

**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: 7/11/02
Department Name: Human Resources
Department No.: 064
Agenda Date: 7/23/02
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: 2001-02 Lost Time Incentives

Recommendation(s):

That the Board of Supervisors:

Pursuant to Memoranda of Agreement, adopt resolution increasing salaries for certain bargaining units by 0.7% or 1.4% effective July 22, 2002.

Alignment with Board Strategic Plan:

The recommendation(s) are primarily aligned with our organizational values regarding our workforce.

Executive Summary and Discussion:

As one part of the County's initiative to reduce lost time and increase productivity, the County negotiated financial incentives for achievement of lost time performance goals with all recognized employee organizations. Each agreement contains two lost time performance goals/incentives: (1) sick leave and (2) Worker's Compensation. Each goal is a maximum percent of the work year for all employees in the group and is measured at the end of each fiscal year by the County Auditor-Controller. For the 2001-02 fiscal year, which is the last year this incentive program is in place, one or both measures were achieved by five of eleven recognized bargaining unit groups. The Auditor-Controller's report and a chart summarizing the incentives for 2001-02 are attached.

The amount of the incentive varies from year to year because it is based on growth in the County's assessed property tax. Based on the 2001-02 property tax growth of 8.79%, each goal reached this year results in a 0.7% compensation increase. Because of recommended changes in the salary range structure being

recommended by separate Board agenda item, the entire compensation increase can be allocated to salary. The recommended resolution implements these incentives previously approved by your Board.

Fiscal and Facilities Impacts:

The recommended action covers approximately 466 employees in the following departments: Alcohol, Drug & Mental Health Services, Clerk-Recorder-Assessor, District Attorney, Fire, General Services, Parks, Planning & Development, Public Health, Public Works, and Sheriff. The estimated annual cost of these increases is \$352,825, of which approximately \$49,400 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 and career advancement pay increases for employees.

It is anticipated that lost time incentives will be funded within adopted appropriations from salary savings and/or from the Salary Designation, if needed. This will be monitored at monthly projection meetings.

Special Instructions:

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

AG/LD

Attachments

cc: All Department Heads
Affected Recognized Employee Organizations
Executive Association
Management Association