



**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: February 10, 2009
Placement: Administrative
Estimated Tme:
Continued Item: No
If Yes, date from:
Vote Required: Majority

TO: Board of Supervisors
FROM: Department Susan Paul, Assistant CEO/Human Resources Director
Director(s)
Civil Service Martin L. Mariscal, Civil Service Commission Chairman
Commission
Contact Info: Theresa Duer, Assistant Human Resources Director
568-2822

SUBJECT: Rate Increase for Civil Service Commission Hearing Officers

County Counsel Concurrence

As to form: N/A

Auditor-Controller Concurrence

As to form: N/A

Other Concurrence:

As to form: N/A

Recommended Actions:

That the Board:

1. Establish a rate of \$160.00 per hour for Hearing Officers retained by the Civil Service Commission.

At the Civil Service Commission's meeting on January 15, 2009, the Commission directed (4-0) CEO/Human Resources to pursue an increase in the Hearing Officer compensation. The current rate of compensation for Hearing Officers used by the Civil Service Commission is \$100.00 per hour. This rate was established in 1992. A review of other jurisdictions shows that the current rate is low (Attachment A). The Commission's recommended rate is within the average rates paid by the surveyed jurisdictions.

Background:

Under the Civil Service Rules, Hearing Officers are retained by the Civil Service Commission to act as the presiding officer in cases involving appeals from disciplinary action. The Commission currently utilizes the services of three Hearing Officers and intends to recruit additional Hearing Officers who could be appointed to hear appeals. The Commission would like to increase the rate of pay for Hearing Officers before commencing any recruiting activity.

Fiscal and Facilities Impacts: The department against which an appeal is filed bears the cost of the Hearing Officer for that appeal. To date, in fiscal year 08/09, \$9,170 (91.7 hours at \$100 per hour) were charged to various departments. Had the rate been \$160 per hour, the cost charged to departments would have totaled \$14,672, an increase of \$5,502.

Budgeted: No

Fiscal Analysis:

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

Narrative:

Staffing Impacts: None

Legal Positions:

FTEs:

Special Instructions: None

Attachments:

Attachment A - Hearing Officer Compensation Survey

Authored by: Theresa Duer, Assistant Human Resources Director

cc: Civil Service Commission

HEARING OFFICER COMPENSATION SURVEY

December 2008

City of Santa Barbara	\$175 - \$200/hour
City of Santa Maria	\$175 - \$188/hour
Ventura County	\$160/hour
SBC Employee Retirement	\$125/hour
Orange County	\$113 - \$138/hour
Averages	\$150 - \$162/hour