



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: CEO/Human Resources
Department No.: 064
For Agenda Of: 10/9/2007
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: Proposed 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):

That the Board adopt:

- a) a resolution effective October 8, 2007 providing equity adjustments for certain classifications in the Public Health Department (PHD) represented by the Service Employees International Union, Local 620 (SEIU Local 620), and in the Public Works Department (PW) represented by the Engineers and Technicians Association (ETA) as set forth in Attachment A.

Summary:

This item brings a number of proposed equity adjustments for Board approval as summarized below.

Equity Adjustments (Attachment A)

The following table summarizes the primary job classifications, their respective market position, the proposed equity adjustment, and the number of employees affected:

Proposed Equity Adjustments

10/9/2007
Page 2 of 3

<u>Primary Job Class Affected</u>	<u>Current Market Position</u>	<u>Proposed Equity Adjustment</u>	<u>Total of Impacted Employees</u>
Animal Control Officer II	-13.6%	15%	18
Deputy County Surveyor	-13.7%	14%	2
Total			20

Animal Control Officers

Animal Control Officers search for stray, sick, injured, or dead animals and provide services as needed, respond to calls concerning dangerous animals and violations of animal regulatory ordinances, and enforce State and local laws and regulations. They also provide information to the public regarding adoptions, licensing, pet owner responsibilities, rabies control, and procedures such as euthanasia, spaying and neutering. This recommendation for an equity adjustment for classifications in Animal Services is detailed in attachment "A".

PHD has had difficulty recruiting for these positions, and the department has found it difficult to keep these positions filled over the last several years. The salary for Animal Control Officers is approximately 13.6% below market, and even higher for some related classifications – as high as 25% below market for Animal Shelter Attendants, for example.

CEO/HR believes a salary adjustment of 15% will enhance the market standing of these positions sufficient to improve both recruiting and retention for these job classifications. The Public Health Department and SEIU Local 620 concur with CEO/HR's recommendation for this equity increase.

Deputy County Surveyors

In accordance with the terms of its Memorandum of Understanding with the County, ETA requested that the salary placement of Deputy County Surveyors be reviewed. It is difficult to obtain a California Professional Surveyor's license; competition for licensed surveyors is intense in both the public and private sectors, and the Santa Barbara County salary is approximately 13.7% below the market of comparison Counties. Surveyors in the private sector can earn significantly more, given project bonuses and other compensation. CEO/HR recommends a 14% salary increase to bring this classification to market levels. The Public Works Department and ETA concur with this recommendation.

Fiscal and Facilities Impacts:

Budgeted: Yes No

Proposed Equity Adjustments

10/9/2007

Page 3 of 3

Fiscal Analysis:

The cost of each of the recommended adjustments has been planned for as part of the County's Strategic Financial Plan and is detailed below.

Equity Adjustments for Animal Services Staff

The proposed equity adjustments for Animal Services employees represented by SEIU Local 620 would affect 18 employees in the Public Health Department. The estimated cost for these adjustments for the remainder of Fiscal Year 2006-07 is approximately \$92,000, and approximately \$124,700 annually thereafter. Of the fully annualized cost of \$124,700, approximately \$21,200 would be in the form of the County's increased contribution to the retirement system.

Equity Adjustments for Deputy County Surveyors

The proposed equity adjustments for Deputy County Surveyors represented by ETA would affect 2 employees in the Public Works Department. The estimated cost for these adjustments for the remainder of Fiscal Year 2006-07 is approximately \$22,700, and approximately \$31,000 annually thereafter. Of the fully annualized cost of \$31,000, approximately \$5,100 would be in the form of the County's increased contribution to the retirement system.

The biannual actuarial study of the Santa Barbara County Retirement System as adopted by the Retirement Board includes certain economic and non-economic assumptions in setting the employer's contribution rate, which is used to estimate the impact of the recommended actions on the County's contribution to the retirement system.

Staffing Impact(s):

Legal Positions:

FTEs:

Special Instructions:

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

Attachments:

Authored by: Joseph Pisano

cc:

Auditor-Controller
County Counsel
County Executive Officer

Public Works Director
Public Health Director

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

IN THE MATTER OF AMENDING)
RESOLUTION NO. 07-207, AS AMENDED) RESOLUTION NO. _____
BEING THE SALARY RESOLUTION OF)
COUNTY OF SANTA BARBARA)

WHEREAS, Salary Resolution No. 07-207 established a Classification and Compensation Plan, and authorized Departmental Position Allocations effective July 2, 2007; and

WHEREAS, this Board of Supervisors finds that there is good cause for amending said Resolution No. 07-207, as amended, in the manner provided in this Resolution;

NOW, THEREFORE, IT IS HEREBY RESOLVED, AS FOLLOWS:

1. Resolution No. 07-207, adopted by the Board on July 10, 2007, is hereby amended by amending those portions identified below to read as follows, effective October 8, 2007:

Mass Pay Changes Audit Trail

Job Class / Title	Old Salary Range	New Salary Range	Bargaining Unit	Percent Change
Bargaining Unit Group: Engineers & Technicians Association				
002230 DEPUTY COUNTY SURVEYOR	6428	6692	29	14.0
Bargaining Unit Group: SEIU Local 620				
000465 ANIMAL CONTROL OFF I	4456	4738	24	15.0
000466 ANIMAL CONTROL OFF II	4856	5138	24	15.0
000468 ANIMAL CONTROL OFF SUPV	5346	5628	25	15.0
000485 ANIMAL SHELTER ATTENDANT	4296	4578	24	15.0
001816 COMM OUTRCH CRD ANML HLTH	5356	5638	25	15.0
Total Number of Job Classes:		6		

2. Except as amended by this Resolution, Resolution No. 07-207, as amended, shall continue unchanged and 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 _____, 2007 by the following vote:

AYES:

NOES:

ABSENT:

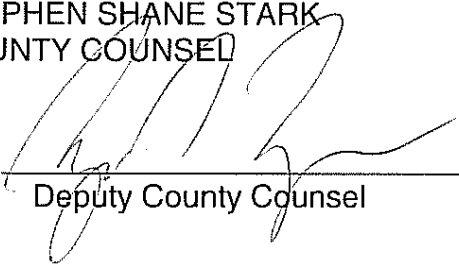
CHAIR, BOARD OF SUPERVISORS

MICHAEL F. BROWN
CLERK OF THE BOARD

By: _____ (SEAL)
Deputy

APPROVED AS TO FORM:

STEPHEN SHANE STARK
COUNTY COUNSEL

By: 
Deputy County Counsel