



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: August 20, 2024
Placement: Administrative
Estimated Time:
Continued Item: No
If Yes, date from:
Vote Required: Majority

TO: Board of Supervisors

FROM: Department Kristine Schmidt, Human Resources Director, 568-2817
Director(s)
Contact Info: Carlos Silvas, Employee Relations Division Chief, 884-6805

SUBJECT: Deputy Sheriffs' Association – Amendments to Memorandum of Understanding

County Counsel Concurrence

As to form: Yes

Auditor-Controller Concurrence

As to form: Yes

Recommended Actions:

That the Board of Supervisors:

- a) Approve amendments to the Memorandum of Understanding with the Santa Barbara County Deputy Sheriffs' Association for terms and conditions of employment through June 21, 2026 as set forth in the side letter agreement in Attachment A; and
- b) Determine that the above actions are exempt from California Environmental Quality Act (CEQA) review per CEQA Guidelines Section 15378(b)(4) and (5) since the recommended actions are government funding mechanisms or other government fiscal activities which do not involve any commitment to any specific project which may result in a potentially significant physical impact on the environment.

Summary Text:

After extended informal discussions and exploration of options to address staffing issues in the Santa Barbara Sheriff's Office (SBSO), County and Deputy Sheriffs' Association (DSA) negotiators have reached a side letter agreement to amend the existing Memorandum of Understanding (MOU) to provide various additional salary increases and cash incentives to certain DSA represented employees.

The recommended actions approve terms of a side letter agreement between the parties to amend the MOU as set forth in Attachment A.

Background:

The current MOU with the Santa Barbara County Deputy Sheriffs' Association (DSA) was approved by the Board on March 15, 2022 and expires on June 21, 2026. The DSA currently represents approximately 509 employees who work in the Fire Department, the District Attorney's Office, and the Sheriff's Office.

In the fall of 2022, the County began to engage in informal discussions with the DSA in response to staffing concerns in the Sheriff’s Office including, but not limited to significant challenges in Custody Deputy recruitment and retention, and an elevated number of funded but unfilled position vacancies in the SBSO. County and DSA negotiators have recently reached agreement on terms for a side letter that would amend the MOU between the parties, which staff recommends for Board approval.

Significant provisions in the side letter include:

- Increases in Custody Deputy Salaries: To address significant labor market inequities and recruitment challenges, the salaries for the Custody Deputy series, including Sergeants, will be increased by the following amounts, in addition to previously negotiated increases:
 - 4% salary increase, effective as soon as practicable after Board approval, and
 - 1% salary increase effective Pay Period 2025-03 (estimated January 6, 2025)

- Custody Overtime Incentive Pay: To encourage additional Custody Deputies, Sheriff’s Deputies, and Sergeants to voluntarily sign up for overtime (OT) shifts in the Custody Branch, reducing the need for mandatory Custody Deputy OT, up to 115 Deputies/Sergeants will be provided with a \$2,145 payment per deployment period if they volunteer for and work at least 8, 12-hour OT shifts (96 hours) in that deployment period. There are three deployment periods per year. This provision sunsets in May 2026 unless extended by mutual, written agreement between the parties.

- Longevity Incentive: Effective as soon as practicable after Board approval, employees in the classifications of Custody Deputy, Custody Deputy S/D, Sheriff’s Deputy, Sheriff’s Deputy S/D, Custody Sergeant, and Sheriff’s Sergeant, who have completed 7 years (84 months) of consecutive full-time equivalent, regular status employment in those job classifications with the County of Santa Barbara by the end of calendar year 2023 will be eligible to receive a \$2,200 annual longevity incentive.

- One-time Lump Sum Payment: Effective as soon as practicable after Board approval, employees in the classifications of Custody Deputy, Custody Deputy S/D, Custody Sergeant, Sheriff’s Deputy, Sheriff’s Deputy S/D, Sheriff’s Sergeant, ECC Call Taker, Communications Dispatcher I/II, and Communications Dispatch Supervisor will receive a \$2,738 One Time, Lump Sum Payment.

Budgeted: Yes

Fiscal Analysis:

The one-time and ongoing costs of the proposed amendment to the MOU are reflected in the chart below, virtually all of which would be charged to the General Fund. For Fiscal Year 2024-25, funds have been set aside in the General County Programs budget to cover this cost, and the Sheriff’s Office with work with the CEO to process a budget revision later in the year to transfer funds. The ongoing costs associated with the proposed agreement will be included in future fiscal year budgets.

	FY 2024-25	FY 2025-26	Ongoing
One-Time Costs	875,288	583,525	0
Ongoing Costs	2,824,130	3,197,868	3,328,715
FY Totals	3,699,417	3,781,393	3,328,715

Staffing Impacts:

There will be no increases in funded allocated positions in any classifications affected by the proposed amendments to the MOU. It is anticipated that Board approval of the recommended actions will assist the SBSO with recruiting and retention for existing allocated positions in affected classifications.

Special Instructions:

Please email one (1) copy of the minute order to Vanessa Hernandez, Employee Relations Analyst/Civil Service Commission Secretary.

Attachments:

Attachment A: Side letter agreement amending the Memorandum of Understanding with the Santa Barbara County Deputy Sheriffs' Association.

Attachment B: Custody Branch Voluntary Overtime Incentive Procedure

Authored by:

Carlos Silvas, Employee Relations Division Chief, County Human Resources

cc:

Mona Miyasato, County Executive Officer
Assistant CEOs: Nancy Anderson, Tanja Heitman & Wade Horton
Rachel Van Mullem, County Counsel
Betsy Schaffer, Auditor Controller
Sheriff Bill Brown
All County HR Division Chiefs