



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: 7/15/08  
Placement: Administrative  
Estimated Tme:  
Continued Item: No  
If Yes, date from:  
Vote Required: Majority

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TO: Board of Supervisors

FROM: Department Susan Paul, Assistant CEO/HR Director, 568-2817  
Director(s)  
Contact Info: Joseph Pisano, Senior HR Analyst, 568-2839

SUBJECT: **Contract Extension with Sheriff's Managers Association**

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**County Counsel Concurrence**

As to form: Select\_Concurrence

**Auditor-Controller Concurrence**

As to form: Select\_Concurrence

**Other Concurrence:** Select\_Other

As to form: Select\_Concurrence

**Recommended Actions:**

That the Board approve:

- a) A deferral of previously negotiated equity adjustments as part of an extension of the MOU with the Santa Barbara County Sheriff's Managers Association (SMA), through April 15, 2012, incorporating the changes summarized in Attachment A.
- b) A resolution effective September 8, 2008 implementing previously approved salary adjustments for certain classifications represented by the SMA as detailed in Attachment B. These adjustments were delayed by mutual agreement for approximately four months to assist the County with its budget challenges.
- c) A resolution effective April 20, 2009 increasing salaries for employees represented by the SMA as detailed in Attachment C.
- d) A resolution effective October 19, 2009 increasing salaries for employees represented by the SMA as detailed in Attachment D.
- e) A resolution effective April 19, 2010 increasing salaries for employees represented by the SMA as detailed in Attachment E.

- f) A resolution effective October 18, 2010 increasing salaries for employees represented by the SMA as detailed in Attachment F.
- g) A resolution effective April 18, 2011 increasing salaries for employees represented by the SMA as detailed in Attachment G
- h) A resolution effective October 17, 2011 increasing salaries for employees represented by the SMA as detailed in Attachment H.

**Summary Text:**

The current MOU between the County of Santa Barbara and the SMA is scheduled to expire on April 19, 2009. In April 2008, the County and the SMA agreed to explore a possible contract extension that would delay the implementation of previously negotiated equity adjustments scheduled to become effective on April 21, 2008, in order to implement these increases at a later date to help address the fiscal challenges currently facing the County. These equity adjustments were planned for as part of the last negotiated contract with the SMA to address market pressures expected as this group has now gone approximately four years without an across the board wage increase.

The County and the SMA have now reached a tentative agreement on a contract extension, which is within the parameters established by the Board in May 2008. The tentative agreement would extend the contract until April 2012, reduce the majority of scheduled equity adjustments by 1.4% and delay equity increases until September 2008. These equity adjustments will address salary issues in the Sheriff's Department and the District Attorney's Office, and the contract extension provides wage increases that maintain current relationships between SMA classifications and those represented by the Deputy Sheriff's Association (DSA). This in turn will enable the Sheriff's Department to recruit and retain staff effectively to provide essential public safety services. Changes from the current MOU are summarized in Attachment A. Delaying the previously negotiated increases provides an immediate savings of approximately \$117,000 by delaying implementation from April to September. The 1.4% reduction in the amount of the equity adjustment provides additional savings of approximately \$237,000 over the term of the contract extension. The total savings is approximately \$354,000.

**Background:**

Attachment A summarizes the tentative agreement reached with the SMA. Of significant note are the following:

- A three-year contract extension
- A 1.4% reduction in the majority of previously negotiated equity adjustments and a delay in implementing these adjustments from April 2008 until September 2008.

- Negotiated wage increases that are designed to address salaries over the term of the contract. **It should be noted that there have been no across the board wage increases for SMA members since 2004.** Wage increases in each year of the contract extension are structured to maintain relationships with classifications represented by the DSA and to assist the County in managing costs.
- An increase in health insurance of \$30 per pay period, effective on June 29, 2009.

**Fiscal and Facilities Impacts:**

Budgeted:

**Fiscal Analysis:**

The estimated savings of delaying the previously negotiated salary adjustments scheduled for April 2008 until September 2008 is approximately \$117,000, and reducing previously negotiated equity increases by 1.4% for the majority of SMA members provides additional savings of approximately \$237,000 over the term of the contract extension. The total savings is approximately \$354,000.

The recommended agreement with the SMA covers approximately 37 employees working in the Sheriff's Department and the District Attorney's Office. The approximate cost of implementing the proposed contract extension, broken down by fiscal year, appears in the table below:

<b>Fiscal Year</b>	<b>Cost</b>
2008-2009	33,081
2009-2010	259,838
2010-2011	272,749
2011-2012	312,602
<b>Approximate Total Increased Costs of Contract Extension</b>	<b>878,270</b>

Of the total estimated cost for the recommended contract extension with the SMA of \$878,270, approximately \$193,000 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 Board of Retirement includes certain economic and non-economic assumptions in setting the employer's contribution rate, which is used to estimate the impact of the recommended actions on the County's contribution to the retirement system.

The recommendations are within the parameters established by the Board.

**Staffing Impacts:**

**Legal Positions:**      **FTEs:**

**Special Instructions:**

Please send one copy of each of the approved resolutions to Susan Kean in the Human Resources Department.

**Attachments:**

**Authored by:**      Joseph Pisano

**cc:**                    County Executive Officer  
                             Auditor-Controller  
                             County Counsel  
                             Sheriff  
                             District Attorney  
                             Chief of Employee Relations

**Attachment A:  
Summary of Changes for  
Sheriff's Managers Association Contract Extension**

<b>Section 4: Salaries</b>	<p>Effective September 8, 2008, salaries for:</p> <ul style="list-style-type: none"> <li>• Custody Lieutenant/Commander and Corrections Lieutenant/Commander shall receive an equity adjustment of 5.0%</li> <li>• Chief District Attorney Investigator shall receive an equity adjustment of 7.0%</li> <li>• Sheriff's Lieutenant/Commander/Chief Deputy Classifications shall receive an equity adjustment of 4.8%</li> </ul>
	<p>Effective April 20, 2009, salaries for all classifications represented by the SMA shall receive base salary increases of 2.5%.</p>
	<p>Effective October 19, 2009, salaries for all classifications represented by the SMA shall receive base salary increases of 2.5%.</p>
	<p>Effective April 19, 2010, salaries for all classifications represented by the SMA shall receive base salary increases of 2.5%.</p>
	<p>Effective October 18, 2010, salaries for all classifications represented by the SMA shall receive base salary increases of 3.0%.</p>
	<p>Effective April 18, 2011, salaries for all classifications represented by the SMA shall receive base salary increases of 3.0%.</p>
	<p>Effective October 17, 2011, salaries for all classifications represented by the SMA shall receive base salary increases of 3.0%.</p>
<b>Section 10: Benefit Allowance</b>	<p>Effective June 29, 2009, the benefit allowance shall increase by \$30 per pay period for all classifications represented by the SMA</p>
<b>Section 20: Uniform Allowance</b>	<p>Section 20-B of the MOU shall be deleted; subsequently, all unit employees employee by the Sheriff's Department shall receive a uniform allowance of \$825 per year.</p>
<b>Section 43 : Term of Agreement</b>	<p>June 30, 2008 through April 15, 2012</p>

RESOLUTION OF THE BOARD OF SUPERVISORS  
OF THE COUNTY OF SANTA BARBARA, STATE OF CALIFORNIA

IN THE MATTER OF AMENDING )  
RESOLUTION NO. 07-207, AS AMENDED ) RESOLUTION NO. \_\_\_\_\_  
BEING THE SALARY RESOLUTION OF )  
COUNTY OF SANTA BARBARA )

WHEREAS, Salary Resolution No. 07-207 established a Classification and Compensation Plan, and authorized Departmental Position Allocations effective July 2, 2007; and

WHEREAS, this Board of Supervisors finds that there is good cause for amending said Resolution No. 07-207, as amended, in the manner provided in this Resolution;

NOW, THEREFORE, IT IS HEREBY RESOLVED, AS FOLLOWS:

1. Resolution No. 07-207, adopted by the Board on July 10, 2007, is hereby amended by amending those portions identified below to read as follows, effective September 8, 2008 These classifications include:

# Mass Pay Changes Audit Trail

Job Class / Title	Bargaining Unit	Percent Change
<b>Bargaining Unit Group: Sheriffs Managers Association</b>		
002005 DA INVESTIGATOR CHIEF	44	7.0
002105 CUSTODY COMMANDER	44	5.0
002108 CUSTODY LIEUTENANT	44	5.0
006895 SHERIFFS COMMANDER	44	4.8
006896 SHERIFFS CORR COMMANDER	44	5.0
006898 SHERIFFS CORRECTION LT	44	5.0
006915 CHIEF DEPUTY SHERIFF	44	4.8
006920 SHERIFFS LIEUTENANT	44	4.8

**Total Number of Job Classes:**

2. Except as amended by this Resolution, Resolution No. 07-207, as amended, shall continue unchanged and in full force and effect.

PASSED AND ADOPTED by the Board of Supervisors of the County of Santa Barbara, State of California, this \_\_\_\_\_ day of \_\_\_\_\_, 2008 by the following vote:

AYES:

NOES:

ABSENT:

MICHAEL F. BROWN  
CLERK OF THE BOARD

---

Salud Carbajal, Chair  
Board of Supervisors  
County of Santa Barbara

By: \_\_\_\_\_ (SEAL)  
Deputy

APPROVED AS TO FORM:

DENNIS MARSHALL  
COUNTY COUNSEL

By: \_\_\_\_\_  
Deputy County Counsel



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<b>Bargaining Unit Group: Sheriffs Managers Association</b>		
002005 DA INVESTIGATOR CHIEF	44	2.5
002105 CUSTODY COMMANDER	44	2.5
002108 CUSTODY LIEUTENANT	44	2.5
006895 SHERIFFS COMMANDER	44	2.5
006896 SHERIFFS CORR COMMANDER	44	2.5
006898 SHERIFFS CORRECTION LT	44	2.5
006915 CHIEF DEPUTY SHERIFF	44	2.5
006920 SHERIFFS LIEUTENANT	44	2.5
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Deputy

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By: \_\_\_\_\_  
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NOW, THEREFORE, IT IS HEREBY RESOLVED, AS FOLLOWS:

1. Resolution No. 07-207, adopted by the Board on July 10, 2007, is hereby amended by amending those portions identified below to read as follows, effective October 19, 2009 These classifications include:

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<b>Bargaining Unit Group: Sheriffs Managers Association</b>		
002005 DA INVESTIGATOR CHIEF	44	2.5
002105 CUSTODY COMMANDER	44	2.5
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006895 SHERIFFS COMMANDER	44	2.5
006896 SHERIFFS CORR COMMANDER	44	2.5
006898 SHERIFFS CORRECTION LT	44	2.5
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NOW, THEREFORE, IT IS HEREBY RESOLVED, AS FOLLOWS:

1. Resolution No. 07-207, adopted by the Board on July 10, 2007, is hereby amended by amending those portions identified below to read as follows, effective April 19, 2010 These classifications include:

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002005 DA INVESTIGATOR CHIEF	44	2.5
002105 CUSTODY COMMANDER	44	2.5
002108 CUSTODY LIEUTENANT	44	2.5
006895 SHERIFFS COMMANDER	44	2.5
006896 SHERIFFS CORR COMMANDER	44	2.5
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NOW, THEREFORE, IT IS HEREBY RESOLVED, AS FOLLOWS:

1. Resolution No. 07-207, adopted by the Board on July 10, 2007, is hereby amended by amending those portions identified below to read as follows, effective October 18, 2010 These classifications include:

# Mass Pay Changes Audit Trail

Job Class / Title	Bargaining Unit	Percent Change
<b>Bargaining Unit Group: Sheriffs Managers Association</b>		
002005 DA INVESTIGATOR CHIEF	44	3.0
002105 CUSTODY COMMANDER	44	3.0
002108 CUSTODY LIEUTENANT	44	3.0
006895 SHERIFFS COMMANDER	44	3.0
006896 SHERIFFS CORR COMMANDER	44	3.0
006898 SHERIFFS CORRECTION LT	44	3.0
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