

# 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:** 2/20/02  
**Department Name:** Human Resources  
**Department No.:** 064  
**Agenda Date:** 3/5/02  
**Placement:** Administrative  
**Estimate Time:**  
**Continued Item:** NO  
**If Yes, date from:**

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**TO:** Board of Supervisors

**FROM:** Ann Goodrich, Human Resources Director  
568-2815

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

**SUBJECT:** Salary Adjustment for Classifications Represented by the Deputy Sheriffs Association

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## **Recommendation(s):**

That the Board of Supervisors:

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 approximately 3.5% effective March 4, 2002.

## **Alignment with Board Strategic Plan:**

The recommendation(s) are primarily aligned with actions required by law or by routine business necessity.

## **Executive Summary and Discussion:**

The current Memoranda of Understanding between the County and recognized employee organizations provide for 2001-02 cost-of-living adjustments in relation to the percentage growth in the General Fund assessed property tax revenue for 2001-02. A scheduled adjustment is due in March 2002 for employees represented by the Deputy Sheriffs Association. The Auditor-Controller determined the 2001-02 General Fund property tax growth at 8.79%. Based on this determination, the total compensation increase for employee groups this year is approximately 4.4%. The County and the Deputy Sheriffs Association have agreed to allocate the increase for employees represented by the Association as follows:

Salary increase	3.5%
Increase Benefit Allowance by \$18.00/biweekly	0.9%
Total increase	4.4%

**Fiscal and Facilities Impacts:**

The recommended action covers approximately 480 employees in the Sheriff's and District Attorney's departments. The salary and benefit allowance adjustments will increase the County's annual costs by approximately \$1,421,975 (the salary increase portion will cost approximately \$1,141,175 per year). Of the total annual increase, approximately \$255,955 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.

Funding for projected cost of living adjustments was included in the 2001-02 Adopted Budget, and will be included in the 2002-03 recommended budget as well. In addition, costs may be funded from departmental salary savings and/or from the Salary Designation, as needed.

**Special Instructions:**

Please send a signed copy of this to Susan Kean, Human Resources Department

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