



**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

Department Name: Human Resources
Department No.: 064
For Agenda Of: 12/19/06
Placement: Administrative
Estimate Time:
Continued Item: NO
If Yes, date from:
Vote Required: Majority

TO: Board of Supervisors
FROM: Department Director(s) Susan Paul Assistant CEO/HR Director, 568-2817
Contact Info: Joseph Pisano, Senior HR Analyst, 568-2839
SUBJECT: Previously Negotiated Equity Adjustments

County Counsel Concurrence:

As to form: Yes No N/A

Auditor-Controller Concurrence:

As to form: Yes No N/A

Other Concurrence: N/A

As to form: Yes No N/A

Recommended Action(s):

In accordance with previously negotiated and approved collective bargaining agreements, adopt a resolution effective January 1, 2007 providing equity adjustments for certain classifications represented by the Deputy District Attorneys' Association and the Engineers and Technicians' Association.

Summary:

The current MOUs between the County and the Deputy District Attorney's Association and the Engineers and Technicians Association provide for these equity adjustments effective January 1, 2007. This action is to implement increases the Board previously approved when these MOUs were adopted, in March 2005 for the Deputy District Attorneys' Association and in December 2004 for the Engineers and Technicians' Association. These are the last increases negotiated as part of the long term contracts for these employee organizations.

Fiscal and Facilities Impacts:

Budgeted: Yes No

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Fiscal Analysis:

The 2006-07 Adopted Budget includes funding for these equity adjustments. A breakdown by employee group of the approximate cost for fiscal year 2006-07, and of the approximate annualized total cost is provided below:

<u>Employee Group</u>	<u>Number of Employees</u>	<u>Estimated 2006-07 Cost</u>	<u>Estimated Annualized Cost</u>
Deputy DA's Association	48	\$48,033	\$96,065
Engineers & Techs Assn	33	\$64,112	\$128,224

Of the total estimated annualized cost of \$224,289, approximately \$35,791 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.

Staffing Impact(s):

Legal Positions:

FTEs:

Special Instructions:

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

Attachments:

Authored by: Joseph Pisano

cc:

Auditor-Controller
County Executive Officer
District Attorney
Fire Chief
Public Health Director
Affected Employee Organizations

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