



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: CEO
Department No.: 012
For Agenda Of: February 16, 2016

Placement: Administrative
Estimated Time:
Continued Item: No
If Yes, date from:
Vote Required: Majority

TO: Board of Supervisors

FROM: Department Director(s) Contact Info: Lori S. Gentles, Human Resources Director, 568-2800
Joseph Pisano, Employee Relations Manager, 568-2839

SUBJECT: *Terms and Conditions of Employment: Deputy Sheriffs' Association*

County Counsel Concurrence

As to form: N/A

Auditor-Controller Concurrence

As to form: N/A

Other Concurrence:

As to form: N/A

Recommended Actions: That the Board of Supervisors:

- A. Approves the side letter agreement in Attachment A, effective February 15, 2016, increasing the hourly wage for the classification of Sheriff's Deputy Trainee by \$0.30 per hour and adding the classification of Communications Dispatcher I to classifications eligible to receive special duty pay when assigned Training Officer responsibilities; and
- B. Determines that the above action is not a project under the California Environmental Quality Act (CEQA) pursuant to CEQA Guidelines section 15378(b)(2) because it consists of general policy and procedure making that will not result in changes in the environment.

Summary Text: The recommended actions provide a \$0.30 increase in the hourly rate of pay for Sheriff's Deputy Trainee in order to make employees in that job classification eligible for voluntary demotion to the classification of Custody Deputy. This would enable applicants who pass the arduous background check required for hire into the classification of Sheriff's Deputy Trainee but fail probation in that capacity to request demotions to positions in the classification of Custody Deputy, potentially benefitting the employees and the Sheriff's Office.

In addition, the recommended actions extend an existing 5% special duty pay for undertaking Training Officer responsibilities that is provided to employees in other classifications to

employees in the classification of Communications Dispatcher I, which would fill a need for staff to provide required training in the Public Safety Dispatch Center.

Background:

Applicants hired into the classification of Sheriff's Deputy Trainee must first pass a rigorous background check that can take months to complete; the vast majority of applicants who otherwise meet the minimum employment standards fail the background check, and those who do successfully complete it sometimes later fail to pass probation in that job classification and are separated from County service.

In many cases, those who fail probation and are separated from County service from the classification of Sheriff's Deputy Trainee could be successful in Custody Operations, where applicants for positions as Custody Deputies are also subject to a rigorous background check that most fail. Unfortunately, there is currently no mechanism to retain employees who fail probation in the classification of Deputy Sheriff Trainee as Custody Deputies.

The recommended action would provide a \$0.30 per hour increase in the rate of pay for the classification of Sheriff's Deputy Trainee, which would then be paid slightly higher than the classification of Custody Deputy. Because employees can request demotions to positions with a lower salary under the Civil Service Rules, this would enable employees who have completed their background checks but are about to fail probation in the classification of Deputy Sheriff's Trainee and who would otherwise leave County service to request voluntary demotions to positions as Custody Deputies. The decision to grant such requests would be at the discretion of the Sheriff or his designated representative, and would be a way to fill vacant Custody Deputy positions without spending additional time and money recruiting applicants and subjecting them to lengthy background checks.

Employees in the classification of Communications Dispatcher I are qualified to provide training in the Public Safety Dispatch Center, but the current Memorandum of Understanding (MOU) between the County and the Deputy Sheriffs' Association (DSA) does not allow them to be compensated for these additional duties, and there is currently a need to expand the number of staff who can serve as Training Officers. The recommended action adds the classification of Communications Dispatcher I to the list of classifications currently eligible to receive the 5% special duty pay for hours worked when they are assigned Training Officer responsibilities per section 21 of the MOU between the County and the DSA.

Fiscal and Facilities Impacts:

Budgeted: No

Fiscal Analysis:

Currently eleven Sheriff's Deputy Trainees would be affected by the wage increase. The fully loaded annual cost of the \$0.30 hourly wage increase for eleven employees is approximately \$13,500. This figure would be unlikely to change much from year to year given anticipated hiring patterns and because employees hired into this classification typically promote to Sheriff's Deputy or fail probation within six months of hire, at which time the recommended increase in pay to the classification of Sheriff's Deputy Trainee would no longer apply.

The Sheriff's Dispatch Center Training Supervisor estimates that 3 employees in the Communications Dispatcher I classification would provide training for approximately 40 hours per week for approximately 40 weeks a year to meet current training needs. The estimated annual cost of making these employees eligible for the 5% of E-step special duty pay for being assigned Training Officer responsibilities would be approximately \$13,900.

The Sheriff's Office would manage the estimated cost of approximately \$10,500 for the recommended actions for the remainder of Fiscal Year 2015-16 within their current year budget allocation and would request funding for the ongoing estimated annual cost of approximately \$27,400 in future budget years beginning in Fiscal Year 2016-17.

Attachments: Attachment A: Side Letter Agreement with Deputy Sheriffs' Association

Authored by: Joseph Pisano

cc: Mona H. Miyasato, County Executive Officer
Robert W. Geis, Auditor-Controller
Michael C. Ghizzoni, County Counsel
Bill Brown, Sheriff-Coroner