

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: 3/8/06
Department Name: Human Resources
Department No.: 064
Agenda Date: 3/21/06
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: Lila Deeds, Employee Benefits Manager
568-2819

SUBJECT: Salary Adjustments for Classifications Represented by the Deputy Sheriffs Association

Recommendation(s):

That the Board of Supervisors:

Pursuant to a Memorandum of Understanding with the Deputy Sheriffs Association, adopt a resolution increasing salaries for certain classifications in Bargaining Units 14 and 15 effective February 27, 2006.

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 Memorandum of Understanding between the County and the Deputy Sheriffs Association provides for the following salary adjustments effective February 27, 2006:

- 2.0% cost-of-living adjustment for Communications Dispatch classifications only
- 2.0% equity increase for Criminal Investigator classifications
- 3.0% equity increase for Welfare Fraud Investigator classifications
- 5.0% equity increase for Corrections classifications

Fiscal and Facilities Impacts:

The recommended action covers approximately 208 employees in the Sheriff's and District Attorney's departments. The recommended adjustments will increase the County's costs by approximately \$242,180 in 2005-06, and by approximately \$699,630 annually thereafter. Of the annualized cost, approximately \$204,640 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 2005-06 Adopted Budget includes funding for these cost-of-living adjustments, and costs associated with these adjustments will be included in the proposed budget for 2006-07.

Special Instructions:

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

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