



BOARD OF SUPERVISORS
AGENDA LETTER

Agenda Number:

Clerk of the Board of Supervisors
105 E. Anapamu Street, Suite 407
Santa Barbara, CA 93101
(805) 568-2240

Department Name: Human Resources
Department No.: 064
For Agenda Of: 7/15/08
Placement: Administrative
Estimated Tme:
Continued Item: No
If Yes, date from:
Vote Required: Majority

TO: Board of Supervisors

FROM: Department Susan Paul, Assistant CEO/HR Director, 568-2817
Director(s)
Contact Info: Joseph Pisano, Senior HR Analyst, 568-2839

SUBJECT: Previously Negotiated Equity Adjustments for SEIU Local 721 Classes

County Counsel Concurrence

As to form: Select_Concurrence

Other Concurrence: Select_Other

As to form: Select_Concurrence

Recommended Actions:

In accordance with the previously negotiated and approved collective bargaining agreement with the Service Employees International Union, Local 721 (Local 721), adopt:

- a) a resolution effective July 14, 2008 providing equity adjustments for certain classifications represented by Local 721, as set forth in Attachment A.

Summary Text:

The current Memorandum of Understanding (MOU) between the County and Local 721 provides for these equity adjustments. This action implements increases the Board previously funded when the current MOU was adopted for this employee organization on January 14, 2008. The MOU with Local 721 expires in October 2010.

Background:

The current MOU with Local 721 provides for a dollar amount equal to .75% of salary for this employee organization to be allocated for equity adjustments on July 14, 2008. The County and Local 721 have recently met and conferred on how these funds will be allocated and reached agreement to provide equity increases to Public Defender Investigators, Probation Assistants, and Medical Services Representatives as outlined in Attachment A.

Public Defender Investigators support the legal defense of clients of the Public Defender's Office by investigating cases ranging from misdemeanors to murders. They collect evidence for the defense that is used either to settle cases or subsequently introduced in trial. The current salary for this classification is approximately 15% below the survey market.

Probation Assistants help sworn Probation Officers with their caseloads in a wide variety of ways, for example by meeting with probationers regarding the terms of their probation, transporting minors, performing DNA collection and other screening, preparing correspondence for the courts and others, and accompanying officers in the field. Probation Assistants in Santa Barbara County are paid 22% less than the average for comparable positions surveyed.

Medical Services Representatives help coordinate the provision of medical services in the Public Health Department by interviewing clients to determine residential, medical, and financial eligibility for services in accordance with the criteria established for various public assistance programs. Santa Cruz County, the only one of the survey counties that has a comparable position, pays employees who do this work 43.6% more than Santa Barbara County.

Fiscal and Facilities Impacts:

Budgeted: Yes

Fiscal Analysis:

The increases affect 35 employees in the Probation, Public Defender, and Public Health departments. Including roll-ups, the estimated cost for the remainder of Fiscal Year 2008-2009 for these increases is approximately \$206,000, and approximately \$215,000 annually thereafter. Of the estimated annualized cost, approximately \$37,000 is in the form of an increase in County contribution to the Retirement System.

The biannual actuarial study of the Santa Barbara County Retirement System as adopted by the Board of Retirement includes certain economic and non-economic assumptions in setting the employer's contribution rate, which is used to estimate the impact of the recommended actions on the County's contribution to the retirement system.

The cost of these increases was included in the budget for Fiscal Year 2008-2009 as adopted by the Board.

Staffing Impacts:

Legal Positions:

FTEs:

Special Instructions:

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

Attachments:

Salary resolution

Authored by: Joseph Pisano

cc: County Executive Officer
Auditor-Controller
Chief Probation Officer
Public Defender
Public Health Director
Chief of Employee Relations

RESOLUTION OF THE BOARD OF SUPERVISORS
OF THE COUNTY OF SANTA BARBARA, STATE OF CALIFORNIA

IN THE MATTER OF AMENDING)
RESOLUTION NO. 07-207, AS AMENDED) RESOLUTION NO. _____
BEING THE SALARY RESOLUTION OF)
COUNTY OF SANTA BARBARA)

WHEREAS, Salary Resolution No. 07-207 established a Classification and Compensation Plan, and authorized Departmental Position Allocations effective July 2, 2007; and

WHEREAS, this Board of Supervisors finds that there is good cause for amending said Resolution No. 07-207, as amended, in the manner provided in this Resolution;

NOW, THEREFORE, IT IS HEREBY RESOLVED, AS FOLLOWS:

1. Resolution No. 07-207, adopted by the Board on July 10, 2007, is hereby amended by amending those portions identified below to read as follows, effective July 14, 2008:

SECTION 2. Job Classification Table

<u>JOB CLASS</u>	<u>TITLE</u>	<u>RATE MIN/MAX PERCENT INCREASE</u>	<u>OT ELIGIBLE</u>
<u>Change:</u>			
6230	Public Defender Investigator I	7.0%	YES
6051	Probation Assistant	11.5%	YES
5125	Medical Services Representative	12.5%	YES

2. Except as amended by this Resolution, Resolution No. 07-207, as amended, shall continue unchanged and in full force and effect.

PASSED AND ADOPTED by the Board of Supervisors of the County of Santa Barbara, State of California, this _____ day of _____, 2008 by the following vote:

AYES:

NOES:

ABSENT:

MICHAEL F. BROWN
CLERK OF THE BOARD

Salud Carbajal, Chair
Board of Supervisors
County of Santa Barbara

By: _____ (SEAL)
Deputy

APPROVED AS TO FORM:

DENNIS MARSHALL
COUNTY COUNSEL

By: _____
Deputy County Counsel