

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: 3/2/05
Department Name: Human Resources
Department No.: 064
Agenda Date: 3/15/05
Placement: Administrative
Estimate Time:
Continued Item: NO
If Yes, date from:

TO: Board of Supervisors

FROM: Susan Paul, Human Resources Director
568-2817

STAFF CONTACT: Lila Deeds, Employee Relations Manager
568-2819

SUBJECT: Memorandum of Understanding with Recognized Employee Organization

Recommendation(s):

That the Board of Supervisors:

Approve Memorandum of Understanding with the Deputy District Attorneys Association, effective March 14, 2005, through October 7, 2007.

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 County's Memorandum of Understanding (MOU's) with the Deputy District Attorneys Association expired October 10, 2004. Representatives of the County and the Association have been meeting and conferring in an effort to reach a successor agreement on wages, hour and other terms and conditions of employment.

The County has reached tentative agreement with the Deputy District Attorneys Association and the Association's membership has ratified the agreement. The multi-year agreement contains a variety of changes from the previous MOU as described in the attached summary. Of significant note is the absence of a cost-of-living adjustment in the first year of the agreement, and an increase in benefit allowance contingent upon health insurance premium increases.

Fiscal and Facilities Impacts:

The recommended agreement covers 46 employees in the District Attorney's Office. There is no cost-of-living adjustment or economic improvements in the current fiscal year. The maximum estimated cost of compensation increases resulting from this agreement are \$115,331 in 2005-06; \$365,566 in 2006-07; and \$495,488 annually thereafter.

Attachment

cc: Auditor-Controller
District Attorney
Deputy District Attorneys Association