

**CITY OF SANTA BARBARA
CITY COUNCIL**

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Finance Committee Chair
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City Administrator

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City Attorney

City Hall
735 Anacapa Street
<http://www.SantaBarbaraCA.gov>

**THURSDAY, AUGUST 26, 2010, 1:30 P.M.
SPECIAL MEETING AGENDA
DAVID GEBHARD PUBLIC MEETING ROOM, 630 GARDEN STREET**

ORDER OF BUSINESS: Regular meetings of the Finance Committee and the Ordinance Committee begin at 12:30 p.m. The regular City Council meeting begins at 2:00 p.m. in the Council Chamber at City Hall.

REPORTS: Copies of the reports relating to agenda items are available for review in the City Clerk's Office, at the Central Library, and <http://www.SantaBarbaraCA.gov>. In accordance with state law requirements, this agenda generally contains only a brief general description of each item of business to be transacted or discussed at the meeting. Should you wish more detailed information regarding any particular agenda item, you are encouraged to obtain a copy of the Council Agenda Report (a "CAR") for that item from either the Clerk's Office, the Reference Desk at the City's Main Library, or online at the City's website (<http://www.SantaBarbaraCA.gov>). Materials related to an item on this agenda submitted to the City Council after distribution of the agenda packet are available for public inspection in the City Clerk's Office located at City Hall, 735 Anacapa Street, Santa Barbara, CA 93101, during normal business hours.

PUBLIC COMMENT: At the beginning of the 2:00 p.m. session of each regular City Council meeting, and at the beginning of each special City Council meeting, any member of the public may address the City Council concerning any item not on the Council's agenda. Any person wishing to make such address should first complete and deliver a "Request to Speak" form prior to the time that public comment is taken up by the City Council. Should City Council business continue into the evening session of a regular City Council meeting at 6:00 p.m., the City Council will allow any member of the public who did not address them during the 2:00 p.m. session to do so. The total amount of time for public comments will be 15 minutes, and no individual speaker may speak for more than 1 minute. The City Council, upon majority vote, may decline to hear a speaker on the grounds that the subject matter is beyond their jurisdiction.

REQUEST TO SPEAK: A member of the public may address the Finance or Ordinance Committee or City Council regarding any scheduled agenda item. Any person wishing to make such address should first complete and deliver a "Request to Speak" form prior to the time that the item is taken up by the Finance or Ordinance Committee or City Council.

CONSENT CALENDAR: The Consent Calendar is comprised of items that will not usually require discussion by the City Council. A Consent Calendar item is open for discussion by the City Council upon request of a Councilmember, City staff, or member of the public. Items on the Consent Calendar may be approved by a single motion. Should you wish to comment on an item listed on the Consent Agenda, after turning in your "Request to Speak" form, you should come forward to speak at the time the Council considers the Consent Calendar.

AMERICANS WITH DISABILITIES ACT: In compliance with the Americans with Disabilities Act, if you need special assistance to gain access to, comment at, or participate in this meeting, please contact the City Administrator's Office at 564-5305 or inquire at the City Clerk's Office on the day of the meeting. If possible, notification at least 48 hours prior to the meeting will enable the City to make reasonable arrangements in most cases.

TELEVISION COVERAGE: Each regular City Council meeting is broadcast live in English and Spanish on City TV Channel 18 and rebroadcast in English on Wednesdays and Thursdays at 7:00 p.m. and Saturdays at 9:00 a.m., and in Spanish on Sundays at 4:00 p.m. Each televised Council meeting is closed captioned for the hearing impaired. Check the City TV program guide at www.citytv18.com for rebroadcasts of Finance and Ordinance Committee meetings, and for any changes to the replay schedule.

CALL TO ORDER

ROLL CALL

PUBLIC COMMENT

NOTICES

The City Clerk has on Tuesday, August 24, 2010, posted this agenda in the Office of the City Clerk, on the City Hall Public Notice Board on the outside balcony of City Hall, and on the Internet.

CITY COUNCIL ADMINISTRATIVE AND ATTORNEY REPORTS

ADMINISTRATIVE SERVICES DEPARTMENT

Subject: Employee Compensation And Benefits (410.01)

Recommendation: That Council receive a staff presentation concerning City of Santa Barbara employee salaries and benefits.

ADJOURNMENT



CITY OF SANTA BARBARA

COUNCIL AGENDA REPORT

AGENDA DATE: August 26, 2010

TO: Mayor and Councilmembers

FROM: City Administrator's Office

SUBJECT: Employee Compensation And Benefits

RECOMMENDATION:

That Council receive a staff presentation concerning City of Santa Barbara employee salaries and benefits.

DISCUSSION:

The purpose of this presentation is to provide Mayor and Council and the public with a comprehensive overview of employment compensation, benefits, including pensions, for all City employees. Presentation topics will include:

- I. Compensation Policies
 - a. City Charter Section 1211
 - b. Municipal Code Title 3
 - c. Labor Negotiations
- II. How Salary Ranges Are Determined
 - a. Compensation Principles
 - b. Internal Equity, External Equity, and Salary Surveys
 - c. Labor Negotiations
 - d. Council Approval
- III. Salary Placement And Merit-Based Systems
 - a. Civil Service Rules
 - b. Initial Qualification
 - c. Placement within Salary Range
 - d. Performance Merit Increases
 - e. Limits on the Merit System
- IV. Employee Benefits
 - a. General Principles
 - b. Medical, Dental & Vision
 - c. Life & Disability
 - d. Time Off
 - e. Non-pension Retirement Benefits
 - f. Other Benefits

- V. CalPERS Pension Program
 - a. Defined Contribution vs. Defined Benefit Plans
 - b. CalPERS Pension System & City Plans
 - c. How CalPERS Pensions are Funded
 - d. Why Rates Have Increased
 - e. Outlook for the Future

The following referenced materials, among others, will be available for review in the City Clerk's Office and/or online:

- Salary & Benefit Information Available to the Public Online
 - Employee Salaries and Benefits by Classification*
 - Compensation Matrix – Summary of Memoranda of Understanding & Management Performance and Compensation Plan*
 - Job Description (Sample)*
- City Charter Section 1211 – Salaries**
- Title 3 of Santa Barbara Municipal Code – Personnel***
- Negotiated Across-the-Board Salary Increases 1990-Present
- Sample Labor Market Survey Result
- List of Comparison Agencies & Benchmark Positions
- Annual Position & Salary Control Resolution (Excerpts)*
- Introduction to the MMBA (Meyers-Milias-Brown Act)
- Employee Performance Evaluations
- City Charter Section X (Civil Service System)**
- Example Benefits Packages (Police, Fire, General)
- CalPERS Retirement Benefit Summaries for Miscellaneous ([2.7%@55](#)) and Safety (3% at 50)****
- List of Employee Gross Wages in 2009 (Salaries, Overtime & Special Pay)

* These materials are also available online at:

* <http://www.santabarbaraca.gov/Government/Jobs/>

** http://www.santabarbaraca.gov/Government/City_Hall/Charter/

*** http://www.santabarbaraca.gov/Government/Departments/Admin_Svcs/City_Clerk.htm

**** <http://www.calpers.ca.gov/index.jsp?bc=/member/retirement/service-retire/member-benefit-booklets.xml>

In addition, the Memoranda of Understanding with the City's various unions and the Management Performance and Compensation Plan may be viewed in their entirety at: <http://www.santabarbaraca.gov/Government/Jobs/MOU/>

SUBMITTED BY: Marcelo A. López, Assistant City Administrator

APPROVED BY: City Administrator's Office