

ORDINANCE NO. \_\_\_\_\_

AN ORDINANCE OF THE COUNCIL OF THE CITY OF SANTA BARBARA AMENDING ORDINANCE NO. 5587, THE 2012-2015 SALARY PLAN APPLICABLE TO CERTAIN UNREPRESENTED SAFETY MANAGERS, TO PROVIDE FOR EMPLOYEE PAYMENT OF PERS MEMBER CONTRIBUTIONS AND OFFSETTING SALARY INCREASES

THE COUNCIL OF THE CITY OF SANTA BARBARA DOES ORDAIN AS FOLLOWS:

SECTION 1. The 2012-2015 Salary Plan Applicable to Certain Unrepresented Safety Managers ("Management Salary Plan 2"), adopted by Ordinance No. 5587 and amended by Ordinance 5623, is hereby amended as reflected in Exhibit C;

SECTION 2. The City Administrator is hereby authorized to implement the terms of the Management Salary Plan referenced in this ordinance without further action by the City Council, unless such Council action is required by state or federal law.

**2012-2015 Management Salary Plan  
Applicable to Certain Unrepresented Safety Managers  
("Management Salary Plan 2")**

1. This Management Salary Plan sets forth a plan for salary and benefit adjustments for unrepresented management employees for the period of July 1, 2012 through June 30, 2015
2. This salary plan will apply only to the following unrepresented safety management employees: Fire Division Chief-Operations, the Fire Chief, the Deputy Police Chief, and the Police Chief. This salary plan shall not apply to police management employees represented by the Police Management Association, nor to the Fire Division Chief-Prevention or the Fire Battalion Chiefs.
3. Across-the-Board Salary Increases
  - A. Effective June 29, 2013: 2.0%
  - B. Effective June 28, 2014: 7.0% ~~2.0%~~
4. PERS Cost-Sharing
  - A. Managers that are part of the PERS Fire Safety Plan:
    - i. Until June 28, 2014, these employees will continue to participate in retirement cost-sharing under the PERS retirement plan in the same amount and through the same method as members of the Santa Barbara City Firefighters Association.
    - ii. Effective June 28, 2014 these employees will pay the full 9% member contribution and the City will cease paying and reporting any portion of the member contribution.
  - B. Managers that are part of the PERS Police Safety Plan:
    - i. Until June 28, 2014, these employees will continue to participate in retirement cost-sharing by paying 3.0% of earnings to the City through post-tax payroll deductions in the manner contemplated by Govt Code § 20516(f). Such payments will not be credited under the retirement system. Such payments will not affect the City's payment of the 9% EPMC. Thereafter, contributions under this method will cease.
    - ii. Effective June 28, 2014, these employees will pay the full 9% member contribution and the City will cease paying and reporting any portion of the member contribution.
5. Vacation Cash Out: The management Vacation Cash-out provision contained in the Management Performance and Compensation Plan will be discontinued indefinitely, subject to the following:

- A. On or before July 30, 2012, all managers will be given a one-time final opportunity to cash out up to 40 vacation hours;
  - B. After the cash out, the City Administrator may distribute total savings from any vacation amounts that eligible safety and non-safety managers elected not to cash out to all unrepresented managers eligible for the cash out (including those who exercise the cash out option) on an equal per capita basis as a lump sum payment; and
  - C. The vacation accrual maximum will be increased to 392 hours effective July 1, 2012.
6. Cafeteria Plan: Effective January 1, 2013, the City's monthly contribution to the cafeteria plan for the purchase of health and welfare benefits will be increased by \$116 per month for both Group 1 and Group 2 managers.
7. The Management Performance and Compensation Plan will be amended, as necessary, to include these changes to compensation and benefits.