



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: 2/27/2007
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) a resolution effective February 26, 2007 providing equity adjustments for certain classifications represented by the Deputy Sheriff's Association, as set forth in Attachment A.
- b) a resolution effective April 23, 2007 providing equity adjustments for certain classifications represented by the Sheriff's Managers Association, as set forth in Attachment B.

Summary:

The current Memoranda of Understanding (MOUs) between the County and the Deputy Sheriff's Association (DSA) and the Sheriff's Managers Association (SMA) provide for these equity adjustments. This action implements increases the Board previously approved in August 2005 and in December 2005 when the MOUs were adopted for these bargaining units.

Fiscal and Facilities Impacts:

Budgeted: Yes No

Previously Negotiated Equity Adjustments

2/27/2007

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Fiscal Analysis:

The Sheriff's Department has planned for the increases as part of its 2006-2007 and 2007-2008 fiscal year budgets. The increases affect 221 employees in classifications covered by the DSA in communications centers, corrections, and investigations, and 11 employees in similar classifications covered by the SMA MOU.

The approximate annualized total cost of all increases, including roll-ups, for the DSA is \$805,147. Of this estimated annualized single year cost, approximately \$301,930 is in the form of an increase in County contribution to the Retirement System.

The approximate annualized total cost of all increases, including roll-ups, for the SMA is \$54,054. Of this estimated annualized single year cost, approximately \$11,946 is in the form of an increase in County contribution 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 each of the approved resolutions to Susan Kean in the Human Resources Department.

Attachments:

Authored by: Joseph Pisano

cc:

Auditor-Controller
County Executive Officer
Sheriff
Deputy Sheriff's Association

RESOLUTION OF THE BOARD OF SUPERVISORS
OF THE COUNTY OF SANTA BARBARA, STATE OF CALIFORNIA

IN THE MATTER OF AMENDING RESOLUTION)
NO. 06-206, AS AMENDED, BEING THE SALARY)
RESOLUTION OF THE COUNTY OF SANTA BARBARA)

RESOLUTION NO. _____

WHEREAS, Salary Resolution No. 06-206 established a Classification Plan, and authorized Departmental Position Allocation effective July 3, 2006; and,

WHEREAS, this Board of Supervisors finds that there is good cause for amending said Resolution No. 06-206, as amended, in the manner provided in this Resolution;

NOW, THEREFORE, IT IS HEREBY RESOLVED, as follows:

1. Resolution No. 06-206, adopted by this Board on July 11, 2006, is hereby amended by amending that (those) portion(s) of Section(s) 2 to read as follows effective February 26, 2007

SECTION 2. Job Classification Table

<u>JOB CLASS</u>	<u>TITLE</u>	<u>SALARY INCREASE PERCENTAGE</u>	<u>OT ELIGIBLE</u>
<u>Change:</u>			
1803	COMMUNICATIONS DISP I	3.5%	YES
1804	COMMUNICATIONS DISP II	3.5%	YES
1805	COMMUNICATIONS DISP SUPV	3.5%	YES
2000	CRIMINAL INVESTIGATOR I	2.0%	YES
2002	CRIMINAL INVESTIGATOR II	2.0%	YES
2004	CRIMINAL INVESTIGATOR SR	2.0%	YES
6900	SHERIFFS CORR OFFICER	5.0%	YES
2106	CUSTODY DEPUTY	5.0%	YES
6901	SHERIFFS CORR OFFICER S/D	5.0%	YES
2107	CUSTODY DEPUTY S/DUTY	5.0%	YES
7720	WELFARE FRAUD INVEST	3.0%	YES
7721	WELFARE FRAUD INVEST SR	3.0%	YES
6903	SHERIFFS CORR SERGEANT	5.0%	YES
2109	CUSTODY SERGEANT	5.0%	YES

2. Except as amended by this Resolution, Resolution No. 06-206 as amended, continues unchanged as 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 _____, 2006, by the following vote:

AYES:

NOES:

ABSENT:

Chair, Board of Supervisors

ATTEST:
MICHAEL F. BROWN
CLERK OF THE BOARD

APPROVED AS TO FORM:
STEPHEN SHANE STARK
COUNTY COUNSEL
NOVEMBER 1993
02/27/07

By: _____ (SEAL)
Deputy Clerk

RESOLUTION OF THE BOARD OF SUPERVISORS
OF THE COUNTY OF SANTA BARBARA, STATE OF CALIFORNIA

IN THE MATTER OF AMENDING RESOLUTION)
NO. 06-206, AS AMENDED, BEING THE SALARY)
RESOLUTION OF THE COUNTY OF SANTA BARBARA)

RESOLUTION NO. _____

WHEREAS, Salary Resolution No. 06-206 established a Classification Plan, and authorized Departmental Position Allocation effective July 3, 2006; and,

WHEREAS, this Board of Supervisors finds that there is good cause for amending said Resolution No. 06-206, as amended, in the manner provided in this Resolution;

NOW, THEREFORE, IT IS HEREBY RESOLVED, as follows:

1. Resolution No. 06-206, adopted by this Board on July 11, 2006, is hereby amended by amending that (those) portion(s) of Section(s) 2 to read as follows effective April 23, 2007

SECTION 2. Job Classification Table

<u>JOB CLASS</u>	<u>TITLE</u>	<u>SALARY INCREASE PERCENTAGE</u>	<u>OT ELIGIBLE</u>
<u>Change:</u>			
2005	CRIMINAL INVEST CHIEF	2.0%	NO
6896	SHERIFFS CORR COMMANDER	5.0%	NO
2105	CUSTODY COMMANDER	5.0%	NO
6898	SHERIFFS CORRECTION LT	5.0%	NO
2108	CUSTODY LIEUTENANT	5.0%	NO

2. Except as amended by this Resolution, Resolution No. 06-206 as amended, continues unchanged as 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 _____, 2006, by the following vote:

AYES:

NOES:

ABSENT:

Chair, Board of Supervisors

ATTEST:
MICHAEL F. BROWN
CLERK OF THE BOARD

APPROVED AS TO FORM:
STEPHEN SHANE STARK
COUNTY COUNSEL
NOVEMBER 1993
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By: _____ (SEAL)
Deputy Clerk