



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: February 25, 2020
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, 568-2816
Director(s)
Contact Info: Joseph M Pisano, Employee Relations Division Chief, 568-2839
SUBJECT: Modifications of DSA Terms and Conditions of Employment.

County Counsel Concurrence

As to form: Yes

Other Concurrence: Select_Other

As to form: Select_Concurrence

Auditor-Controller Concurrence

As to form: Yes

Recommended Actions:

That the Board of Supervisors:

- a) Approves the side letter agreement in Attachment A to modify terms and conditions of sections of the Memorandum of Understanding (MOU) between the Deputy Sheriffs' Association (DSA) and the County related to medical and dental coverage, overtime, and uniform allowance; and
- b) Determines that the above actions are not a "project" and are exempt from CEQA pursuant to Section 15378(b)(5), because they are organizational or administrative activities of governments that will not result in direct or indirect physical changes to the environment.

Summary Text:

The recommended actions:

1. Provide a mechanism to address underspending or overspending of the County's existing contribution to DSA members' medical premiums,
2. Establish that any overtime hours worked during declared emergencies will be paid in the pay period they are earned or placed in a compensatory overtime account at the discretion of the Sheriff or his/her designee, and
3. Clarify for the record in the MOU that Air Support Pilots are eligible for a uniform allowance they currently receive.

Background:

As part of successor MOU negotiations in 2005, the County and the DSA reached agreement for the County to phase in a series of additional employer contributions to employee medical premiums in lieu of increasing the County's contribution to a unit cash benefit allowance all employee groups received at the time. As codified in Section 6: C of the MOU, the County and the DSA jointly determine how to allocate additional funds in the amount of \$2,259,365 annually for this purpose. Over the years, the parties have agreed on a method that applies an equal percentage offset of employees' cost for each medical plan at each level of coverage. The MOU is silent on what happens in the event the allocation method results in more or less than the \$2,259,365 being spent in a given insurance plan year, and the recommended actions modify MOU Section 6:C to provide a mechanism to address this issue prospectively by adjusting the following year's allocation to account for any of the \$2,259,365 not spent or over spent in a given year.

In addition, MOU Section 15:D currently provides that the first 120 hours of overtime worked by DSA represented employees shall be either be placed in a compensatory overtime account or paid in the pay period in which is worked at the discretion of the employees. Overtime hours worked beyond the first 120 hours are either placed in the compensatory overtime account or paid out as worked, at the discretion of the Sheriff. The recommended actions change these provisions to give the Sheriff discretion over any overtime hours worked during certain defined emergencies to help manage costs.

Finally, employees in the classification of Air Support Pilot currently receive the same uniform allowance as other safety employees represented by the DSA, but this classification was inadvertently left off the list of classifications listed in the MOU's Uniform Allowance Section, 22: A. The recommended action corrects this clerical error.

Fiscal and Facilities Impacts:

Budgeted: Yes

Fiscal Analysis:

The County contribution of \$2,259,365 is budgeted annually. The recommended actions provide for any of the budgeted allocation not spent to be added to the following year's allocation, and for any amount over spent to be subtracted from the following year's allocation. These recommended adjustments would take place beginning with the 2021 insurance plan year, which begins in Fiscal Year 2020-21. The adjustments will essentially be cost neutral from one budget year to the next, as funds are realigned to the \$2,259,365 annual allocation provided for in the MOU and currently budgeted.

The recommended MOU change to give the Sheriff greater discretion over when overtime worked during certain defined emergencies is paid has the potential for cost savings to the extent that the County may be reimbursed for such overtime if it is paid out in the pay period in which it is worked. Specific savings in any given emergency will depend on how much overtime is worked and how much of it is reimbursed.

Correcting the MOU's uniform allowance section to include Air Support Pilot has no fiscal impact.

Special Instructions:

Attachments: A: Side Letter re. DSA Medical premiums, OT, Uniform Allowance

Authored by: Joseph Pisano

cc: Mona Miyasato, County Executive Officer
Michael C. Ghizzoni, County Counsel
Betsy Schaffer, Auditor Controller
Bill Brown, Sheriff
Assistant CEOs