



# CITY OF SANTA BARBARA

## COUNCIL AGENDA REPORT

**AGENDA DATE:** February 12, 2008  
**TO:** Mayor and Councilmembers  
**FROM:** City Administrator's Office  
**SUBJECT:** Fire Management Salary Increases

### RECOMMENDATION:

That Council adopt, by reading of title only, A Resolution of the Council of the City of Santa Barbara Amending Resolution No. 07-053, the Position and Salary Control Resolution for Fiscal Year 2008, Affecting Fire Battalion Chief Salaries.

### DISCUSSION:

Effective July 2005, a Salary Plan for Fire Battalion Chiefs was adopted by the City Council. Battalion Chiefs had not received a salary increase in almost two years. The compensation differential between Battalion Chiefs and the employees they supervised was not adequate, and a salary survey showed the City's pay to be 11.2% below the comparable labor market. The Salary Plan was adopted in order to remedy both the internal compaction problem and the external market inequity over time. This Salary Plan expired on June 30, 2007.

A recent reevaluation of Fire Battalion Chief compensation shows that the Salary Plan was successful in remedying the compensation issues it was designed to address. Fire Battalion Chief compensation is currently competitive in the comparable labor market, and appropriate differentials exist between the compensation of Battalion Chiefs and that of their subordinates, even when overtime earnings are considered.

The Police Managers' Association labor agreement and the salary plan applicable to other unrepresented managers in the City are both scheduled to expire on June 30, 2008. Staff recommends that Fire Battalion Chief compensation be reevaluated for Fiscal Year 2009 and thereafter concurrently with that of other City management employees.

In the meantime, staff recommends that the salary increases for Fire Battalion Chiefs in Fiscal Year 2008 be the same increases granted to subordinate employees under the new Firefighters labor agreement.

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REVIEWED BY: \_\_\_\_\_ Finance \_\_\_\_\_ Attorney

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<u>Date of Increase</u>	<u>Salary Increase</u>
July 7, 2007	3.0%
January 5, 2008	2.0%

**BUDGET/FINANCIAL INFORMATION:**

The cost of these increases will be \$53,154 in Fiscal Year 2008. Because salary increases for this unit were already included in the Fiscal Year 2008 budget, no additional appropriations are necessary.

**PREPARED BY:** Kristine Schmidt, Employee Relations Manager

**SUBMITTED BY:** Joan M. Kent, Assistant City Administrator

**APPROVED BY:** City Administrator's Office