

**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: 12/2/04
Department Name: Human Resources
Department No.: 064
Agenda Date: 12/14/04
Placement: Administrative
Estimate Time:
Continued Item: NO
If Yes, date from:

TO: Board of Supervisors

FROM: Susan Paul, Human Resources Director

STAFF CONTACT: Theresa Duer, Deputy Human Resources Director
568-2822

SUBJECT: Employees' Retirement System Job Class and Position Changes

Recommendation(s):

That the Board of Supervisors:

Adopt one resolution effective December 20, 2004 as follows:

SALARY INCREASE AND RETITLE EXISTING JOB CLASSIFICATION:

Retirement Disability Manager to Retirement Disability Program Manager (Class 006652), Range 6024 (\$4,895 – \$5,975 per month) to Range 6594 (\$6,504 – \$7,940 per month).

SALARY INCREASE:

Retirement Benefits Specialist I (Class 006648) Range 4966 (\$2,888 - \$3,525 per month) to Range 5206 (\$3,255 – \$3,974 per month);
Retirement Benefits Specialist II (Class 006649) Range 5266 (\$3,354 – \$4,094 per month) to Range 5486 (\$3,743 – \$4,569 per month);
Retirement Benefits Supervisor (Class 006650) Range 5466 (\$3,706 – \$4,524) to Range 5686 (\$4,135 – \$5,048).

ESTABLISH JOB CLASSIFICATIONS:

Retirement Disability Assistant (Class 006656), Range 5206 (\$3,255 – \$3,974 per month);
Retirement Disability Specialist I (Class 006655), Range 5486 (\$3,743 – \$4,560 per month);
Retirement Financial & Systems Analyst II (Class 006654), Range 6256 (\$5,495 – \$6,708 per month)

CHANGE EXISTING JOB CLASSIFICATIONS:

Retirement Disability Specialist to Retirement Disability Specialist II (Class 006651), Range 5686 (\$4,135 – \$5,048 per month);
Retirement Financial & Systems Analyst to Retirement & Financial Systems Analyst I (Class 006653), Range 6156 (\$5,228 – \$6,382 per month).

Alignment with Board Strategic Plan:

The recommendation(s) are primarily aligned with Goal No. 3. A strong, Professionally Managed County Organization.

Executive Summary and Discussion:

Per Government Code 31522.1, the Santa Barbara County Employees' Retirement System Board of Directors has plenary authority to establish job classifications and salary compensation for employees hired by the Retirement Board. On September 15, 2004 the SBCERS Board of Retirement approved these classification and compensation changes. This request for Board of Supervisors' approval is the mechanism required to include these classification and compensation changes in the County of Santa Barbara's salary resolution.

Mandates and Service Levels:

No change.

Fiscal and Facilities Impacts:

The increased costs from these actions will be paid from the SBCERS budget per Government Code Section 31580.2. There will be no direct impact to the general fund as a result of these actions; however, compensation changes may indirectly impact retirement rates paid by the County.

Special Instructions:

Please send one copy of the approved resolution to Sandra Viola, Human Resources Department and one to Marti Strong, Retirement.

CC: County Administrator
Retirement
SEIU Local 620

**RESOLUTION OF THE BOARD OF SUPERVISORS
OF THE COUNTY OF SANTA BARBARA, STATE OF CALIFORNIA**

IN THE MATTER OF AMENDING RESOLUTION)
 NO. 04-190, AS AMENDED, BEING THE SALARY) RESOLUTION NO. _____
RESOLUTION OF THE COUNTY OF SANTA BARBARA)

WHEREAS, Salary Resolution No. 04-190 established a Classification Plan, and authorized Departmental Position Allocation effective July 5, 2004; and,

WHEREAS, this Board of Supervisors finds that there is good cause for amending said Resolution No. 04-190, as amended, in the manner provided in this Resolution;

NOW, THEREFORE, IT IS HEREBY RESOLVED, as follows:

1. Resolution No. 04-190, adopted by this Board on July 6, 2004, is hereby amended by amending that (those) portion(s) of Section(s) 2 and 4 to read as follows effective December 20, 2004:

SECTION 2. Job Classification Table

<u>JOB CLASS</u>	<u>TITLE</u>	<u>SALARY RANGE</u>	<u>LIMIT</u>	<u>RATE MIN/MAX</u>	<u>OT ELIGIBLE</u>
<u>Establish:</u>					
006656	RETIRE DISABILITY ASST	5206	A-E	\$18.714- \$22.846	YES
006655	RETIRE DISABILITY SPEC I	5486	A-E	\$21.518- \$26.270	YES
006654	RETIRE FIN & SYS ANALYST II	6256	A-E	\$31.595- \$38.569	NO
<u>Change:</u>					
006648	RETIRE BENEFITS SPEC I	5206	A-E	\$18.714- \$22.846	YES
006649	RETIRE BENEFITS SPEC II	5486	A-E	\$21.518- \$26.270	YES
006650	RETIRE BENEFITS SUPV	5686	A-E	\$23.776- \$29.026	YES
006651	RETIRE DISABILITY SPEC II	5686	A-E	\$23.776- \$29.026	NO
006653	RETIRE FIN & SYS ANALYST I	6156	A-E	\$30.057- \$36.694	NO
006652	RETIRE DISABILITY PROG MGR	6594	A-E	\$37.396- \$45.652	NO

SECTION 4. Departmental Position Allocation

<u>DEPARTMENT/BUDGET UNIT</u>	<u>CLASS</u>	<u>P/T</u>	<u>NO. OF POSITIONS</u>	<u>TITLE</u>
<u>EMPLOYEES' RETIREMENT (#0431)</u>				
Reallocate 4574, 9215				
From:	006651		000	RETIRE DISABILITY SPEC II
To:	006655		002	RETIRE DISABILITY SPEC I OR
	006651			RETIRE DISABILITY SPEC II
Reallocate 7377				
From:	006653		000	RETIRE FIN & SYS ANALYST I
To:	006653		001	RETIRE FIN & SYS ANALYST I OR
	006654			RETIRE FIN & SYS ANALYST II

2. Except as amended by this Resolution, Resolution No. 04-190 as amended, continues unchanged as in full force and effect.

PASSED AND ADOPTED by the Board of Supervisors of the County of Santa Barbara, State of California, this _____ day of _____, 2004, by the following vote:

AYES:

NOES:

ABSENT:

Chair, Board of Supervisors

ATTEST:
MICHAEL F. BROWN
CLERK OF THE BOARD

APPROVED AS TO FORM:
STEPHEN SHANE STARK
COUNTY COUNSEL
NOVEMBER 1993
12/14/04

By: _____ (SEAL)
Deputy Clerk