

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

AN ORDINANCE OF THE COUNCIL OF THE CITY OF SANTA BARBARA SETTING FORTH AND APPROVING A SALARY PLAN FOR UNREPRESENTED MANAGERS AND PROFESSIONAL ATTORNEYS FOR THE PERIOD OF JULY 1, 2008, THROUGH DECEMBER 31, 2010, AND A SALARY PLAN FOR SWORN FIRE MANAGERS AND UNREPRESENTED SWORN POLICE MANAGERS FOR THE PERIOD OF JULY 1, 2008 ,THROUGH JUNE 30, 2010

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

SECTION 1. The Salary Plan for July 1, 2008, through December 31, 2010, applicable to Unrepresented Managers and Professional Attorneys, attached hereto and incorporated herein by reference as Exhibit "A" dated March 17, 2009, (hereinafter the "Management Salary Plan 1") is hereby approved.

SECTION 2. The Salary Plan for July 1, 2008, through June 30, 2010, Applicable to Sworn Fire Managers and Unrepresented Sworn Police Managers attached hereto and incorporated herein by reference as Exhibit "B" dated March 17, 2009 (hereinafter the "Management Salary Plan 2") is hereby approved.

SECTION 3. The City Administrator is hereby authorized to implement the terms of Management Salary Plan 1 and Management Salary Plan 2 without further action by the City Council, unless such 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 City's annual operating budget(s) in Fiscal Years 2008-2009 and 2009-2010.

**Management Salary Plan #1**  
**Applicable to Unrepresented Managers**  
**and Professional Attorneys**

July 1, 2008 through December 31, 2010

Dated March 17, 2009

1. This Management Salary Plan sets forth a plan for salary and benefit adjustments recommended by the City Administrator for unrepresented management employees for the period of July 1, 2008 through December 31, 2010.
2. This salary plan will apply to all management employees and professional attorneys not represented by a recognized employee organization, except Fire Battalion Chiefs, the Deputy Fire Chief, the Fire Chief, the Deputy Police Chief, the Police Chief, the City Administrator, and the City Attorney.
3. Cost-of-Living Increases- Unrepresented management and professional attorney salaries, will be increased in the following amount:  
  
Effective April 11, 2009      2.5%  
Effective April 10, 2010    1.5%
4. Cafeteria Plan: Effective January 1, 2009 the City's monthly contribution to the cafeteria plan for the purchase of health and welfare benefits will be fixed at 2009 rates as follows:  
  
Group II Managers: \$1560  
Group I Managers: \$1602
5. Unpaid Furlough: The City Administrator is authorized to implement an unpaid furlough of all or some management positions of up to a maximum of 104 hours (prorated for part-time employees) during the July 2009 to June 2010 fiscal year based on budget necessity. The City Administrator is also authorized to implement an unpaid furlough of all or some management positions of up to a maximum of 104 hours (prorated for part-time employees) during the July 2010 to June 2011 Fiscal Year, based on budget necessity as determined appropriate by the City Administrator. The City Administrator's furlough plan may provide for continuation of employee fringe benefits during the furlough at the same level the employee would have received absent the work furlough.
6. Vacation Cash Out: Notwithstanding the approved Management Performance and Compensation Plan, the management Vacation Cash-out provision of that plan will be suspended during the July 2009 to June 2010 fiscal year. The City Administrator is also authorized to suspend the management Vacation Cash-out provision during the July 2010 to

June 2011 Fiscal Year based on the needs of the City, as determined by the City Administrator.

7. Cesar Chavez Holiday: The new Cesar Chavez Holiday will be added as a paid holiday on March 31<sup>st</sup> of each year for non-sworn managers only.
8. The Management Performance and Compensation Plan and the Professional Attorneys Compensation Plan, will be amended, as necessary, to include these changes to compensation and benefits.

**Management Salary Plan #2**  
**Applicable to Sworn Fire Managers and Unrepresented**  
**Sworn Police Managers**

July 1, 2008 through June 30, 2010

Dated March 17, 2009

1. This Management Salary Plan sets forth a plan for salary and benefit adjustments recommended by the City Administrator for certain management employees for the period of July 1, 2008 through June 30, 2010.
2. This salary plan will apply only to Fire Battalion Chiefs, the Deputy Fire Chief, the Fire Chief, the Deputy Police Chief, and the Police Chief.
3. Cost-of-Living Increases-
  - A. Salaries for Fire Battalion Chiefs will be increased in the following amount:
 

Effective July 5, 2008	3.0%
Effective July 4, 2009	3.0%
  - B. Salaries for the Deputy Fire Chief, Fire Chief, Deputy Police Chief, and Police Chief will be increased in the following amount:
 

Effective April 11, 2009	3.0%
Effective April 10, 2010	3.0%
4. Cafeteria Plan: The monthly contribution to the cafeteria plan for the purchase of health and welfare benefits will be fixed at 2009 rates as follows:
 

Group II Managers: \$1560
Group I Managers: \$1602
5. Unpaid Furlough: The City Administrator is authorized to implement an unpaid furlough of all or some management positions of up to a maximum of 104 hours (prorated for part-time employees) during the July 2009 to June 2010 fiscal year, based on budget necessity. The City Administrator is also authorized to implement an unpaid furlough of all or some management positions of up to a maximum of 104 hours (prorated for part-time employees) during the July 2010 to June 2011 Fiscal Year, based on budget necessity, as determined appropriate by the City Administrator. The City Administrator's furlough plan may provide for continuation of employee fringe benefits during the furlough at the same level the employee would have received absent the work furlough.

6. Vacation Cash Out: Notwithstanding the approved Management Performance and Compensation Plan, the management Vacation Cash-out provision of that plan will be suspended during the July 2009 to June 2010 fiscal year. The City Administrator is also authorized to suspend the management Vacation Cash-out provision during the July 2010 to June 2011 Fiscal Year based on the needs of the City, as determined by the City Administrator.
7. The Management Performance and Compensation Plan and the Professional Attorneys Compensation Plan, will be amended, as necessary, to include these changes to compensation and benefits.