

ORDINANCE NO. _____
AN ORDINANCE AMENDING ORDINANCE 5090, SETTING COMPENSATION,
ADJUSTING THE COUNTY CONTRIBUTION RATE FOR HEALTH
INSURANCE AND ADJUSTING THE AUTOMOBILE ALLOWANCE FOR
MEMBERS OF THE SANTA BARBARA COUNTY BOARD OF SUPERVISORS

WHEREAS, Ordinance No. 4905 adopted December 2, 2014, and subsequently amended by Ordinance No. 4923 on June 16, 2015, Ordinance No. 4938 on October 6, 2015, Ordinance No. 4980 on October 18, 2016, Ordinance No. 5018 on November 14, 2017, Ordinance No. 5061 on October 9, 2018, and Ordinance No. 5090 on October 15, 2019 set the salary and benefits of the members of the Board of Supervisors; and

WHEREAS, the Board of Supervisors desires to provide a salary increase in Fiscal Year 2020-2021 and to provide direction to implement future adjustments to compensation without the need to make changes to the Ordinance every year, absent future Board direction; and

WHEREAS, consistent with prior direction, the Board of Supervisors desires to tie the current salary increase as well as potential future annual increases each fiscal year to the Consumer Price Index - Urban (CPI-U) for the Los Angeles-Long Beach-Anaheim area with a minimum increase of zero percent (0%) to a maximum of three percent (3%); and

WHEREAS, it is recommended to continue to use the October CPI-U for the Los Angeles-Long Beach-Anaheim area for planning future increases in the County's budget process; and

WHEREAS, although the October Annual 2019 CPI-U index for the Los Angeles-Long Beach-Anaheim area was 3.2%, the Board of Supervisors' biweekly salary will only increase by 3%; and

ATTACHMENT A

WHEREAS, in future years it is recommended to provide annual salary increases equal to increases in the October CPI-U for the Los Angeles-Long Beach-Anaheim area from a minimum of 0% to a maximum of 3% for each subsequent fiscal year; and

WHEREAS, the Chair of the Board of Supervisors receives a biweekly Chair allowance in light of the additional duties performed by the Chair and it is recommended to increase the biweekly Chair allowance by the same 3% salary increase and to provide future increases to the Chair allowance from a minimum of 0% to a maximum of 3% based on the October CPI-U for the Los Angeles-Long Beach-Anaheim area; and

WHEREAS, the Board of Supervisors desires to continue to implement pension cost-sharing provisions for members of the Board in classic/legacy retirement plans that mirror pension cost-sharing provisions for elected department heads and other unrepresented executives and managers in classic/legacy retirement plans; and

WHEREAS, the Board of Supervisors desires to adjust the County contribution to their health insurance rates to an amount equal to that received by all other County employees enrolled in health plans in calendar year 2021 and to adjust future County contributions for health insurance to an amount up to the maximum cost received by all other County employees for "employee only" coverage of the employee only premium in the EPO Low Health Plan; and

WHEREAS, the maximum County contribution rate for health insurance for all County employees will increase by 5.3% for calendar year 2021; and

WHEREAS, applying this same increase in the County contribution rate for health insurance for Board of Supervisors' members in 2021 will increase the County paid

premium from a maximum of approximately \$405.90 twice monthly to a maximum of approximately \$427.40 twice monthly; and

WHEREAS, staff recommends that the automobile allowance for members of the Board of Supervisors be aligned with the allowance paid to elected department heads, which will decrease the automobile allowance by \$2 biweekly for a total automobile allowance of \$230 biweekly in 2021 and that future adjustments to the automobile allowance mirror the automobile allowance paid to Elected Department Heads which is tied to IRS rates effective in the first pay period of each calendar year; and

WHEREAS, in the interest of efficient government, it is recommended to provide future adjustments to compensation to the members of the Board of Supervisors automatically without the need to return with a new ordinance each year; and

WHEREAS, the Board of Supervisors is authorized by the California Constitution Article XI § 1(b) to set compensation of its members, subject to referendum:

NOW, THEREFORE, BE IT RESOLVED, and it is the finding and determination of the Board of Supervisors to ordain as follows:

SECTION 1.

The biweekly salary for Supervisors as of Pay Period 2021-01 in FY 2020-21 (December 14, 2020) will be increased by 3%, from approximately \$3,855.68 to approximately \$3,971.35 biweekly. In addition, the Chair of the Board of Supervisors will also receive a 3% increase in biweekly Chair allowance from \$71.18 to approximately \$73.32 biweekly as additional compensation in light of the additional duties of the Chair of the Board.

ATTACHMENT A

Thereafter, the total biweekly salary for the overtime exempt classification of Supervisor, Elected of the Santa Barbara County Board of Supervisors, and the Chair allowance, will automatically be adjusted annually effective in December each year at the start of a new payroll year. These adjustments will be equal to any increase in the October CPI-U from the prior year (approximately 14 months preceding the adjustment) for the Los Angeles-Long Beach-Anaheim area, except that in no event shall the adjustment be less than zero percent (0%) or more than three percent (3%).

Supervisors in classic/legacy retirement plans shall pay an additional 0.83% of pensionable income as a pickup of the County's retirement contributions for a total pick-up of 2.49%. The required payments will be credited to the Supervisors' accounts and designated "employee contributions" for purposes of Government Code § 31631(b). To enable Supervisors to make these contributions with "pre-tax dollars," the County deems the contributions "picked up" pursuant to Internal Revenue Code § 414(h), Government Code § 31581.2, and Santa Barbara County Resolution 02-281.

Supervisors shall also receive the following benefits which are the same amounts received by Elected Department Heads, which as of Pay Period 2021-01 will be: County contribution to health insurance of up to approximately \$427.40 twice monthly beginning in Pay Period 2021-01 of FY 2020-21 (December 14, 2020) and thereafter in an amount up to the maximum cost received by all other County employees for "employee only" coverage of the employee only premium in the EPO Low Health Plan; County contribution to dental insurance of \$13.03 twice monthly and thereafter provide the future same County contribution to dental insurance as is provided to Elected Department Heads effective in Pay Period 1 of each year; auto allowance of \$230.00 biweekly in 2021 and

thereafter provide the future same automobile allowance to members of the Board of Supervisors as is provided to Elected Department Heads effective in Pay Period 1 of each year which is tied to IRS rates; County paid term life insurance in the amount of \$50,000; County paid long-term Disability Insurance; Retiree Medical Benefits, restricted to those who were County employees before June 25, 2012 and eliminated for those hired on or after that date; and membership in the Santa Barbara County Employees' Retirement System in the applicable plan based on date of hire.

SECTION 2.

Pursuant to Government Code § 25123.5, this Ordinance shall take effect and be in force in the first pay period sixty (60) days from the date of its passage; and before the expiration of fifteen (15) days after its passage it, or a summary of it, shall be published once, with the names of the members of the Board of Supervisors voting for and against the same in the Santa Barbara News Press, a newspaper of general circulation published in the County of Santa Barbara.

ATTACHMENT A

PASSED, APPROVED, AND ADOPTED by the Board of Supervisors of the County of Santa Barbara, State of California, this ____ day of _____, 2020, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

ATTEST:

MONA MIYASATO
COUNTY EXECUTIVE OFFICER
CLERK OF THE BOARD

ACCEPTED AND AGREED:
COUNTY OF SANTA BARBARA

By: _____ (SEAL)
Deputy Clerk

By: _____
GREGG HART, CHAIR
BOARD OF SUPERVISORS

APPROVED AS TO FORM:
MICHAEL C. GHIZZONI
COUNTY COUNSEL

APPROVED AS TO ACCOUNTING FORM:
BETSY M. SCHAFFER, CPA
AUDITOR-CONTROLLER

By: Victoria parks fittle
Deputy County Counsel

By: C. Edin







HR 2020-09-22 BOS Compensation Board Letter FINAL

Final Audit Report

2020-09-10

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