

2012-2013 Management Salary Plan
Applicable to Unrepresented Non-safety Managers and Professional Attorneys, including the City Administrator and the City Attorney
(Management Salary Plan 1)

1. This Management Salary Plan sets forth a plan for salary and benefit adjustments for certain unrepresented management employees for the period of July 1, 2012 through June 30, 2013.
2. This Salary Plan will apply to all non-safety management employees and professional attorneys not represented by a recognized employee organization, including the City Administrator and the City Attorney.
3. Vacation Cash Out: The management Vacation Cash-out provision contained in the Management Performance and Compensation Plan will be discontinued indefinitely, subject to the following:
 - A. On or before July 30, 2012, employees will be given a one-time final opportunity to cash out up to 40 vacation hours;
 - B. After the cash out, the City Administrator may distribute total savings from any vacation amounts that eligible safety and non-safety managers elected not to cash out to all unrepresented managers eligible for the cash out (including those who exercise the cash out option) on an equal per capita basis as a lump sum payment; and
 - C. The vacation accrual maximum will be increased to 392 hours effective July 1, 2012.
4. Cafeteria Plan: Effective January 1, 2013, the City's monthly contribution to the cafeteria plan for the purchase of health and welfare benefits will be increased by \$116 per month for both Group 1 and Group 2 managers.
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.

ORDINANCE NO. _____

AN ORDINANCE OF THE COUNCIL OF THE CITY OF SANTA BARBARA EXTENDING THE TERMS OF THE 2012-2013 MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF SANTA BARBARA AND THE SANTA BARBARA CITY SUPERVISORY EMPLOYEES' BARGAINING UNIT (SUPERVISORS' UNIT), THE 2012-2013 SALARY PLAN APPLICABLE TO UNREPRESENTED MANAGERS AND PROFESSIONAL ATTORNEYS (INCLUDING THE CITY ADMINISTRATOR AND CITY ATTORNEY), AND THE 2012-2013 SALARY PLAN APPLICABLE TO CERTAIN UNREPRESENTED SAFETY MANAGERS, ADOPTED BY ORDINANCE NO. 5587, UNTIL JUNE 30, 2015 AND PROVIDING SALARY INCREASES CONSISTENT WITH THE TWO-YEAR FINANCIAL PLAN.

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

SECTION 1. The 2012-2013 Memorandum of Understanding between the City of Santa Barbara and the Santa Barbara City Supervisory Employees Bargaining Unit, adopted by Ordinance No. 5587, is hereby amended to extend the term through June 30, 2015 and include the 2013-2015 Supervisors Supplementary Agreement attached hereto and incorporated herein by reference as "Exhibit".

SECTION 2. The City Administrator is authorized to apply the changes to salaries and benefits contained in this supplemental agreement to the City's confidential supervisors.

SECTION 3. The 2012-2013 Salary Plan Applicable to Unrepresented Managers and Professional Attorneys ("Management Salary Plan 1"), adopted by Ordinance No. 5587, is hereby extended through June 30, 2015 and supplemented with the following across-the-board salary increases:

- a. Effective June 29, 2013: 2.0%
- b. Effective June 28, 2014: 2.0%

SECTION 4. The 2012-2013 Salary Plan Applicable to Certain Unrepresented Safety Managers ("Management Salary Plan 2"), adopted by Ordinance No. 5587, is hereby extended through June 30, 2015 and supplemented with the following across-the-board salary increases:

- a. Effective June 29, 2013: 2.0%
- b. Effective June 28, 2014: 2.0%

SECTION 5. The City Administrator is hereby authorized to implement the terms of the Memorandum of Understanding and Management Salary Plans referenced in this ordinance without further action by the City Council, unless such Council action is required by state or federal law.