

SANTA BARBARA COUNTY BOARD AGENDA LETTER



Clerk of the Board of Supervisors
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Agenda Number:
Prepared on: 1/22/02
Department Name: Human Resources
Department No.: 064
Agenda Date: 2/05/02
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: Salary Equity Adjustments for Registered Civil Engineers and Related Classifications

Recommendation(s):

That the Board of Supervisors:

Adopt a resolution increasing salaries for the following classifications by approximately 10% effective February 4, 2002:

1549 Civil Engineer
1550 Civil Engineer Specialist
2230 Deputy County Surveyor
3192 Engineering Geologist
3750 Geologist, Registered

Alignment with Board Strategic Plan:

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

Executive Summary and Discussion:

Employees in these classifications are registered as professionals by the State of California and provide the highest level of professional engineering, land surveying and geological evaluation related to water resources or civil engineering projects. The County is having significant difficulty recruiting qualified applicants into these classifications despite aggressive recruiting efforts. A ten percent salary increase is recommended to better attract qualified applicants and retain current employees in these critical public services.

Staff has proposed this adjustment to the Engineers and Technicians Association, which represents these classifications, and the parties are in agreement on the recommended salary increase.

Fiscal and Facilities Impacts:

The recommended action covers approximately 19 employees in the Fire, Park, Planning and Development, and Public Works Departments. The estimated annual cost of the recommended increase is \$146,085, with the majority of the cost in the Public Works Department. Of the estimated annual cost, approximately \$14,600 will be in the form of an increase in the County's contribution to the Retirement System. The biannual actuarial study of the Santa Barbara County Retirement System as adopted by 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 and career advancement pay increases for employees.

The cost of this increase will be funded within department budgets to the extent possible and/or from the Salary Designation, if needed. This will be monitored at monthly projection meetings.

AG/LD

cc: Engineers & Technicians Association
Fire Chief
Parks Director
Planning & Development Director
Public Works Director