

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: 2/28/05
Department Name: Human Resources
Department No.: 064
Agenda Date: 3/8/05
Placement: Administrative
Estimate Time:
Continued Item: NO
If Yes, date from:

TO: Board of Supervisors

FROM: Susan Paul, Human Resources Director
568-2817

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

SUBJECT: Salary Adjustment for Clasifications Represented by the Fire Fighters Union,
Local 2046

Recommendation(s):

That the Board of Supervisors:

In accordance with contractual obligations arising from the Memorandum of Understanding entered into in 2001 with Santa Barbara County Fire Fighters Union, Local 2046, adopt a resolution increasing salaries for classifications in Bargaining Units 12 and 13 by 3.8% effective March 14, 2005.

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 current Memorandum of Understanding between the County and Santa Barbara County Fire Fighters Union, Local 2046, provides for a March 2005 cost-of-living adjustment in relation to the percentage growth in the General Fund assessed property tax revenue for 2004-05. This is the last contractual obligation with any employee organization based on the property tax formula. Based on the formula the cost-of-living increase for classifications represented by Fire Fighters Local 2046 is 3.8%. In addition, the Benefit Allowance for all full-time unit employees will be increased by \$20 biweekly, which is valued at approximately 0.7% unitwide for purposes of the formula calculation.

This compensation increase will to a limited degree help the County to remain competitive with local fire agencies, a number of which have recently reached collective bargaining agreements with employee

organizations representing firefighters. On February 22, the Lompoc City Council approved a two-year agreement with the firefighters union providing for a 7% salary increase in December 2004 and an additional 5% in December 2005. The City of Santa Barbara City Council has approved a collective bargaining agreement with its fire union providing for 15% total cost over three years, including a 5% increase effective January 2005 and 2.5% effective July 2005. The City of Santa Maria is currently in negotiations with its fire union.

Fiscal and Facilities Impacts:

The recommended action covers approximately 188 sworn employees in the Fire Department. The salary portion of the increase will increase the County's ongoing annual costs by approximately \$806,949. The total compensation increase including non-salary elements will cost approximately \$288,900 this fiscal year and \$938,925 ongoing. Of the total annualized cost, approximately \$181,727 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 2004-05 Adopted Budget includes funding for cost-of-living adjustments for employees represented by Local 2046. Costs associated with these adjustments will be included in the proposed budget for 2005-06.

Special Instructions:

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

cc: County Administrator
Auditor-Controller
Retirement Administrator
Fire Chief
Fire Fighters, Local 2046