



BOARD OF SUPERVISORS
AGENDA LETTER

Agenda Number:

Clerk of the Board of Supervisors
105 E. Anapamu Street, Suite 407
Santa Barbara, CA 93101
(805) 568-2240

Department Name: Human Resources
Department No.: 064
For Agenda Of: October 11, 2022
Placement: Administrative
Estimated Time:
Continued Item: No
If Yes, date from:
Vote Required: Majority

TO: Board of Supervisors
FROM: Department Maria Elena De Guevara, Human Resources Director,
Director(s) 568-2816
Contact Info: Carlos Silvas, Employee Relations Manager,
884-6805
SUBJECT: Probation Peace Officers Association Successor MOU

County Counsel Concurrence

As to form: Yes

Auditor-Controller Concurrence

As to form: Yes

Other Concurrence:

As to form: N/A

Recommended Actions: That the Board of Supervisors:

- a) Approve a Memorandum of Understanding (MOU) with the Probation Peace Officers Association (PPOA) for terms and conditions of employment from August 22, 2022 through Pay Period 14 of 2026 (projected to be and including June 21, 2026) as set forth in Attachment A, and
- b) Determine pursuant to California Environmental Quality Act (CEQA) Guidelines Section 15378(b)(4) that the above action is a government fiscal activity which does not involve any commitment to any specific project which may result in a potentially significant physical impact on the environment, and therefore is not a project subject to environmental review.

Summary Text:

The most recent MOU with PPOA expired on August 21, 2022. The parties have been engaged in negotiations for a successor contract since June 3, 2022, and have reached a tentative agreement for a successor MOU that would expire on June 21, 2026.

The recommended actions approve the tentative agreement for a proposed MOU in Attachment A and Attachment B, which tracks changes from the current MOU between the parties. This Board letter has been filed with the Association's knowledge in anticipation of its members' ratification of the tentative agreement prior to the Board meeting on October 11, 2022.

Background:

PPOA currently represents approximately 180 employees who work in the Probation Department. The most recent MOU with PPOA expired on August 21, 2022. The parties have been engaged in negotiations for a successor contract since June 3, 2022, and have reached a tentative agreement for a successor MOU that would expire on June 21, 2026.

The recommended actions approve the proposed MOU in Attachment A (changes not tracked) and Attachment B (changes tracked). This Board letter has been filed with the Association's knowledge in anticipation of its members' ratification of the tentative agreement prior to the Board meeting on October 11, 2022.

The complete text of the successor MOU appears in Attachments A and B. Significant changes include:

- 3% general unit salary increase effective upon Board approval
- Additional 2.0% salary increase for the Juvenile Institutions Officer Senior classification effective upon Board approval
- Increase in bilingual allowance to \$65 per pay period effective upon Board approval with additional increases to \$76.35 effective Pay Period 15-2023, and to \$95 effective Pay Period 15-2024
- Provide Callback pay allowance of \$250 per assigned Standby rotation (may be up to 24-hour assigned rotation) for Supervising Deputy Probation Officers effective upon Board approval
- Temporary increase of 40 hours in maximum vacation accruals effective upon Board approval
- Juneteenth as an additional paid holiday, effective beginning on June 19, 2023
- Increase rate of Standby Pay to \$4.00/hour effective upon Board approval
- Increase rate of Graveyard Shift differential to \$3.00/hour effective upon Board approval
- Increase Uniform Allowance to \$25.00/pay period effective upon Board approval
- 2.5% general unit salary increase effective Pay Period 2023-15
- \$500 increase in the maximum potential tuition and textbook reimbursement to \$1000 effective Pay Period 2023-15, with an additional \$500 increase to \$1500 effective Pay Period 2024-15
- A \$25 subsidy of employees' twice monthly healthcare premiums for employee + one coverage and a \$155 subsidy of employees' twice monthly healthcare premiums for employee + family coverage effective with the 2023 plan year
- 2.5% general unit salary increase effective Pay Period 2024-15
- An increase to a \$50 subsidy of employees' twice monthly healthcare premiums for employee + one coverage and to a \$310 subsidy of employees' twice monthly healthcare premiums for employee + family coverage effective with the 2024 plan year
- 2.5% general unit salary increase effective Pay Period 2025-15
- An increase to a \$125 subsidy of employees' twice monthly healthcare premiums for employee + one coverage and to a \$440 subsidy of employees' twice monthly healthcare premiums for employee + family coverage effective with the 2025 plan year

Impacts:

Budgeted: Yes

Fiscal Analysis:

Overall, the total cumulative cost of implementing the tentative agreement through the end of Fiscal Year 2025-2026 would be approximately \$10.7 million, for an average incremental cost increase of 3.65% per year. The approximate initial incremental cost increases, as well as the ongoing cost of each component of the agreement, are estimated by fiscal year in the table below.

SBPPOA/County of SB Tentative Agreement - 9/13/22	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26	Total	Annual as %
3.0% Increase upon implementation	\$684,762	\$890,190	\$890,190	\$890,190	\$3,355,332	3.00
2.0% Increase for JIO Sr upon implementation	\$39,366	\$51,176	\$51,176	\$51,176	\$192,894	0.17
Bilingual - to \$65 upon implementation	\$12,427	\$16,155	16,155	16,155	\$60,892	0.05
Association Release Time (700 Hours)	\$25,273	\$29,868	29,868	29,868	\$114,877	0.10
Increase Standby pay from \$2.60/hr to \$4/hr (14,400 hours/yr)	\$15,508	\$20,160	20,160	20,160	\$75,988	0.07
Increase Graveyard Shift differential to \$3/hour	\$56,895	\$67,239	67,239	67,239	\$258,612	0.23
SPO Callback Allowance (\$250 per assignment)	\$70,192	\$91,250	91,250	91,250	\$343,942	0.31
Increase Uniform Allowance by \$15/PP	\$61,050	\$72,150	72,150	72,150	\$277,500	0.24
2.5% Increase in PP 2023-15		\$764,080	\$764,080	\$764,080	\$2,292,239	2.57
Medical contributions (EE+1 = \$25, EE+2 = \$155) - January 2023	\$78,180	\$156,360	\$156,360	\$156,360	\$547,260	0.53
Text & Tuition from \$500 to \$1000 in Pay Period 2023 - 15		\$9,000	\$9,000	\$9,000	\$27,000	0.03
Bilingual Increase to \$76.35 - July 2023		\$31,714	\$31,714	\$31,714	\$95,141	0.11
2.5% Increase in Pay Period 2024-15			\$783,182	\$783,182	\$1,566,363	2.64
Bilingual Increase to \$95 - Pay Period 2024 -15			\$41,217	\$41,217	\$82,433	0.14
Text & Tuition from \$1000 to \$1500 in Pay Period 2024 -15			\$9,000	\$9,000	\$18,000	0.03
Medical contributions (EE+1 = \$50, EE+2 = \$310) - January 2024		\$78,180	\$156,360	\$156,360	\$390,900	0.53
2.5% Increase in Pay Period 2025-15				\$802,761	\$802,761	2.71
Medical contributions (EE+1 = \$125, EE+2 = \$440) - January 2025			\$81,780	\$163,560	\$245,340	0.55
						14.00
Cumulative Cost Increases	\$1,043,652	\$2,277,521	\$3,270,880	\$4,155,421	\$10,747,474	
Cumulative Increase Percentage	3.52	7.68	11.02	13.60	36.22	
Incremental Cost Increases	\$1,043,652	\$1,233,869	\$993,358	\$884,541	\$4,155,421	Annual Avg*
Incremental Increase Percentage	3.52	4.16	3.35	2.98	14.00	3.65

Special Instructions:

Please send a copy of the Minute Order to Stefan Brewer, Workforce Planning Manager, at SBrewer@countyofsb.org

Attachments:

- Attachment A: PPOA MOU
- Attachment B: PPOA MOU – Changes Tracked

Authored by: Carlos Silvas

- cc:** Mona Miyasato, County Executive Officer
 Rachel Van Mullem, County Counsel
 Betsy Shafer, Auditor Controller
 Department Heads
 Assistant CEOs