

# 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:** 3/28/02  
**Department Name:** Human Resources  
**Department No.:** 064  
**Agenda Date:** 4/9/02  
**Placement:** Administrative  
**Estimate Time:**  
**Continued Item:** NO  
**If Yes, date from:**

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**TO:** Board of Supervisors

**FROM:** Ann Goodrich, Human Resources Director  
568-2817

**STAFF CONTACT:** Lila Deeds, Employee Relations Manager  
568-2819

**SUBJECT:** Salary Equity Adjustment for Sheriff's Corrections Classifications

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## Recommendation(s):

That the Board of Supervisors:

Pursuant to a collective bargaining agreement, adopt a resolution increasing salaries for Sheriff's Corrections Officer and Sheriff's Corrections Sergeant classifications by approximately 2% effective March 4, 2002.

## Alignment with Board Strategic Plan:

The recommendation(s) are primarily aligned with actions required by law or by routine business necessity.

## Executive Summary and Discussion:

In collective bargaining with the Deputy Sheriffs Association (DSA) in 1999, the County agreed to reopen negotiations on the subject of salaries for Sheriff's Correction Officer if a July 2001 survey showed that the County's salaries were 5% or more below the survey average. Last August, representatives of the County and the DSA met, conferred and agreed to a four percent salary increase for the Sheriff's Corrections classifications, implemented in two two-percent increments. The recommended resolution implements the second 2% of the increase effective March 4, 2002.

## Fiscal and Facilities Impacts:

The recommended action covers approximately 172 employees in the Sheriff's Department. The estimated annual cost of this increase is \$219,250, of which approximately \$32,900 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.

The cost of this increase will be funded within the Sheriff's Department budget to the extent possible and/or from the Salary Designation, if needed. This will be monitored at monthly projection meetings.

**Special Instructions:**

Please return a signed copy of the Resolution to Susan Kean, Human Resources Department.

AG/LD

cc: Auditor-Controller  
Retirement Administrator  
Sheriff-Coroner  
Deputy Sheriffs Association