



# BOARD OF RETIREMENT

## Staff Report

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**File #:** 19-598

**Agenda Date:** 11/7/2019

**Agenda #:** 24.

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**FROM:** Stacey Barnier, Director of HR and Risk Management

**SUBJECT:** SBCERA Salary Schedule Effective December 20, 2019

**RECOMMENDATION:**

Approve the Updated SBCERA Salary Schedule Effective December 20, 2019 to Implement Cost of Living Adjustments, and include the use of \$37,000 from the Unrestricted Contingency Fund for the Administrative budget and a \$23,000 additional appropriation to the Non-Administrative budget.

**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 2018 to September 2019 (3.1%). Pursuant to the terms of the MOU, the COLA is effective for the pay period including January 1, 2020. Each of the ranges and steps identified in the proposed Salary Schedule (hourly and annual) attached as Exhibit A have been increased by 3.1%.

Staff recommends that the Salary Schedule, attached as Exhibit A, be approved effective December 20, 2019.

**BUDGET IMPACT:**

The total cost of the COLA is approximately \$180,000. The item was budgeted for a 2% increase, based upon historical data. As a result an additional \$60,000 is being requested: \$37,000 from the Unrestricted Contingency Fund for the Administrative budget and a \$23,000 appropriation to the Non-Administrative budget.

**STRATEGIC PLANNING GOAL/OBJECTIVE:**

Quality Employer and Workplace

**STAFF CONTACT:**

Stacey Barnier

**ATTACHMENTS:**

Exhibit A: SBCERA Salary Schedule Effective December 20, 2019