ORDINANCE NO. 5556

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 JUNE 14, 2011 THROUGH JUNE 30, 2012; AND A SALARY PLAN FOR SWORN FIRE MANAGERS AND UNREPRESENTED SWORN POLICE MANAGERS FOR THE PERIOD OF JUNE 14, 2011 THROUGH JUNE 30, 2012

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

SECTION 1. The Salary Plan for June 14, 2011, through June 30, 2012, applicable to Unrepresented Managers and Professional Attorneys, attached hereto and incorporated herein by reference as Exhibit "A" (hereinafter the "Management Salary Plan 1"), is hereby approved.

SECTION 2. The Salary Plan for June 14, 2011, through June 30, 2012, applicable to Sworn Fire Managers and Unrepresented Sworn Police Managers, attached hereto and incorporated herein by reference as Exhibit "B" (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.

EXHIBIT A

Management Salary Plan #1
Applicable to Unrepresented Managers
and Professional Attorneys
June 14, 2011, through June 30, 2012

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 June 14, 2011 through June 30, 2012.

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. Unpaid Furlough: The City Administrator is authorized to implement an unpaid furlough of all or some management positions of up to a maximum of 84 hours (prorated for part-time employees) during the July 2011 to June 2012 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 84 hours (prorated for part-time employees) during the July 2012 to June 2013 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.

4. Vacation Cash Out: The management Vacation Cash-out provision contained in the Management Performance and Compensation Plan will be suspended during the July 2011 to June 2012 Fiscal Year. The City Administrator is also authorized to suspend the management Vacation Cash-out provision during the July 2012 to June 2013 Fiscal Year based on the needs of the City, as determined by the City Administrator.

5. 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.

EXHIBIT B

Management Salary Plan #2
Applicable to Sworn Fire Managers and Unrepresented Sworn Police Managers
June 14, 2011, through June 30, 2012

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 June 18, 2011 through June 30, 2012.

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. PERS Cost-Sharing

   A. Managers that are part of the PERS Fire Safety Plan will continue to participate in retirement cost-sharing under the PERS retirement plan in the same amount and through the same method as members of the Santa Barbara City Firefighters Association.

   B. Managers that are part of the PERS Police Safety Plan will participate in retirement cost-sharing as follows:

      i. Effective June 18, 2011, by paying 3.0% of earnings to the City through post-tax payroll deductions in the manner contemplated by Govt. Code § 20516(f). Such payments will not be credited under the retirement system. Such payments will not affect the City's payment of the 9% EPMC.

      ii. Effective September 24, 2011, employees will begin to cost share Govt. Code § 20516 (a) or (f) in the same amount and through the same method as City of Santa Barbara Police Officers under the labor agreement applicable to those positions.

4. Unpaid Furlough: The City Administrator is authorized to implement an unpaid furlough for the Police Chief, the Deputy Police Chief, the Fire Chief, and the Deputy Fire Chief of up to 23.5 hours (prorated for part-time employees) during the July 2011 to June 2012 fiscal year based on budget necessity. The City Administrator is also authorized to implement an unpaid furlough for the Police Chief, the Deputy Police Chief, the Fire Chief, and the Deputy Fire Chief of up to 23.5 hours (prorated for part-time employees) during the July 2012 to June 2013 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.

5. Vacation Cash Out: For all employees except Fire Battalion Chiefs, the management Vacation Cash-out provision contained in the Management Performance and Compensation Plan will be suspended during the July 2011 to June 2012 Fiscal Year. The City Administrator is also authorized to suspend the management Vacation Cash-out provision during the July 2012 to June 2013 Fiscal Year based on the needs of the City, as determined by the City Administrator.

6. Paid time off for Fire Battalion Chiefs will be reduced as follows:

   C. Management Leave: No management leave will be awarded for the July 2011 to June 2012 Fiscal Year, and
   D. Personal Leave: No personal Leave will be awarded for the July 2011 to June 2012 Fiscal Year, and
   E. Legal Holidays: Employees will receive 8 fewer hours of holiday time during the July 2011 to June 2012 Fiscal Year.
   F. The City Administrator is authorized to reduce paid time off for Battalion Chiefs in these same amounts during the July 2012 to June 2013 Fiscal Year based on the needs of the City, as determined by the City Administrator.

7. The Management Performance and Compensation Plan will be amended, as necessary, to include these changes to compensation and benefits.

ORDINANCE NO. 5556

STATE OF CALIFORNIA)
)
COUNTY OF SANTA BARBARA) ss.
)
CITY OF SANTA BARBARA)

I HEREBY CERTIFY that the foregoing ordinance was introduced on June 14, 2011, and was adopted by the Council of the City of Santa Barbara at a meeting held on June 21, 2011, by the following roll call vote:

AYES: Councilmembers Dale Francisco, Frank Hotchkiss, Grant House, Randy Rowse, Michael Self, Bendy White; Mayor Helene Schneider

NOES: None

ABSENT: None

ABSTENTIONS: None

IN WITNESS WHEREOF, I have hereto set my hand and affixed the official seal of the City of Santa Barbara on June 22, 2011.

Cynthia M. Rodriguez, CMC
City Clerk Services Manager

I HEREBY APPROVE the foregoing ordinance on June 22, 2011.

Helene Schneider
Mayor