

**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: 10/3/02
Department Name: Human Resources
Department No.: 064
Agenda Date: 10/15/02
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, Employee Relations Manager
568-2819

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

Recommendation(s):

That the Board of Supervisors:

In accordance with Memoranda of Understanding with various recognized employee organizations, adopt a resolution adjusting salaries for classifications in the following Bargaining Units effective October 14, 2002, by the amounts shown:

1. Units 10-11 -- classifications represented by the Union of American Physicians and Dentists, by 5.0%
2. Unit 17 -- classifications represented by the Deputy District Attorneys Association, by 4.5%
3. Units 18-19 -- classifications represented by the Probation Peace Officers Association, by 2.0%
4. Units 21-22 -- classifications represented by Service Employees International Union, Local 535, by 3.0%
5. Units 23-27 -- classifications represented by Service Employees International Union, Local 620, by 3.0%
6. Units 28-29 -- classifications represented by the Engineers & Technicians Association, by 3.0%
7. Unit 32 -- confidential classifications (unrepresented), by 3.0%
8. Units 40 (excluding Elected Supervisors) through 43 -- elected officials, appointed department heads, assistant department heads, and unrepresented management and attorney classifications, by 3.5%

Alignment with Board Strategic Plan:

The recommendations are primarily aligned with actions required by law or by routine business necessity.

Executive Summary and Discussion:

Represented Employees -- The current Memoranda of Understanding between the County and all 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. In addition, all groups are receiving compensation in excess of the property tax formula as approved by the Board as part of the contract extensions negotiated last Fall. Scheduled adjustments are due October 14, 2002, for employees represented by the six recognized employee organizations listed below. The Auditor-Controller has determined the 2002-03 General Fund property tax growth at approximately 5.91%. Based on this determination, the total compensation increase for these represented employees is between 4.2% and 5.0%. The compensation increases are allocated as follows (see attached chart for detail):

<u>Employee Group</u>	<u>Salary Increase</u>	<u>Benefit Allowance</u>	<u>Retirement Offset</u>	<u>Total Increase</u>
SEIU Local 620	3.0%	1.4%	0.3%	4.7%
SEIU Local 535	3.0%	1.5%	0.3%	4.8%
Engineers & Techs	3.0%	1.0%	0.2%	4.2%
Probation Assn	2.0%	1.2%	2.0%	5.2%
Deputy DA's	4.5%	---	---	4.5%
Physicians	5.0%	---	---	.0%

Unrepresented Employees -- Compensation increases are also being recommended at this time for all unrepresented employee units, as follows:

<u>Employee Group</u>	<u>Salary</u>	<u>Benefit Allowance</u>	<u>Retirement Offset</u>	<u>Total Increase</u>
Confidential	3.0%	1.4%	0.3%	4.7%
Management/Execs	3.5%	---	---	3.5%

The recommended increases for confidential employees will provide the equivalent of the percentage increase being received by similar classes of employees.

Fiscal and Facilities Impacts:

The recommended action covers approximately 3482 employees in all departments. The salary portion of the cost-of-living adjustment will increase the County's costs by approximately \$4,616,460 this fiscal year and \$6,488,000 ongoing. The total compensation increase including non-salary elements will be approximately \$6,502,750 this fiscal year and \$9,139,000 ongoing. Of the total annualized cost, approximately \$914,00 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 2002-03 Adopted Budget included funding for the recommended compensation increases. 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 Salary Only</u>	<u>Estimated Total Cost</u>
SEIU Local 620	2,134	\$3,278,640	\$4,943,160
SEIU Local 535	431	614,340	950,520
Engineers & Techs	175	352,086	488,586
Probation Assn	249	298,898	739,130
Deputy DA's	45	245,273	245,273
Physicians	27	218,495	218,495
Confidential	78	128,880	202,456
Management & Execs	<u>343</u>	<u>1,351,389</u>	<u>1,351,389</u>
Total	3,482	\$6,488,001	\$9,139,008

Special Instructions:

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

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

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