

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: 7/6/06
Department Name: Human Resources
Department No.: 064
Agenda Date: 7/18/06
Placement: Administrative
Estimate Time:
Continued Item: NO
If Yes, date from:

TO: Board of Supervisors

FROM: Susan Paul, Assistant CEO/HR Director
568-2817

STAFF CONTACT: Joe Pisano, Senior HR Analyst
568-2839

SUBJECT: Equity Adjustments for Planning and Related Classifications

Recommendation(s):

That the Board of Supervisors:

- A. Adopt a resolution implementing salary increases of 5 percent effective on July 17, 2006
- B. Adopt a resolution implementing salary increases of 4.4 percent to 5 percent effective on January 1, 2007 for certain classifications in the planning series

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:

Background

The U.S. Department of Labor projects that, on average, the nationwide demand for "Urban and Regional Planners" will increase by some factor between 9% and 17% by 2014. As the nation's most populous state, California will have a considerably higher than average increase in demand for planning services, and the market for experienced planners is already highly competitive. The County has experienced a high degree of turnover in planning classifications and it has been difficult to fill vacancies for these positions.

Market Factors

The County's total compensation is not competitive with other jurisdictions with which we compete for planners. Santa Barbara ranks twelfth out of fourteen with comparison counties and local cities in base salary, which is approximately 9.3% below the market. In addition, all but one of the agencies surveyed have better retirement benefit formulas and pay a higher share of the employees' costs than Santa Barbara County. These factors complicate the County's ability to competitively recruit for these jobs. The further risk is the County becomes a training ground for other local jurisdictions who also recruit for these high demand experienced planners. These positions handle important land-use issues, and it is critical that the County have the ability to attract and to retain qualified and experienced staff needed to meet and deliver quality service to the community.

Fiscal and Facilities Impacts:

The recommended action covers approximately 73 employees in various County Departments. The total estimated cost for the recommended increase is approximately \$401,652 for fiscal year 06-07, and \$535,536 annually beginning in fiscal year 07-08. The County's 2006-07 budget contains reserves for salary adjustments.

Of the total estimated ongoing annual cost, approximately \$81,937 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.

Special Instructions:

Please return one copy of the signed resolution to Sandra Viola, Human Resources Department.

SP/JP

cc: County Executive Officer
Auditor-Controller
Retirement Administrator
Planning and Development Director
Public Works Director
Parks Director
Agricultural Commissioner
Housing and Community Development Director
SEIU Local 620