



# CITY OF SANTA BARBARA

## COUNCIL AGENDA REPORT

**AGENDA DATE:** June 24, 2014

**TO:** Mayor and Councilmembers

**FROM:** City Administrator's Office

**SUBJECT:** Introduction Of Ordinance For Unrepresented Safety Managers  
Salary Plan Amendment

**RECOMMENDATION:** That Council:

- A. Introduce and subsequently adopt, by reading of title only, An Ordinance of the Council of the City of Santa Barbara Amending Ordinance No. 5587, the 2012-2015 Salary Plan Applicable to Certain Unrepresented Safety Managers, to Provide for Employee Payment of PERS Member Contributions and Offsetting Salary Increases; and
- B. Adopt, by reading of title only, A Resolution of the Council of the City Of Santa Barbara for Paying and Reporting the Value of Employer-Paid Member Contributions for Unrepresented Police Management Employees Effective June 28, 2014.

**DISCUSSION:**

Unrepresented safety managers include the Fire Chief, Fire Division Chief-Operations, Police Chief, and Deputy Police Chief. These employees are covered by "Management Salary Plan 2", under which Council initially established salary and benefit changes for Fiscal Years 2012 and 2013, and which was subsequently extended through June 30, 2015 with additional terms.

Under that multi-year salary plan, unrepresented managers that are part of the Public Employees Retirement System (PERS) Fire Safety Plan pay 2.98% of the 9% required member contribution, while the City picks up the remaining 6.02%. Managers that are part of the PERS Police Safety Plan pay 3.0% of earnings to the City through post-tax payroll deductions, and the City still pays the full 9% member contribution on the employee's behalf.

Agreements with other safety bargaining units have eliminated City payment of the required 9% PERS member contributions, while providing appropriate offsetting salary increases in the context of other recent salary increases received. Likewise, under this amendment, effective June 28, 2014, these unrepresented safety managers will begin

to pay the full 9% member contribution. The post-tax contributions that police managers are making will be eliminated. Both the fire and police unrepresented managers will receive an additional 5% salary increase effective June 28, 2017 which, together with the 2% salary increase received for Fiscal Year 2014 and the 2% salary increase already approved for Fiscal Year 2015, will offset the 9% PERS contributions.

**BUDGET/FINANCIAL INFORMATION:**

The salary increases provided under this amendment will be offset by the increased required employee contributions to PERS, resulting in no additional costs to the City. The City will achieve some minimal salary savings versus the current salary plan, which did not include increased employee PERS contributions.

**SUBMITTED BY:** Kristine Schmidt, Administrative Services Director

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