

**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: 2/17/04
Department Name: Human Resources
Department No.: 064
Agenda Date: 3/9/04
Placement: Administrative
Estimate Time:
Continued Item: NO
If Yes, date from:

TO: Board of Supervisors

FROM: Scott Ullery
Deputy County Administrator, 568-2817

STAFF CONTACT: Lila Deeds, Employee Relations Manager
568-2819

SUBJECT: Salary Adjustments for Classifications Represented by the Deputy Sheriffs and Sheriff's Managers Associations

Recommendation(s):

That the Board of Supervisors:

- A. Pursuant to a Memorandum of Understanding with the Deputy Sheriffs Association, adopt a resolution increasing salaries for classifications in Bargaining Units 14 and 15 by 2.7% effective March 1, 2004.
- B. Pursuant to a Memorandum of Understanding with the Sheriff's Managers Association, adopt a resolution increasing salaries for classifications in Bargaining Units 44 and 45 by 3.7% effective April 26, 2004.

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:

The current Memoranda of Understanding between the County and recognized employee organizations provide for 2003-04 cost-of-living adjustments in relation to the percentage growth in the General Fund assessed property tax revenue for 2003-04. Scheduled adjustments are due March 1, 2004, for employees represented by the Deputy Sheriffs Association, and April 26 for employees represented by the Sheriff's Managers Association. The Auditor-Controller determined the 2003-04 General Fund property tax growth at approximately 7.27%. Based on this determination, the total compensation increase for these employee

groups this year is 3.7%, allocated as follows:

	<u>Salary Increase</u>	<u>Benefit Allowance</u>	<u>Total Increase</u>
Deputy Sheriff's Association	2.7%	1.0%	3.7%
Sheriff's Managers Association	3.7%	0.0%	3.7%

Fiscal and Facilities Impacts:

The recommended action covers approximately 508 employees in the Sheriff's and District Attorney's departments. The salary portion of the cost-of-living adjustments will increase the County's ongoing annual costs by approximately \$1,232,000. The total compensation increase including non-salary elements will cost approximately \$527,312 this fiscal year and \$1,613,318 ongoing. Of the total annualized cost, approximately \$218,950 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 2003-04 Adopted Budget includes funding for cost-of-living adjustments for all employees based on a projected property tax increase (6%) somewhat less than the actual increase (7.27%). Budgeted amounts for salary increases may be supplemented in the current year from the Salary Designation as needed. Costs associated with these adjustments will be included in the proposed budget for 2004-05.

Special Instructions:

Please return one copy of the approved resolution for this action to Susan Kean in the Human Resources Department.

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