

SANTA BARBARA COUNTY BOARD AGENDA LETTER



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

Agenda Number:
Prepared on: 4/25/06
Department Name: Human Resources
Department No.: 064
Agenda Date: 5/2/06
Placement: Administrative
Estimate Time:
Continued Item: NO
If Yes, date from:

TO: Board of Supervisors

FROM: Susan Paul, Assistant CEO/HR Director
568-2817

STAFF CONTACT: Joe Pisano, Senior HR Analyst
568-2839

SUBJECT: Memorandum of Understanding with Recognized Employee Organization

Recommendation(s):

That the Board of Supervisors:

- A. Approve a Memorandum of Understanding with Santa Barbara County Fire Fighters, Local 2046, effective April 24, 2006 through March 7, 2010.
- B. Adopt a resolution effective April 24, 2006 increasing salaries for all classifications represented by the Fire Fighters, Local 2046 as follows, and providing an equity increase of 9.5% for Helicopter Pilots:
 - 2.7% effective April 24, 2006,
 - 1.5% effective March 12, 2007,
 - 2.7% effective March 10, 2008, and
 - 2.7% effective March 9, 2009.

Alignment with Board Strategic Plan:

The recommendation(s) are primarily aligned with Goal No. 3. A Strong, Professionally Managed County Organization.

Executive Summary and Discussion:

The Santa Barbara County Fire Fighters, Local 2046 represents 187 employees in safety classifications in the Fire Department. The Memorandum of Understanding between the County and the Union expired on March 12, 2006.

Based on your Board's direction, County representatives have met, conferred, and reached tentative agreement with the Fire Fighters, Local 2046 on wages, hours, and other terms and conditions of employment to be included in a Successor Memorandum of Understanding. The tentative agreement has been ratified by the Union's membership. The four-year contract contains a variety of changes from the previous MOU as described in the summary contained in Attachment "A".

In general, the agreement addresses a number of operational issues over its term and strengthens management's ability to make assignments to meet operational needs.

Fiscal and Facilities Impacts:

The recommended collective bargaining agreement covers 187 employees in the Fire Department. Compensation and benefit changes related to retirement rates and certain benefit allowances in this agreement have been included in the County's Strategic Financial Plan and in the Fire Department's five-year financial projections. Estimated cumulative costs of the contract are \$164,240 in 2005-06, \$1,136,267 in 2006-07, \$2,115,504 in 2007-08, \$3,387,969 in 2008-09, and \$2,909,002 through the end of the contract in 2009-2010. Attachment "B" details the cumulative costs of the contract for the duration of its term.

Current year costs will be funded within the Department's current allocation.

Special Instructions:

Please send one copy of the approved resolution to Susan Kean, Human Resources Department.

Attachment

cc: Fire Chief
Auditor-Controller

**SUMMARY OF TENTATIVE AGREEMENT
WITH SANTA BARBARA COUNTY FIRE FIGHTERS, LOCAL 2046
MOU effective 4/24/06 – 3/7/10**

Term -- Four-year term expiring March 2010

Application -- covers approximately 187 safety employees in fire fighter and related classifications (fire equipment operators, helicopter pilots)

SECTION 5. County Rights

- The Fire Chief has authority to deploy firefighters to meet operational needs; assignments made under this authority are not subject to appeal

SECTION 7. Salaries

- Year 1 – 2.7% salary increase effective April 24, 2006
- Year 2 – 1.5% salary increase effective March 12, 2007
- Year 3 – 2.7% % salary increase effective March 10, 2008
- Year 4 – 2.7% salary increase effective March 9, 2009
- Effective April 24, 2006, equity increase of approximately 9.5% to compensate pilots at the rate of fire captains

SECTION 12. Stand-By Duty

Stand-by Duty pay will increase by \$1/hour and will become pensionable, effective 4/24/06

SECTION 16. Holidays

- Employees in staff positions shall be credited with an additional 16 hours holiday leave

SECTION 22. Benefit Allowance

- Effective July 3, 2006, increase allowance by \$15 per pay period
- Effective July 2, 2007, increase allowance by \$20 per pay period
- Effective June 30, 2008, increase allowance by \$25 per pay period.
- Effective June 29, 2009, increase allowance by \$25 per pay period

SECTION 23. Retirement

- Effective January 2008, implements “half-rates” and three-year Final Average Salary calculation for employees hired after October 1994.

SECTION 24. Educational Incentive

- Increase by \$9,000 on March 12, 2007
- Increase by \$9,000 on March 10, 2008
- Increase by \$6,231 on March 9, 2009

SECTION 26. EMT-D Allowance

Increase allowance paid by:

- 0.75% on April 24, 2006
- 0.75% on March 12, 2007
- 0.75% on March 10, 2008, and
- 0.75% on March 9, 2009

SECTION 27. Paramedic Allowances

Change paramedic allowances bi-weekly as follows:

- Effective March 10, 2008 Core Paramedic positions receive 11% of FF "E" step
- Effective March 10, 2008 Non-Core and Staff Paramedic positions receive 8% of FF "E" step
- Effective March 10, 2008 Paramedic Training Officer Positions receive 13% of FF "E" step
- Increase time commitment for Core Paramedic positions to three years

SECTION 28. Staff Incentive

Change staff incentive bi-weekly as follows:

- Effective March 10, 2008 Fire Engineer-Staff positions receive 11.5% of Fire Engineer "E" step
- Effective March 10, 2008 Fire Captain-Staff positions receive 1.5% of Fire Captain "E" step

SECTION 29. Uniform Allowance

Increase allowance paid by:

- \$75 per year on April 24, 2006
- \$75 per year on March 12, 2007
- \$75 per year on March 10, 2008, and
- \$75 per year on March 9, 2009

NEW SECTION 53. Continued Discussions

During the term of this agreement, the parties may meet to discuss the following issues:

- Leave donation
- Flight insurance
- CalPERS study outcomes
- Education Incentive

SECTION 54 Term

- This Memorandum of Understanding shall become effective April 24, 2006, and shall continue in effect for the period up to and including March 7, 2010.

“Acceptable Use Policy” – providing terms and conditions of employee use of County Computing Resources