San Bernardino County Employees' Retirement Assoc.

Staff Report Details (With Text)

File #:	19-1111	**Name:**	
Type:	Consent Item		
File created:	10/13/2020	**In control:**	BOARD OF RETIREMENT
On agenda:	11/5/2020	**Final action:**	
Title:	Approve the Updated SBCERA Salary Schedule Effective December 19, 2020 to Implement Cost of Living Adjustments.		
Sponsors:			
Indexes:			
Code sections:			
Attachments:	1. Exhibit A: SBCERA Salary Schedule Effective December 19, 2020		

Date	Ver.	Action By	Action	Result

FROM: Stacey Barnier, Director of HR and Risk Management

SUBJECT: SBCERA Salary Schedule Effective December 19, 2020

RECOMMENDATION:
Approve the Updated SBCERA Salary Schedule Effective December 19, 2020 to Implement Cost of Living Adjustments.

BACKGROUND:
At the December 6, 2018 meeting, the Board adopted the negotiated terms of a Memorandum of Understanding (MOU) with the Service Employees International Union, Local 721 effective December 7, 2018 through December 31, 2021. A separate companion resolution was approved by the Board to extend some of the terms of that MOU to the non-represented employees of SBCERA including Article 4.1 which addresses Cost of Living Adjustments (COLA) for employee base salaries.

The COLA is based upon the actual percent change in the Consumer Price Index for Riverside-San Bernardino-Ontario from September 2019 to September 2020 (1.7%). Pursuant to the terms of the MOU, the COLA is effective for the pay period including January 1, 2021. Each of the ranges and steps identified in the proposed Salary Schedule (hourly and annual) attached as Exhibit A have been increased by 1.7%.

Staff recommends that the Salary Schedule, attached as Exhibit A, be approved effective December 19, 2020.

BUDGET IMPACT:
Costs for this item are included in the current year administrative budget.

STRATEGIC PLANNING GOAL/OBJECTIVE:

Quality Employer and Workplace

STAFF CONTACT:
Stacey Barnier

ATTACHMENTS:
Exhibit A: SBCERA Salary Schedule Effective December 19, 2020