAS-3 for employees hired on or after October 10, 1994 who are represented by Local 620, Local 535, ETA, and unrepresented Confidential employees in Unit 32 is approximately \$2,075,000 beginning in Fiscal Year 2008-09.

**Staffing Impacts:**

**Legal Positions:**            **FTEs:**

**Special Instructions:**

Please return two signed copies of the resolution to Susan Kean in the Human Resources Department

**Attachments:**

**Authored by:** Joseph Pisano

**cc:** Retirement Administrator