



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: April 4, 2023
Placement: Set Hearing for May 2, 2023
Second Reading for
May 9, 2023
Estimated Time: 10 minutes on May 2, 2023
Continued Item: No
If Yes, date from:
Vote Required: Majority

TO: Board of Supervisors

FROM: Department Maria Elena De Guevara, Human Resources Director
Director(s) 805-568-2816
Contact Info: Erin Jeffery, Employment & Workforce Planning Division Chief
805-568-2808

SUBJECT: Amendment to the Ordinance Setting Compensation and Benefits for Members of the Santa Barbara County Board of Supervisors

County Counsel Concurrence

As to form: Yes

Other Concurrence: N/A

As to form: Select_Concurrence

Auditor-Controller Concurrence

As to form:

Recommended Actions:

On April 4, 2023, that the Board of Supervisors set a hearing for May 2, 2023 to:

- A) Approve the introduction (first reading) of the Ordinance in Attachment A, which amends Ordinance 5119 setting compensation and benefits for members of the Board of Supervisors as follows:
- i. Effective sixty (60) days after Board approval, increase the cap on the available percentage for salary increases for members of the Board of Supervisors and Chair allowance from 3% to 5%; and
 - ii. Effective sixty (60) days after Board approval, move the timing of salary adjustments for members of the Board of Supervisors and Chair allowance from Pay Period 01 (typically in mid-December) to the pay period in which October 1 falls; and
 - iii. Effective Pay Period 2023-21 (September 18, 2023), increase the salaries for members of the Board of Supervisors and increase the Chair allowance by 5% based on the October 2022 Consumer Price Index-Urban (CPI-U) for the Los Angeles-Long Beach-Anaheim area; and

- B) Read the title of the Ordinance and waive full reading of the Ordinance; and
- C) Continue the item to the Administrative Agenda of May 9, 2023 to consider the adoption (second reading) of an amendment to Ordinance 5119 which sets the compensation and benefits for members of the Board of Supervisors.

On May 9, 2023:

- A) Adopt the attached ordinance (second reading) of the Ordinance in Attachment A, which amends Ordinance 5119 setting compensation and benefits for members of the Board of Supervisors as follows:
 - i. Effective sixty (60) days after Board approval, increase the cap on the available percentage for salary increases for members of the Board of Supervisors and Chair allowance from 3% to 5%; and
 - ii. Effective sixty (60) days after Board approval, move the timing of salary adjustments for members of the Board of Supervisors and Chair allowance from Pay Period 01 (typically in mid-December) to the pay period in which October 1 falls; and
 - iii. Effective Pay Period 2023-21 (September 18, 2023), increase the salaries for members of the Board of Supervisors and increase the Chair allowance by 5% based on the October 2022 CPI-U; and
- B) Determine that the above actions are government fiscal activities or funding mechanisms which do not involve any commitment to any specific project which may result in potential physical impacts on the environment, and are therefore not a project under the California Environmental Quality Act (CEQA) pursuant to Section 15378(b)(4) of the CEQA guidelines.

Summary Text:

The recommended actions will amend an ordinance providing compensation and benefits to the members of the Board of Supervisors, and, absent future Board action, will continue to provide direction to be implemented in future years without the need to make changes to the ordinance every year. Currently, the maximum salary increase authorized by Ordinance for members of the Board of Supervisors is 3% and any salary adjustment would take effect in Pay Period 01 (typically mid-December).

Specifically, the recommended actions will:

- Increase the cap on the percentage salary increase for members of the Board of Supervisors and Chair allowance from 3% to 5%; and
- Move the timing for any salary adjustment for members of the Board of Supervisors and Chair allowance from Pay Period 01 to the pay period in which October 1 falls so it can be consistent with the Elected Department Heads.

If approved to increase the salary adjustment cap for the members of the Board of Supervisors to 5% and move the timing of the salary adjustment to the pay period in which October 1 falls, salaries for members of the Board of Supervisors and the Chair allowance will increase by 5% effective Pay Period 2023-21 (September 18, 2023). The cost of this 2023 salary adjustment is approximately \$6,047 annually for each member of the Board of Supervisors; all other benefits provided remain the same.

The Ordinance amending Ordinance 5119 appears in Attachment A.

Background:

It is recommended to increase the cap on the percentage increase to Board member salaries from 3% to 5% to align with the maximum percentage increase allowed for Elected Department Head salaries. CoHR is recommending this change to align similarly situated elected officials.

Based on U.S. Bureau of Labor Statistics the October 2022 CPI-U for the Los Angeles-Long Beach-Anaheim area was 7.5%. as illustrated below:

U.S. DEPARTMENT OF LABOR, BUREAU OF LABOR STATISTICS												
Western Information Office, 90 7 th St., Suite 14-100, San Francisco, CA 94103												
LOS ANGELES-LONG BEACH-ANAHEIM, CA												
03/03/2023							Consumer Price Index, All Items for All Urban Consumers (CPI-U)					
1st							2nd					
Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
2022	301.209	302.164	306.679	308.302	310.649	314.072	313.415	313.608	315.033	317.014	314.633	312.601
2022	7.5%	7.4%	8.5%	7.9%	8.0%	8.6%	7.7%	7.6%	7.8%	7.5%	6.0%	4.9%



The recent history of Board salary increases is as follows:

- The Board approved a recommended 3% salary increase in Fiscal Year 2020-2021 which was based on the October 2019 CPI-U.
- The Board received a 0.7% salary increase in Fiscal Year 2021-2022 which was based on the October 2020 CPI-U.
- The Board received a 3% salary increase in Fiscal Year 2022-2023 which was based on the October 2021 CPI-U.

Increasing the cap for the percentage salary increase for members of the Board of Supervisors from 3% to 5% would result in a salary increase that is 2.5% lower than the October 2022 index as illustrated above. Additionally, it is recommended to move the timing of when any adjustments to Board member salaries and Chair allowance are effective. Previously, these adjustments were effective in Pay Period 1 (typically mid-December). The recommendation is to move the timing of the adjustments to the pay period in which October 1 falls to be consistent with the other elected officials.

As previously set by Ordinance 5119, Board members will continue to receive the same County contribution towards medical and dental premiums, automobile allowance, life insurance, and other benefits that Elected Department Heads receive. Board members in “classic” (aka “legacy”) retirement plans will continue pension cost-sharing as was previously approved by Ordinance.

Compared to similar counties, the Santa Barbara County Board of Supervisor salaries are 30% below the market median and the market average. Some counties tie Supervisors’ salaries to compensation rates set by the State for superior court judges. In 2015, an ad hoc committee reviewed the Supervisors’ salaries and a majority of the committee recommended their salaries set at the 50th percentile of peer counties. The

Board at the time declined this adjustment and opted for a CPI increase of 0 to 3%, which has been in place since that time.

Fiscal and Facilities Impacts:

Budgeted: Partially; currently a 3% salary increase is budgeted for Board member salaries and any additional cost associated with the recommended 5% increase will be absorbed by Board offices.

Fiscal Analysis: The estimated fully loaded cost of the recommended 5% salary increase is approximately \$30,345 for the remainder of Fiscal Year 2023-2024 and approximately \$39,445 annually thereafter.

The above salary increase would also increase the biweekly Chair allowance by 5% from \$75.52 to approximately \$79.30. The fully loaded annual cost is estimated at approximately \$145 which would result in an increase of approximately \$111 for the balance of Fiscal Year 2023-2024.

<u>Funding Sources</u>	<u>Current FY Cost:</u>	<u>Annualized On-going Cost:</u>	<u>Total One-Time Project Cost</u>
General Fund	\$ 30,345	\$ 39,445	
State			
Federal			
Fees			
Other:			
Total	\$ 30,345	\$ 39,445	\$ -

Special Instructions:

1. Direct the Clerk of the Board to publish notice pursuant to Government Code § 25124.
2. Return one copy of the approved Ordinance to Human Resources, Position Control, and one copy to the Human Resources Director.

Attachments:

Attachment A – Ordinance 5119 Amended

Authored by:

E. Jeffery

cc:

Mona Miyasato, County Executive Officer
 Rachel Van Mullem, County Counsel
 Betsy M. Schaffer, CPA, Auditor-Controller