

**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: 3/13/03
Department Name: Human Resources
Department No.: 064
Agenda Date: 3/25/03
Placement: Administrative
Estimate Time:
Continued Item: NO
If Yes, date from:

TO: Board of Supervisors

FROM: Ann Goodrich, Human Resources Director
568-2817

STAFF CONTACT: Lila Deeds
568-2819

SUBJECT: Salary Adjustment for Classifications Represented by the Fire Fighters Union,
Local 2046

Recommendation(s):

That the Board of Supervisors:
Pursuant to a Memorandum of Understanding with the Fire Fighters Union, Local 2046, adopt a resolution increasing salaries for classifications in Bargaining Units 12 and 13 by 5.5% effective March 17, 2003.

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:

The current Memoranda of Understanding between the County and recognized employee organizations provide for 2002-03 cost-of-living adjustments in relation to the percentage growth in the General Fund assessed property tax revenue for 2002-03. A scheduled adjustment is due in March 2003 for employees represented by Fire Fighters Local 2046. The Auditor-Controller determined the 2002-03 General Fund property tax growth at 5.91%. Based on this determination and the minimum guaranteed increase provided for in the MOU with Local 2046, the cost-of-living increase for this employee group this year is approximately 3.2%.

In addition to the cost-of-living adjustment, as part of their MOU, the County and the Union agreed to a 3% equity increase for all unit classifications, for a total compensation increase of 6.2% unitwide. The allocation

of the compensation increase for employees represented by the Fire Union as agreed to by the County and the Union is as follows:

<u>Compensation element</u>	<u>Value</u>
Salary increase (2.5% COLA and 3% equity)	5.5%
Increase Benefit Allowance by \$20.00 biweekly	0.7%
Total unitwide increase	6.2%

Fiscal and Facilities Impacts:

The recommended action covers approximately 181 sworn employees in the Fire Department. The salary and benefit allowance adjustments will increase annual costs by approximately \$1,112,820 (the salary increase portion will cost approximately \$987,180 per year). Of the total annual increase, approximately \$194,745 will be in the form of an increase in the County's contributions to the Retirement System.

The biannual actuarial study of the Santa Barbara County Retirement System as adopted by the Retirement Board and 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, merit and career advancement pay increases for employees.

Funding for projected cost of living adjustments was included in the 2002-03 Adopted Budget, and will be included in the 2003-04 recommended budget as well. In addition, costs may be funded from departmental salary savings and/or from the Salary Designation, as needed.

Special Instructions:

Please send one copy of the approved resolution to Susan Kean, Human Resources Department.

cc: County Administrator
Auditor-Controller
Retirement Administrator
Fire Chief
Fire Fighters, Local 2046