

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: 12/15/05
Department Name: Human Resources
Department No.: 064
Agenda Date: 1/3/06
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: Lila Deeds, Employee Relations Manager
568-2819

SUBJECT: Equity Adjustments for Eligibility Worker Classifications

Recommendation(s):

That the Board of Supervisors:

Adopt resolution increasing salaries for Eligibility Worker classifications by 3% effective January 2, 2006.

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:

In January 2005, the County increased salaries for Eligibility Worker classifications by 3% to help address a then-13% market inequity, and further agreed to reopen negotiations in November 2005 on this subject. A current survey of comparable jurisdictions shows that the gap between the County's salary and the market average has grown to 14.7%. The recommended action will implement a 3% salary increase for eligibility worker classifications to help address external and internal inequities.

Significant demands are being placed on eligibility workers in relation to the upcoming implementation of the CalWIN system in March 2006. These employees are required to become proficient in the new application and make numerous adjustments in their work processes. In addition, the system conversion process will create a significant increase in workload over a period of several months. Staff anticipates that turnover will increase in response to these new demands. It is critical that the Department of Social Services be able to retain qualified and experienced workers in order to assure the most orderly system conversion possible.

Fiscal and Facilities Impacts:

The recommended action covers approximately 270 employees in the Social Services Department. The total estimated annual cost for the recommended increase is \$332,199 (approximately \$153,323 for the current fiscal year). The Department of Social Services projects that sufficient funding exists within current federal and state allocations to fund the recommended cost increase. The County's share for two minor cost programs (General Relief and Foster Care Administration) would increase by approximately \$12,000 per year, and will be funded within the department's current allocation.

Of the total estimated ongoing annual cost, approximately \$39,865 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.

/LD

cc: County Executive Officer
Auditor-Controller
Retirement Administrator
Social Services Director
SEIU Local 535