

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: 9/21/05
Department Name: Human Resources
Department No.: 064
Agenda Date: 10/4/05
Placement: Administrative
Estimate Time:
Continued Item: NO
If Yes, date from:

TO: Board of Supervisors

FROM: Susan Paul, Human Resources Director
568-2817

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

SUBJECT: Cost-of-Living Salary Adjustments for Various Represented and Unrepresented Classifications

Recommendation(s):

That the Board of Supervisors:

Adopt a resolution effective October 10, 2005, increasing salaries by 2% for classifications in certain represented bargaining units in accordance with Memoranda of Understanding with recognized employee organizations, and in unrepresented bargaining units, as follows:

1. Bargaining Units 10-11 -- classifications represented by the Union of American Physicians and Dentists
2. Bargaining Unit 17 -- classifications represented by the Deputy District Attorneys Association
3. Bargaining Units 21-22 -- classifications represented by Service Employees International Union, Local 535
4. Bargaining Units 23-27 -- classifications represented by Service Employees International Union, Local 620
5. Bargaining Units 28-29 -- classifications represented by the Engineers & Technicians Association
6. Bargaining Unit 32 -- confidential classifications (unrepresented)
7. Bargaining Units 40-43 (excluding Elected Supervisors) -- elected and appointed department heads, assistant department heads, and unrepresented management and attorney classifications

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 certain recognized employee organizations provide for a 2005-06 cost-of-living adjustment of 2% effective October 10, 2005. An equivalent cost of living adjustment is also being recommended at this time for all unrepresented employees, including confidential, management and attorneys, and executives.

Fiscal and Facilities Impacts:

The recommended action covers approximately 3,170 employees in all departments. The cost-of-living adjustment will increase the County's costs by approximately \$3,157,055 this fiscal year and by \$4,320,180 annually thereafter.

Of the total annualized cost, approximately \$626,425 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.

The 2005-06 Adopted Budget included funding for this cost-of-living adjustment. A breakdown of the approximate annualized total cost (i.e., all funds) by employee group is provided below.

<u>Employee Group</u>	<u>Number of Employees</u>	<u>Estimated 2005-06 Cost</u>	<u>Estimated Annualized Cost</u>
SEIU Local 620	2,049	\$1,785,306	\$2,443,050
SEIU Local 535	470	360,540	493,370
Engineers & Techs Assn	168	191,187	261,624
Deputy DA's Assn	45	89,999	123,156
Physicians Union	29	67,682	92,618
Confidential	78	72,318	98,962
Management & Execs	<u>331</u>	<u>590,023</u>	<u>807,400</u>
Total	3,170	\$3,157,055	\$4,320,180

Special Instructions:

Please return a approved copy of the resolution to Sandra Viola, Human Resources Department.

cc: County Executive Officer
Auditor-Controller
Retirement Administrator
All Department Heads
Affected Recognized Employee Organizations
Executive Association
Management Association