

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: 5/27/05
Department Name: Human Resources
Department No.: 064
Agenda Date: 11/8/05
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: Lila Deeds, Employee Relations Manager
568-2819

SUBJECT: Memorandum of Understanding with Recognized Employee Organization

Recommendation(s):

That the Board of Supervisors:

1. Approve Memorandum of Understanding with the Probation Peace Officers Association (PPOA), effective October 24, 2005, through October 4, 2009.
2. Adopt a resolution increasing salaries for classifications represented by PPOA effective October 24, 2005.

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) with the Probation Peace Officers Association expired in October 2004. Representatives of the County and the Association have met and conferred 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 PPOA, and the Association's membership has ratified the agreement. The multi-year contract contains a variety of changes from the previous MOU as described in the attached summary.

Fiscal and Facilities Impacts:

The recommended agreement covers 245 public safety employees in the Probation Department. The 2005-06 Adopted Budget includes funding for cost-of-living and benefit contribution adjustments for employees represented by PPOA. Compensation and benefit changes resulting from this agreement are substantially backloaded to allow for sound financial planning. Estimated increased costs are \$584,326 in 2005-06, \$1,553,279 in 2006-07, \$2,355,456 in 2007-08, \$3,356,817 in 2008-09, and \$3,785,771 annually thereafter.

Of these estimated increased costs, a portion will be in the form of an increase in the County's contributions to the Retirement System. The biannual actuarial study of the Santa Barbara County Retirement System as adopted by the Retirement Board and the Board of Supervisors, includes certain economic and non-economic assumptions in setting the employer's contribution rate. These assumptions include projected cost-of-living, merit and career advancement pay increases for employees.

Special Instructions:

Please return a copy of the approved resolution to Sandra Viola, Human Resources Department.

Attachment

cc: Auditor-Controller
Chief Probation Officer
Retirement Administrator
Probation Peace Officers Association