

**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: 2/7/03
Department Name: Human Resources
Department No.: 064
Agenda Date: 2/25/03
Placement: Administrative
Estimate Time:
Continued Item: NO
If Yes, date from:

TO: Board of Supervisors

FROM: Ann Goodrich, Director
Human Resources Department

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

SUBJECT: Salary Adjustment 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 classifications in Bargaining Units 14 and 15 by 2.0% effective March 3, 2003.

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 2002-03 cost-of-living adjustments in relation to the percentage growth in the General Fund assessed property tax revenue for 2002-03. A scheduled adjustment is due in March 2003 for employees represented by the Deputy Sheriffs Association. The Auditor-Controller determined the 2002-03 General Fund property tax growth at approximately 5.91%. Based on this determination, the total compensation increase for employee groups this year is approximately 3.0%. The County and the Deputy Sheriffs Association have agreed to allocate the increase for employees represented by the Association as follows:

Salary increase	2.0%
Increase Benefit Allowance by \$20 biweekly	1.0%
Total increase	3.0%

Fiscal and Facilities Impacts:

The recommended action covers approximately 463 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 \$1,106,500 (the salary increase portion will cost approximately \$737,667 per year). Of the total annual increase, approximately \$193,640 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.

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

Special Instructions:

Please send one copy of the approved resolution to Susan Kean, Human Resources Department.

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

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