

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: 5/1/06
Department Name: Human Resources
Department No.: 064
Agenda Date: 5/16/06
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: Melissa Grisales, Assistant Director CEO/HR
568-2819

SUBJECT: Equity Adjustments for Nursing and Other Medical Classifications

Recommendations:

That the Board of Supervisors:

- A. Adopt resolution implementing salary increases ranging from two and half to six percent for nursing and certain other medical classifications effective July 3, 2006.
- B. Adopt resolution implementing salary increases ranging from five to six percent for nursing and certain other medical classifications effective January 1, 2007.

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:

Background

In December of 2005 the Board adopted a resolution and approved a side letter implementing salary increases for nursing and certain other medical classifications with the first phase of adjustments effective January 2, 2006, and additional adjustments to be made through January 2007. The approval of the salary increases was in response to the national nursing shortage and the County's difficulty recruiting and retaining nurses in critical programs. This Board letter implements the additional phases of nursing adjustments as approved by the Board in December 2005.

Recommendations

Staff is recommending the adoption of two resolutions that will implement additional salary increases effective July 3, 2006 and January 1, 2007.

In addition to nursing classifications represented by SEIU Local 620, there are a small number of related unrepresented management classifications recommended to receive a five percent salary adjustment effective January 1, 2007.

Fiscal and Facilities Impacts:

The recommended action covers approximately 160 employees in nursing and certain other medical classifications. The total estimated cost of the recommended actions is approximately \$1,362,105 in 2006-07, and \$1,732,419 ongoing beginning in 2007-08. Funding for the immediate adjustments is available within the current budget and by charging against categorical revenues and the Salary Designation. The Executive Office will monitor expenditures and budget for future years as appropriate.

Of the total estimated ongoing annual cost, approximately \$207,890 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.

Special Instructions:

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

SP/MG

Attachments

cc: County Executive Officer
County Counsel
Director, ADMHS
Fire Chief
Public Health Director
Retirement Administrator
SEIU, Local 620