

ORDINANCE NO. _____

AN ORDINANCE OF THE COUNCIL OF THE CITY OF SANTA BARBARA AMENDING THE 2012-2015 MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF SANTA BARBARA AND THE SANTA BARBARA CITY SUPERVISORY EMPLOYEES BARGAINING UNIT, ADOPTED BY ORDINANCE NO. 5587 AND PREVIOUSLY AMENDED BY ORDINANCE NO. 5623, AND EXTENDING THE TERM THROUGH JUNE 30, 2016.

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

SECTION 1. The 2012-2015 Memorandum of Understanding between the City of Santa Barbara and the Santa Barbara City Supervisory Employees Bargaining Unit, adopted by Ordinance No. 5587 and amended by Ordinance No. 5623, is hereby amended to include the supplemental agreement attached hereto and incorporated herein by reference as Exhibit A.

SECTION 2. The City Administrator is authorized to apply the changes to salaries and benefits contained in this supplemental agreement to the City's confidential supervisors.

SECTION 3. During the term of the M.O.U., the City Administrator is hereby authorized to implement the terms of the M.O.U. without further action by the City Council, unless such further Council action is required by state or federal law. This authorization shall include, but not be limited to, the authority to implement employee salary increases and changes to the salary schedule(s) that were adopted with the annual budget.

2015-2016 SUPERVISORS SUPPLEMENTARY AGREEMENT

Pursuant to Section 3.12 of the Municipal Code of the City of Santa Barbara and Section 3500 et seq. of the Government Code, the duly authorized representatives of the City of Santa Barbara (“The City”) and the Santa Barbara City Employee Supervisor Association (“The Association”), having met and conferred in good faith, agree that the existing 2012-2015 Memorandum of Understanding (MOU), as previously amended, shall be supplemented with the following agreement:

1. TERM

The term of the agreement will be extended by 12 months, through June 30, 2016.

2. SALARIES

Effective June 27, 2015 the following across-the-board base salary increases will be implemented:

Classification	Regular Increase	Compaction Increase	Total Increase
Urban Forest Superintendent	3.0%	5.0%	8.00%
Information Systems Supervisor	3.0%	2.0%	5.00%
Harbor Patrol Supervisor	7.0%	--	7.00%
All Other Classifications	3.0%	--	3.00%

3. HARBOR PATROL SUPERVISOR RETIREMENT

1. The Harbor Patrol Supervisor will continue cost sharing 3% on a post-tax basis through June 26, 2015 at which time this deduction will be discontinued.
2. Effective June 27, 2015, the employee will instead begin paying the full 9% member contribution, and the City’s Employer Paid Member Contribution (EPMC) will be eliminated. The resolution to report the EPMC to PERS as compensation earnable under Government Code 20636(c)(4) will also be rescinded effective this date.

4. RETIREE HEALTH SAVINGS ACCOUNT (RHSA)

No Retiree Health Savings Plan will be established during the remaining term of the agreement.

5. RETIREE MEDICAL

Effective for retirements on or after July 1, 2015 the retiree medical provisions will be applicable to employees who retire from City service with 10 or more years of classified or unclassified service (instead of 15 years).

6. SALARY SURVEY

{The prior language is replaced with the following agreement}

The City will conduct a total compensation survey for reference during negotiations for a successor agreement. The City will survey the same benchmark positions surveyed during the 2005-2006 Supervisors compensation survey, and the same comparable survey agencies as used in the 2015 General employees bargaining unit survey, unless otherwise agreed by the Association. The City will provide the Association with the opportunity to meet at least monthly, beginning in July 2015, to discuss the progress of the survey and provide feedback. The City will present survey results to the Association not later than April 1, 2016. {See attachment A survey agencies and benchmarks}

7. HOLIDAY CLOSURE

If the City chooses to close some or all offices to the public during the 2015 holiday period, employees will either work, use their own paid leave banks, or take unpaid leave in accordance with the 2012 Holiday Closure Plan contained in Appendix F, with the following updates:

- The closure periods are tentatively planned to be, subject to change:
 - 2015 Closure: Thursday, December 24th, 2015 through Sunday, January 3rd, 2016
- Employees who wish to work during the Holiday Closure must advise their Manager no later than:
 - 2015 Closure: November 15, 2015.

Signed:

For the City	For the Association
<hr/> Kristine Schmidt Employee Relations Manager	<hr/> Victor Garza, President Parking Superintendent

Attachment A

SURVEY AGENCIES*

City of Santa Barbara
County of Santa Barbara
City of Santa Cruz
City of Santa Monica
City of Morro Bay
City of Huntington Beach
City of Redondo Beach
City of Lompoc
County of Ventura
County of San Luis Obispo
City of Burbank
City of Oxnard
City of Ventura
City of Newport Beach
City of Pasadena
County of Los Angeles
City of Los Angeles
City of Santa Maria
City of Long Beach
County of Orange
County of Sacramento

* As of 5/13/2015: Subject to change based on negotiations with SEIU General Unit

BENCHMARK CLASSIFICATIONS