

**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

**A-13**

**Agenda Number:**  
**Prepared on:** 6/13/06  
**Department Name:** Human Resources  
**Department No.:** 064  
**Agenda Date:** 6/27/06  
**Placement:** Administrative  
**Estimate Time:**  
**Continued Item:** NO  
**If Yes, date from:**

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**TO:** Board of Supervisors

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

**STAFF CONTACT:** Joe Pisano, Senior HR Analyst  
568-2819

**SUBJECT:** Cost-of-Living Salary Adjustments for Various Represented and Unrepresented Classifications; Revised Management Benefits Resolution

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**Recommendation(s):**

That the Board of Supervisors:

- A. Adopt a Resolution effective October 9, 2006, increasing salaries by 3.5% for classifications in certain represented bargaining units in accordance with negotiated Memoranda of Understanding previously considered and adopted by the Board, with recognized employee organizations, and in the unrepresented units, as follows (Attachment A):
1. Bargaining Units 23-27 -- classifications represented by Service Employees International Union, Local 620
  2. Bargaining Units 21-22 -- classifications represented by Service Employees International Union, Local 535
  3. Bargaining Units 40-43 (excluding Elected Supervisors) -- elected and appointed department heads, assistant department heads, and unrepresented management and attorney classifications
  4. Bargaining Units 28-29 -- classifications represented by the Engineers & Technicians Association
  5. Bargaining Unit 32 -- confidential classifications (unrepresented)
  6. Bargaining Unit 17 -- classifications represented by the Deputy District Attorneys Association
  7. Bargaining Units 10-11 -- classifications represented by the Union of American Physicians and Dentists

B. Adopt a Resolution effective October 9, 2006, increasing salaries by 1.5% for classifications in Bargaining Units 18 and 19, represented by the Probation Peace Officers Association (Attachment B).

C. Adopt a Resolution amending the benefit allowance for the following unrepresented units effective July 3, 2006 (Attachment C):

Unit 32 -- Confidential Employees

Unit 40 -- Elected Officials

Unit 41 -- Appointed Department Heads

Unit 42 -- Assistant Department Heads

Unit 43 -- Management and Unrepresented Attorney classifications

### **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:**

It is important to understand that the current Memoranda of Understanding (MOU) between the County and certain recognized employee organizations provides for a 3.5% cost-of-living increase adjustment effective October 9, 2006. Included in this action is the last across-the-board increase for unrepresented employees, including management and executives. The MOU with the Probation Peace Officers Association provides for an increase of 1.5% effective October 9, 2006.

The "Management Benefits Resolution" is revised periodically to adjust the benefits and other terms and conditions of employment affecting various unrepresented employees covered by the Resolution. The recommended revision increases the biweekly benefit allowance by \$15.00. This change is consistent with the MOU's between the County and all non-safety employee organizations.

### **Fiscal and Facilities Impacts:**

Recommended actions A and B cover approximately 3,472 employees in all departments. The cost-of-living adjustment will increase the County's costs by approximately \$5,842,015 in Fiscal Year 2007-07 and by \$7,994,335 annually thereafter. This amount has been budgeted. In Fiscal Year 2006-07 the General Fund cost is approximately \$1,945,391 and the ongoing General Fund cost is \$2,734,063. The remaining cost is funded by State and Federal reimbursements, fees, and charges.

Of the annualized cost, approximately \$1,269,974 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 2006-07 Adopted Budget includes funding for this cost-of-living adjustment. A breakdown by employee group of the approximate cost for Fiscal Year 2006-07 and the approximate annualized total cost is provided below.

<u>Employee Group</u>	<u>Number of Employees</u>	<u>Estimated 2006-07 Cost</u>	<u>Estimated Annualized Cost</u>
SEIU Local 620	2,079	\$3,186,771	\$4,360,844
Management *(1)	281	813,162	1,112,748
SEIU Local 535	478	643,563	880,665
Engineers & Techs Assn	165	341,268	466,999
Executives	70	253,826	347,340
Probation Officers Assn	248	192,876	263,936
Deputy DA's Assn	44	160,648	219,833
Confidential	77	129,088	176,647
Physicians Union	30	120,813	165,323
Total	3,472	\$5,842,015	\$7,994,335

Recommended action C covers approximately 428 confidential, management, attorney's and executive employees in all departments. The estimated annual cost of the \$15.00 increase in Benefit Allowance for 2006-07 is approximately \$166,920. Funding has been included in the 2006-2007 Adopted Budget for this purpose.

**Special Instructions:**

Please send one copy of the approved resolution to Sandra Viola, Human Resources Department.

SP/JP

- cc: County Executive Officer
- Auditor-Controller
- Retirement Administrator
- All Department Heads
- Affected Recognized Employee Organizations
- Executive Association
- Management Association

\*(1) It should be noted that the group termed "Management" includes attorneys from the County Counsel's and Public Defender's Offices.