



County of Santa Barbara

BOARD OF SUPERVISORS

Minute Order

December 10, 2024

Present: 5 - Supervisor Williams, Supervisor Capps, Supervisor Hartmann, Supervisor Nelson, and Supervisor Lavagnino

HUMAN RESOURCES DEPARTMENT

File Reference No. 24-01226

RE: Consider recommendations regarding the Ratification of Increases and Report on Santa Barbara County Employees' Retirement System (SBCERS) Funding Status Impacts, as follows:

a) Ratify approval of the following items related to employee salaries and benefits approved on July 30, 2024, with reaffirmation of such actions:

i) Memorandum of Understanding with the Service Employees International Union, Local 721 for terms and conditions of employment from August 5, 2024 through July 4, 2027 (Agenda item A-1 from July 30, 2024);

ii) Memorandum of Understanding with the Engineers and Technicians Association for terms and conditions of employment from August 5, 2024 through July 4, 2027 (Agenda item A-3 from July 30, 2024);

iii) Memorandum of Understanding with the Deputy District Attorneys Association for terms and conditions of employment from August 5, 2024 to July 4, 2027 (Agenda item A-4 from July 30, 2024); and

iv) A 4.5% general salary increase for management and certain confidential unrepresented employees, similar to those granted to other bargaining units, effective August 5, 2024 with additional adjustments should the total financial terms of the successor agreement with the largest employee union group for base salary increases and/or medical benefits exceed the total financial terms received by (Agenda item A-2 from July 30, 2024, as later clarified with regard to Local Agency Executives by agenda item A-23 of August 20, 2024);

b) Receive a report of the potential impact of salary and benefit increases provided during the 2024 calendar year on the funded status of the County's pension plan; and

c) Determine pursuant to California Environmental Quality Act (CEQA) Guidelines Section 15378(b)(4) that the above action is a government fiscal activity which does not involve any commitment to any specific project which may result in a potentially significant physical impact on the environment, and therefore is not a project subject to environmental review.



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A motion was made by Supervisor Hartmann, seconded by Supervisor Capps, that this matter be acted on as follows:

- a) i) through iv) Ratified;
- b) Received; and
- c) Approved.

The motion carried by the following vote:

Ayes: 5 - Supervisor Williams, Supervisor Capps, Supervisor Hartmann, Supervisor Nelson, and Supervisor Lavagnino