



**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

Submitted on:
(COB Stamp)

Department Name: Human Resources
Department No.: 064
For Agenda Of: July 30, 2024
Placement: Administrative
Estimated Time: N/A
Continued Item: No
If Yes, date from:
Vote Required: Majority

TO: Board of Supervisors
FROM: Department Director(s) Kristine Schmidt, Human Resources Director
805-568-2800
Contact Info: Yvonne Torres, Assistant Human Resources Director
805-568-3075
SUBJECT: FY 2024-2025 General Salary Increase for Management, Appointed Executive, and Confidential Unrepresented Employees

County Counsel Concurrence

As to form: Yes

Auditor-Controller Concurrence

As to form: Yes

Other Concurrence:

As to form:

Recommended Actions:

That the Board of Supervisors:

- a) Approve and authorize a 4.5% general salary increase for management, appointed executive, and certain confidential unrepresented employees, similar to those granted to other bargaining units, effective August 5, 2024, which requires an exception to the Compensation and Benefits Plan for Management, Appointed Executive, and Confidential Unrepresented Employees for Fiscal Year 2024-2025; and
- b) Approve and authorize additional adjustments for Fiscal Year 2024-2025 for management, appointed executive, and certain confidential unrepresented employees, should the total financial terms of the successor agreement with the largest employee union group for base salary increases and/or medical benefits exceed the total financial terms received by management, appointed executive, and certain confidential unrepresented employees for base salary increases and/or medical benefits for Fiscal Year 2024-2025; and
- c) Determine pursuant to California Environmental Quality Act (CEQA) Guidelines Section 15378(b)(4) that the above actions are governmental fiscal activities which do not involve any commitment to any specific project which may result in a potentially significant physical impact on the environment, and are therefore not a project subject to environmental review.

Summary Text:

Approval of the recommended actions grants a 4.5% general salary increase to management, appointed executive, and certain confidential unrepresented employees in Units 41, 42, 35, 43, and 32 effective August 5, 2024 and approves additional adjustments should the financial terms of the successor agreement with the County's largest employee union group for base salary increases and/or medical benefits exceed the total financial terms received by management, appointed executive, and certain confidential unrepresented employees for base salary increases and/or medical benefits for Fiscal Year 2024-2025. This 4.5% general salary increase is consistent with recently achieved successor agreements with other County labor groups.

Background:

The Compensation and Benefits Plan for Management, Appointed Executive, and Confidential Unrepresented Employees (Resolution No. 24-167), Section 12. Salaries, subsection D, authorizes General Salary Increases (aka "COLAs") to most management, appointed executive, and confidential unrepresented employees at the same percentage amount to mirror the General Salary Increase for the largest employee union group. Under the provisions of the current resolution, these salary increases are effective in the same pay period as the union group and are not retroactive. No agreement has yet been reached with the largest employee union.

This requested action is an exception for Fiscal Year 2024-2025 to the Compensation and Benefits Plan for Management, Appointed Executive, and Confidential Unrepresented Employees to avoid unnecessary delay of increases for managers and provide the same General Salary Increase given recently in other agreements. Future general salary increases will follow the provisions of the Compensation and Benefits Plan for Management, Appointed Executive, and Confidential Unrepresented Employees (Resolution No. 24-167).

Fiscal and Facilities Impacts:

Budgeted: Partially

Fiscal Analysis:

The estimated cost for the remainder of Fiscal Year 2024-2025 is approximately \$3.7 million, of which an estimated \$2 million (55%) would impact the General Fund. The ongoing cost is approximately \$4.2 million, of which an estimated \$2.3 million (55%) would impact the General Fund. The FY 2024-25 Adopted Budget included a 3% cost of living adjustment for compensation increases for management, appointed executive, and confidential unrepresented employees as well as funds set-aside anticipated for this purpose. If approved, staff will work with the County Executive Office to monitor departmental budgets and will return to the Board with adjustment requests during the fiscal year, if necessary.

Special Instructions:

Please send one copy of the minute order and signed Resolution to Erin Jeffery, Fiscal & Workforce Planning Division Chief, at emjeffery@countyofsb.org

Attachments:

Attachment A: Copy of Resolution No. 24-167

Authored by:

Erin Jeffery, Fiscal & Workforce Planning Division Chief

cc:

Mona Miyasato, County Executive Officer, Rachel Van Mullem, County Counsel
Betsy Schaffer, Auditor Controller, County Department Heads