

**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: 11/27/02
Department Name: Human Resources
Department No.: 064
Agenda Date: 12/10/02
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
568-2819

SUBJECT: Salary Equity Adjustments for Certain Law Enforcement Classifications

Recommendation(s):

Pursuant to agreements with recognized employee organizations, adopt a resolution increasing salaries for certain classifications represented by the Deputy Sheriffs Association and the Sheriff's Managers Association by six percent, effective January 6, 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:

In July 2002, in recognition of an unprecedented turnover problem with the Sheriff's Deputy classification and the impact on the County's ability to staff basic public protection services to County residents, the County entered into agreements with the Deputy Sheriffs Association and the Sheriff's Managers Association to increase salaries over and above the provisions of the current Memoranda of Understanding. The agreed-upon increases were 6% implemented in July 2002 and 6% in January 2003 for the following classifications: Sheriff's Deputy/Trainee, Sheriff's Sergeant, Sheriff's Lieutenant, Sheriff's Commander, Chief Deputy Sheriff and Undersheriff. The recommended resolution implements the January 2003 increase.

Fiscal and Facilities Impacts:

The recommended action covers approximately 273 employees in the Sheriff's Department. When fully implemented, the estimated annual cost of the total 12% increase is \$1,991,716 in 2002-03, and \$2,799,168 ongoing.

Of the ongoing annual amount, approximately \$503,850 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.

Potential funding sources were presented in the Board agenda letter implementing the first 6% increment, which was considered and approved by your Board on July 9, 2002.

Special Instructions

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

AG/LD

cc: Sheriff-Coroner
Auditor-Controller
Retirement Administrator
Deputy Sheriffs Association
Sheriff's Managers Association