



CITY OF SANTA BARBARA

COUNCIL AGENDA REPORT

AGENDA DATE: December 6, 2016

TO: Mayor and Councilmembers

FROM: Administration, Administrative Services Department

SUBJECT: Market Salary Adjustments For General, Confidential, And Treatment And Patrol Classifications

RECOMMENDATION: That Council:

- A. Ratify the agreement with Santa Barbara City Employees' Association, S.E.I.U. Local 620 (General Bargaining Unit) to resolve ongoing negotiations related to the compensation survey reopener in the 2013-2016 Memorandum of Understanding and adopt, by reading of title only, A Resolution of the Council of the City Of Santa Barbara Amending Resolution No. 16-045, the Position and Salary Control Resolution for Fiscal Year 2017, Affecting Salaries for Certain Classifications in the General and Confidential Bargaining Units Effective October 3, 2015; and
- B. Adopt, by reading of title only, A Resolution of the Council of the City Of Santa Barbara Amending Resolution No. 16-045, the Position and Salary Control Resolution for Fiscal Year 2017, Affecting Salaries for Certain Classifications in the Treatment and Patrol Bargaining Units Effective December 10, 2016.

DISCUSSION:

The City has had a long-standing practice of comparing City employee salaries and benefits to other comparable public agencies to ensure the City's ability to compete in attracting and retaining qualified and high performing employees. In 2014, by agreement with the Service Employees International Union, Local 620 (SEIU), the City hired a professional compensation consultant, Koff and Associates, to recommend an updated comparable labor market for City General, Confidential and Treatment and Patrol (TAP) positions, and to complete a total compensation survey of the comparable TAP positions in that labor market. More recently, City staff completed a survey of comparable General and Confidential positions in the same labor market.

Both surveys compared the City's compensation package to similar jobs in the following comparable public agencies: the cities of Burbank, Huntington Beach, Lompoc, Los Angeles, Morro Bay, Newport Beach, Oxnard, Pasadena, Redondo Beach, Santa Cruz,

Santa Maria, Santa Monica and the counties of Santa Barbara, Ventura, San Luis Obispo, Los Angeles, Orange and Sacramento.

For the TAP unit, significant market inequities in a number of different classifications were identified by the consultant hired to complete the survey, particularly in the armed patrol and water/wastewater treatment plant professions. These market inequities were only partially addressed with compensation adjustments in 2015. The more recent General unit survey identified lesser inequities for General unit positions, though there were some identified.

As part of negotiations on a contract reopener, the City has reached agreement with SEIU to address the identified General Unit inequities, retroactive to October 2015 (Attachment 1). As is traditional, similar adjustments are recommended for Confidential employees in similar classifications. Staff also recommends additional increases to address remaining market inequities in the TAP unit, effective December 10, 2016. Departments have experienced recruitment and retention difficulties in certain effected classifications.

The proposed increases are included in Attachment 2.

BUDGET/FINANCIAL INFORMATION:

For the General Unit, the cost of these increases will be \$113,708 for Fiscal Year 2016 (retroactive), with \$97,676 of that to the General Fund. The Fiscal Year 2017 and ongoing cost will be \$165,688, with \$144,714 of that to the General Fund.

For the Treatment and Patrol unit, almost all of the cost will be in non-General Fund operations. The Fiscal Year 2017 cost will be cost will be \$361,004, with just \$6,651 to the General Fund. The ongoing cost will be \$552,123, with only \$10,172 of that to the General Fund.

Staff will monitor expenditures and return with additional Fiscal Year 2017 appropriation recommendations, as needed, with the mid-year budget adjustments.

- ATTACHMENTS:**
1. Agreement with Santa Barbara City Employees' Association, S.E.I.U. Local 620 (General Bargaining Unit)
 2. List of Proposed Increases

SUBMITTED BY: Kristine Schmidt, Administrative Services Director

APPROVED BY: City Administrator's Office

SEIU Salary Survey Reopener Agreement

Whereas Article 44(c) of the 2013 to 2016 Memorandum of Understanding (MOU) between the City and the General Bargaining Unit included the following reopener language:

“Upon 30 days written notice to the City from the Union, no sooner than January 10, 2015, the parties will reopen negotiations to meet and confer with regard to determining any labor market total compensation inequities, and whether and how to address such inequities. The Union may appoint a survey committee of up to 5 employees that will be afforded opportunities to consult and advise the City during the market survey process. Any equity adjustments agreed to through this process will be effective October 5, 2015.”

Now therefore, 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 and the Union, having met and conferred in good faith, declare their agreement as follows:

1. The City will provide base salary increases for the following classifications, retroactive to October 5, 2015:

Classification	Increase
Animal Control Officer I	13.5%
Animal Control Officer II	13.5%
Buyer I	6.2%
Buyer II	6.2%
City TV Production Specialist	7.3%
Library Technician	2.6%
Library Assistant I	2.6%
Library Assistant II	2.6%
Senior Library Technician	2.6%
Public Works Inspector II	5.9%
Public Works Inspector I	5.9%
Senior Public Works Inspector	5.9%
Building Inspector	5.9%
Building Inspector Aide	5.9%
Building Inspector Coordinator	5.9%
Senior Building Inspector	5.9%
Systems Administrator	3.6%
Applications Administrator	3.6%
Senior Network/Applications Analyst (Police)	3.6%
Engineering Technician I	0.3%
Engineering Technician II	0.3%
Senior Engineering Technician	0.3%

2. An employee must be an active City employee and bargaining unit member on the date of Council ratification of this agreement to be eligible for the increase.
3. These increases will address in full the re-opener contained in the 2013 to 2016 MOU.
4. The City acknowledges that the Union's agreement to this resolution of the reopener does not constitute the Union's agreement to the results of the salary survey conducted by the City and the Union reserves any and all objections to survey methodology and results for future negotiations between the parties.
5. There are no other changes to MOU terms.

Effective Date of Agreement: December 6, 2016

For the City of Santa Barbara

For the Union:

Kristine Schmidt

Cynthia Goena

Administrative Services Director

Field Representative, S.E.I.U., Local 620

RECOMMENDED SALARY ADJUSTMENTS

General and Confidential Units, Effective October 5, 2015

Classification	Increase
Animal Control Officer I	13.5%
Animal Control Officer II	13.5%
Buyer I	6.2%
<u>Buyer II</u>	<u>6.2%</u>
City TV Production Specialist	7.3%
Library Technician	2.6%
Library Assistant I	2.6%
Library Assistant II	2.6%
Senior Library Technician	2.6%
Public Works Inspector II	5.9%
Public Works Inspector I	5.9%
Senior Public Works Inspector	5.9%
Building Inspector	5.9%
Building Inspector Aide	5.9%
Building Inspector Coordinator	5.9%
Senior Building Inspector	5.9%
<u>Senior Building Inspector- Specialty</u>	<u>5.9%</u>
Systems Administrator	3.6%
Applications Administrator	3.6%
Senior Network/Applications Analyst (Police)	3.6%
Engineering Technician I	0.3%
Engineering Technician II	0.3%
Senior Engineering Technician	0.3%

Treatment and Patrol Units, Effective December 10, 2016

Classification	Increase
Airport Patrol Officer	9.0%
Airport Patrol Officer II	8.1%
Senior Airport Operations Specialist	8.7%
Airport Operations Specialist	7.6%
Harbor Patrol Officer	7.2%
Harbor Patrol Officer - Entry	2.0%
Park Ranger	4.7%
Laboratory Analyst II	6.9%
Laboratory Analyst Coordinator	6.0%
Laboratory Analyst I	5.8%
Wastewater Compliance Specialist	4.9%
Water Distribution Operator II	4.0%

Water Distribution Lead Operator	4.0%
Water Distribution Operator/Emergency Services	4.0%
Water Distribution Equipment Operator	3.0%
Reservoir & Dam Care/Distribution Operator	3.0%
Senior Water Distribution Operator	4.0%
Water Distribution Operator II	3.0%
Water Distribution OIT	2.0%
Water Distribution Operator Technician OIT	9.7%
Water Treatment Plant Operator III	9.1%
Water Treatment Chief Operator	9.2%
Senior Control Systems Operator Specialist	9.2%
Control Systems Operator Specialist II	10.1%
Water Treatment Plant Operator II	12.9%
Water Treatment Plant OIT	7.7%
Wastewater Collection System Operator Technician I	1.0%
Wastewater Treatment Plant Operator II	5.9%
Wastewater Treatment Plant Chief Operator	7.2%
Senior Wastewater Treatment Plant Operator	2.0%
Wastewater Treatment Plant Operator III	2.0%
Wastewater Treatment Plant Operator I	4.8%
Wastewater Treatment Plant OIT	4.0%