

**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: 10/21/02
Department Name: Human Resources
Department No.: 064
Agenda Date: 11/5/02
Placement: Administrative
Estimate Time:
Continued Item: NO
If Yes, date from:

TO: Board of Supervisors

FROM: Ann Goodrich, Human Resources Director
568-2815

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

SUBJECT: Salary Adjustment for Unrepresented Attorney Classifications

Recommendation(s):

That the Board of Supervisors:

Adopt a resolution increasing salaries for unrepresented attorney classifications in Bargaining Unit 43 by 2.4% effective October 28, 2002.

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 County employs attorneys in four departments: County Counsel, District Attorney, Public Defender and Child Support Services. Only the Deputy District Attorneys are represented by a recognized employee organization and participate in collective bargaining with the County. Historically, the County has maintained salary parity between non-executive attorney classifications in recognition of the comparability of qualifications, duties and responsibilities across departmental lines.

Based on the Memorandum of Understanding between the County and the Deputy District Attorneys Association, deputy district attorneys have received recent compensation increases totaling 5.9%. On October 15, your Board approved a cost-of-living adjustment of 3.5% for Bargaining Unit 43, including unrepresented attorneys. There is now a 2.4% salary difference between deputy district attorneys and the unrepresented attorneys in County Counsel, Public Defender and Child Support Services. The recommended resolution reestablishes salary parity between non-management attorney classifications.

Fiscal and Facilities Impacts:

The recommended action covers 17 classifications and approximately 64 employees in the departments of Child Support Services, County Counsel, District Attorney and Public Defender. The estimated cost of the recommended increase is \$109,845 this fiscal year and \$168,000 annually thereafter. Of the annual amount, approximately \$14,000 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 cost of this increase will be funded within the adopted budgets of the affected departments to the extent possible and/or from the Salary Designation, if needed. This will be monitored at monthly projection meetings.

Special Instructions:

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

cc: County Administrator
Auditor-Controller
Retirement Administrator
Child Support Services Director
County Counsel
District Attorney
Public Defender
Management Association