



CITY OF SANTA BARBARA

COUNCIL AGENDA REPORT

AGENDA DATE: September 6, 2016

TO: Mayor and Councilmembers

FROM: Administration, Administrative Services Department

SUBJECT: Introduction Of Ordinance Approving Supervisors Memorandum of Understanding

RECOMMENDATION:

That Council ratify the labor agreement with the Supervisory Employees bargaining unit through introduction and subsequent adoption of, by reading of title only, An Ordinance of the Council of the City of Santa Barbara Amending The 2012-2016 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 Nos. 5623 and 5704, and extending the term through June 30, 2017.

DISCUSSION:

Negotiators have reached a tentative agreement with the Supervisors Association for a one year extension to the existing labor agreement within the parameters provided by Council. The agreement was ratified by the Association membership on August 23, 2016.

The agreement will provide a 3% increase to salaries effective June 25, 2016.

The agreement also provides the following:

- A reopener to meet and consult on any cost-neutral changes made by the City to the cafeteria plan to address any impacts of the Affordable Care Act, if needed;
- Language to reaffirm the City's policy on use of Family Sick Leave in lieu of new State legislature;
- Removal of the penalty for sick leave upon retirement for the Harbor Patrol Supervisor classification if at 90% pension, similar to what has been agreed to citywide for other safety classifications;
- Continued meetings on a total market compensation survey; and
- Tentative holiday closure periods.

As is traditional, the ordinance authorizes the City Administrator to offer the same salary and benefit changes to confidential supervisors as those supervisors in the bargaining unit.

BUDGET/FINANCIAL INFORMATION:

For supervisors, including confidential supervisors, the cost of the one year agreement will be \$136,060 to the General Fund and \$280,462 citywide.

Funds for the proposed increases for the first year were included in the Fiscal Year 2017 adopted budget.

SUBMITTED BY: Kristy Schmidt, Administrative Services Director

APPROVED BY: City Administrator's Office