

**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: 7/10/02
Department Name: Human Resources
Department No.: 064
Agenda Date: 7/23/02
Placement: Administrative
Estimate Time:
Continued Item: NO
If Yes, date from:

TO: Board of Supervisors

FROM: Ann Goodrich, Director
Human Resources Department

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

SUBJECT: Revised Classification and Salary Plan

Recommendation(s):

That the Board of Supervisors:
Adopt resolution effective July 22, 2002, amending Section 3/Salary Schedule, of the County's Classification and Salary Plan to reflect technical modifications that will allow percentage salary changes in one-tenth percent increments.

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 salary schedule that has been in place for many years allows for salary increases in one-half percent increments only. The limitations of this structure have become more problematic in recent years since the property tax formula was established as the basis for determining cost-of-living adjustments for County employees. The formula often results in "odd tenth" increases, which means some portion of the "salary" increase has necessarily been allocated to some other, typically less desirable form of compensation.

The recommended structure will allow for salary increases in one-tenth percent increments and therefore will provide increased flexibility and accuracy in providing percentage salary increases in the future. Since the expanded table is built from the existing range table, implementation will not affect the current salary of any employee.

Fiscal and Facilities Impacts:

The primary purpose of the recommended structure is to provide greater flexibility in providing percentage salary increases. To the extent that the new structure will allow for more accurate increases, some unidentified future savings may result that would otherwise be associated with a less precise salary structure.

Special Instructions:

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

CC: Department Heads
Employee Organizations

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SECTION 3. SALARY SCHEDULE

- a. The "RANGE" column lists all salary ranges applicable to the job classifications in the Job Class Table, Section 2. The figures in the "HOURLY RATES" section are the hourly rates applicable to each step in the range. Biweekly, monthly and annual equivalents are approximate. See Section 2.d. for salary rates for Fire Shift classifications.
- b. Amounts shown are for basic salaries only and do not include allowances or other compensation authorized by resolution or agreement.

2. Except as amended by this Resolution, Resolution No. 02-234, as amended, shall continue unchanged and in full force and effect.

PASSED AND ADOPTED by the Board of Supervisors of the County of Santa Barbara, State of California, this _____ day of _____, 20____, by the following vote:

AYES:

NOES:

ABSENT:

CHAIR, BOARD OF SUPERVISORS

MICHAEL F. BROWN
CLERK OF THE BOARD

By: _____ (SEAL)
Deputy

APPROVED AS TO FORM:

STEPHEN SHANE STARK
COUNTY COUNSEL

By: _____
Deputy County Counsel

7/23/02