



CITY OF SANTA BARBARA

COUNCIL AGENDA REPORT

AGENDA DATE: June 23, 2015

TO: Mayor and Councilmembers

FROM: Administration, Administrative Services Department

SUBJECT: Introduction Of Ordinance Approving Supervisors Memorandum Of Understanding And Salary Plans For Unrepresented Management (Safety And Non-Safety) And City Administrator

RECOMMENDATION: That Council:

- A. Ratify the labor agreement with the Supervisory Employees bargaining unit through introduction and subsequent adoption of, by reading of title only, An Ordinance of the Council of the City of Santa Barbara Amending The 2012-2015 Memorandum of Understanding between the City of Santa Barbara and the Santa Barbara City Supervisory Employees Bargaining Unit, adopted by Ordinance No. 5587 and previously amended by Ordinance No. 5623, and extending the term through June 30, 2016;
- B. Introduce and subsequently adopt, by reading of title only, 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 Fiscal Year 2016 and Fiscal Year 2017;
- C. Introduce and subsequently adopt, by reading of title only, An Ordinance of the Council of the City of Santa Barbara Setting Forth and Approving a Salary Plan for the City Administrator for Fiscal Year 2016 and Fiscal Year 2017; and
- D. 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 Sworn Harbor Patrol Employees in the Supervisory Bargaining Unit effective June 27, 2015.

EXECUTIVE SUMMARY:

This action will ratify a one-year extension to the Supervisory Employees Association memorandum of understanding (MOU), which was negotiated within the parameters provided by Council. It will also approve a two-year salary plan for unrepresented managers and approve a two-year salary plan for the City Administrator, both in accordance with the Two-Year Financial Plan for Fiscal Years 2016 and 2017. Each of these agreements provides the equivalent of 3% per year in salary increases.

DISCUSSION:

Supervisors

Negotiators have reached a tentative agreement with the Supervisors Association for a one-year extension to the existing labor agreement. The agreement was ratified by the Association membership on June 8, 2015.

The agreement will provide a 3% across-the-board salary increase effective June 27, 2015. The agreement also includes lowering the eligibility threshold for retiree medical benefits to 10 years of service to mirror other labor groups (with no change to the benefit amount), and salary compaction adjustments for two classifications. In addition, the City has agreed to conduct a market compensation survey, in conjunction with the ongoing compensation survey of the General Bargaining unit, for reference in negotiations for a new labor agreement in Fiscal Year 2017.

The Harbor Patrol Supervisor will begin paying his full 9% CalPERS member pension contribution (up from 3%), with an additional 4% in salary to partially offset that additional cost. This is the last employee for whom the City was paying part of the required member contribution. This requires adoption of the resolution included with this action.

Staff recommends that the four confidential supervisors, who are not technically part of the bargaining unit, also receive these increases.

Unrepresented Managers

The Two-Year Financial Plan for Fiscal Years 2016 and 2017 includes 3% in compensation increases for unrepresented managers and professional attorneys each year. The proposed Salary Plan for Fiscal Year 2016 and 2017 memorializes these increases for non-safety managers and the following safety managers: the Fire Chief, the Fire Suppression Division Chief, the Police Chief, and the Deputy Police Chief. Staff will include management classifications in the same survey as General and Supervisory classifications. If any inequities are determined, staff will return to Council for consideration of these in Fiscal Year 2017.

City Administrator

The Two-Year Financial Plan for Fiscal Years 2016 and 2017 includes the same 3% annual compensation increase for the salary range of the City Administrator classification as other unrepresented management classifications. At the direction of the Mayor, the proposed Salary Plan for Fiscal Year 2016 and 2017 for the City Administrator memorializes these increases, which must be approved separately.

Council Agenda Report

Introduction Of Ordinance Approving Supervisors Memorandum Of Understanding And Salary Plans For Unrepresented Management (Safety And Non-Safety) And City Administrator

June 23, 2015

Page 3

As with other classification increases citywide, the incumbent City Administrator will receive the 3% increase necessary to maintain his current position within the range. Advancement within the range for the City Administrator, who is not yet at the top of the range, will be negotiated separately and based on performance.

The City Attorney is not included in this action. Any increase to compensation for the City Attorney in Fiscal year 2016 and Fiscal year 2017 will be based on ongoing negotiations with the incumbent City Attorney and approved separately by Council.

BUDGET/FINANCIAL INFORMATION:

For supervisors, including confidential supervisors, the cost of the one-year agreement will be \$147,242 to the General Fund and \$292,660 citywide. The cost of the two-year salary plans for managers, including the City Administrator, will be \$231,743 to the General Fund and \$338,356 Citywide in Fiscal Year 2016, with an ongoing cost for the two years of \$718,899 Citywide.

Funds for all of these proposed increases were included in the Two-Year Financial Plan for Fiscal Years 2016 and 2017, so no additional appropriations are necessary.

SUBMITTED BY: Kristy Schmidt, Administrative Services Director

APPROVED BY: City Administrator's Office