




BOARD OF SUPERVISORS
AGENDA LETTER

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

Agenda
Number:

Department Name: Human Resources
Department No.: 064
For Agenda Of: May 3, 2011
Placement: Administrative
Estimated Tme:
Continued Item: No
If Yes, date
from:
Vote Required: Majority

TO: Board of Supervisors

FROM: Jeri Muth, Interim Human Resources Director, 568-2816 
Contact Info: Joseph Pisano, Employee Relations Manager, 568-2839

SUBJECT: *Sheriff's Managers Association – Side Letter to Delay Previously-Negotiated Wage Increase*

County Counsel Concurrence

As to form: Select_Concurrence

Other Concurrence: Select_Other

As to form: Select_Concurrence

Auditor-Controller Concurrence

As to form: Select_Concurrence

Recommended Actions:

That the Board of Supervisors approve a side letter agreement with the Sheriff's Managers Association (SMA) delaying for up to 60 days a previously-negotiated 3% wage increase.

Summary Text:

The agreement with the SMA would provide a delay in implementing a previously-negotiated 3% wage increase for all SMA-represented employees for up to 60 days, in order to continue discussions regarding wage concessions.

Background:

The current Memorandum of Understanding (MOU) with the SMA was initially approved by the Board of Supervisors on July 15, 2008 and extended by the Board on June 7, 2010. The MOU expires on April 14, 2013 and includes agreement to implement a 3% unit-wide wage increase effective April 18, 2011. Although the SMA is under no obligation to negotiate wage concessions until their MOU expires, they have been meeting with the County to discuss potential wage and benefit concessions to assist the County in addressing its financial challenges. On April 12, 2011 representatives of SMA advised the County that they are willing to delay implementation of the wage increase for up to 60 days in order to continue discussions regarding potential concessions. If those discussions do not result in a mutually-satisfactory agreement, subsequently ratified by the SMA and adopted by the Board of Supervisors, the wage increase would be implemented as previously negotiated and retroactive to April 18.

The attached side letter agreement has been signed by SMA and County staff. The Board is asked to approve the agreement.

Fiscal Analysis:

There are no additional costs associated with delaying the implementation of the previously-negotiated increase.

cc: Chandra L. Wallar, County Executive Officer
Dennis Marshall, County Counsel
Department Heads

Attachment

April 18, 2011

Dominic Palera, President
Sheriff's Managers Association
P.O. Box 61105
Santa Barbara, CA 93160

Re: Side Letter of Agreement on the delay of negotiated salary increase scheduled for April 18, 2011 pending the outcome of discussions between the parties.

Dear Mr. Palera:

Santa Barbara County appreciates the willingness of the Santa Barbara County Sheriff's Managers Association to consider delaying the implementation of the negotiated salary increase referenced above for a period of up to sixty (60) days from the scheduled effective date. This delay will allow the County and the SMA to consider cost savings measures that may be beneficial to the County and the Association and its membership.

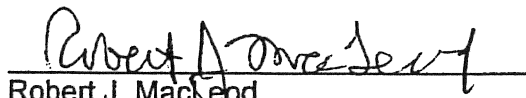
The parties agree that this delay is not a waiver of the provisions of the current Memorandum of Understanding. If the parties do not arrive at an agreement on or before June 17, 2011 to eliminate or modify the 3% salary increase scheduled to be implemented effective April 18, 2011, the salary increase shall be implemented retroactively for all employees on paid status as of June 17, 2011. The County shall make active employees whole by July 21, 2011 for the base salary increase they would have received had the raise gone into effect April 18, 2011. It is understood that individual adjustments other than base pay may take longer to be processed.

Any employee who retires between April 18, 2011 and June 17, 2011 shall be made whole for the difference in payoff of accumulated comp time and vacation. Retirement benefits for employees who retire between April 18, 2011 and June 17, 2011 shall not be adjusted under this agreement.

The County further agrees to waive any ability to unilaterally implement any modification to the wages, hours, and terms and conditions of employment of your members as a result of these discussions. These discussions are considered informal and do not constitute meet and confer or a re-opener of the current agreement.



Dominic Palera
Sheriff's Managers Association



Robert J. MacLeod
County of Santa Barbara