



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: 5/20/08
Placement: Administrative
Estimated Tme:
Continued Item: No
If Yes, date from:
Vote Required: Majority

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 The Deputy Sheriffs' Association**

County Counsel Concurrence

As to form: Select_Concurrence

Other Concurrence: Select_Other

As to form: Select_Concurrence

Auditor-Controller Concurrence

As to form: Select_Concurrence

Recommended Actions:

That the Board approve:

- a) An extension of the Memorandum of Understanding (MOU) with the Santa Barbara County Deputy Sheriffs' Association (DSA), through February 19, 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 DSA as detailed in Attachment B. These adjustments were delayed by mutual agreement for approximately seven months to assist the County with its budget challenges.
- c) A resolution effective February 23, 2009 increasing salaries for employees represented by the DSA as detailed in Attachment C.
- d) A resolution effective August 24, 2009 increasing salaries for employees represented by the DSA as detailed in Attachment D.
- e) A resolution effective February 22, 2010 increasing salaries for employees represented by the DSA as detailed in Attachment E.

- f) A resolution effective August 23, 2010 increasing salaries for employees represented by the DSA as detailed in Attachment F.
- g) A resolution effective February 21, 2011 increasing salaries for employees represented by the DSA as detailed in Attachment G.
- h) A resolution effective August 22, 2011 increasing salaries for employees represented by the DSA as detailed in Attachment H.

Summary Text:

The current MOU between the County of Santa Barbara and the DSA is scheduled to expire on February 22, 2009. In February of 2008, the County entered into negotiations with the DSA to delay the implementation of previously negotiated equity adjustments scheduled to become effective in February 2008, in the hope that the current contract could be extended and these increases could be implemented 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 DSA 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 DSA have now reached a tentative agreement on a contract extension, which is within the parameters established by the Board in March 2008. The tentative agreement would extend the contract until February 2012, delay the previously scheduled increases until September 2008, and provide wage increases that 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. The delay in implementing previously negotiated increases provides an immediate savings of approximately \$1.2 million.

Background:

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

- A three-year contract extension
- A delay in implementing previously negotiated equity adjustments from February 2008 until September 2008.
- Cost-of-living-adjustments (COLAS) 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 DSA members since 2004.** Wage increases in each year of the contract extension are structured to assist the County in managing costs.

- An increase in health insurance of approximately \$467,000, effective on June 29, 2009, to be allocated by joint decision of the County and the DSA.

Fiscal and Facilities Impacts:

Budgeted:

Fiscal Analysis:

The estimated savings of delaying the previously negotiated salary adjustments scheduled for February 2008 until September 2008 is approximately \$1,212,483.

The recommended agreement with the DSA covers approximately 494 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:

Fiscal Year	Cost
2007-2008	2,613
2008-2009	497,383
2009-2010	2,468,651
2010-2011	2,445,360
2011-2012	2,282,522
Approximate Total Increased Costs of Contract Extension	7,696,529

Of the total estimated cost for the recommended contract extension with the DSA of \$7,696,529, approximately \$2,770,750 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
Deputy Sheriffs' Association Contract Extension**

Section 5: Salaries	Effective September 8, 2008, salaries for: <ul style="list-style-type: none"> • Communications Dispatcher I/II & Senior shall be increased 3.5% • Custody Deputy/Sergeant and Corrections Officer/Sergeant shall receive an equity adjustment of 4.0% • Sheriff's Deputy/Sergeant Classifications shall receive an equity adjustment of 4.8%
	Effective February 23, 2009, salaries for all classifications represented by the DSA shall receive base salary increases of 2.5%.
	Effective August 24, 2009, salaries for all classifications represented by the DSA shall receive base salary increases of 2.5%.
	Effective February 22, 2010, salaries for all classifications represented by the DSA shall receive base salary increases of 2.5%.
	Effective August 23, 2010, salaries for all classifications represented by the DSA shall receive base salary increases of 3.0%.
	Effective February 21, 2011, salaries for all classifications represented by the DSA shall receive base salary increases of 3.0%.
	Effective August 22, 2011, salaries for all classifications represented by the DSA shall receive base salary increases of 3.0%.
Section 6: Medical and Dental Coverage	Effective June 29, 2009, the County shall allocate additional funds in the amount of \$467,455 to offset the cost of employee and/or dependent health insurance
Section 25: K-9 Handler Duty Allowance	K-9 handlers will be compensated for the 8.5 hours per pay period spent in the care for assigned police dogs at their normal straight time rate of pay.
Section 43 : Term of Agreement	May 19, 2008 through February 19, 2012
New Section	A "Transfer Guidelines" section will be added to the MOU; the section does not limit the Sheriff's right to reassign employees but provides a 14-day notice period and other considerations to employees except in emergency or exigent circumstances.

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 classifications represented by the Santa Barbara County Deputy Sheriff's Association shall receive an increase. These classifications include:

SECTION 2. Job Classification Table

<u>JOB CLASS</u>	<u>TITLE</u>	<u>SALARY INCREASE PERCENTAGE</u>	<u>OT ELIGIBLE</u>
<u>Change:</u>			
1803	COMMUNICATION DISP I	3.5%	YES
1804	COMMUNICATION DISP II	3.5%	YES
1805	COMMUNICATION DISP SUPV	3.5%	YES
2106	CUSTODY DEPUTY	4.0%	YES
2107	CUSTODY DEPUTY S/DUTY	4.0%	YES
2109	CUSTODY SERGEANT	4.0%	YES
6900	SHERIFFS CORR OFFICER	4.0%	YES
6901	SHERIFFS CORR OFFICER S/DUTY	4.0%	YES
6903	SHERIFFS CORR SERGEANT	4.0%	YES
6904	SHERIFFS DEPUTY TR	4.8%	YES
6905	SHERIFFS DEPUTY	4.8%	YES
6906	SHERIFFS DEPUTY S/DUTY	4.8%	YES
6908	SHERIFFS DEPUTY-M	4.8%	YES
6909	SHERIFFS DEPUTY S/DUTY-M	4.8%	YES
6930	SHERIFFS SERGEANT	4.8%	YES

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:

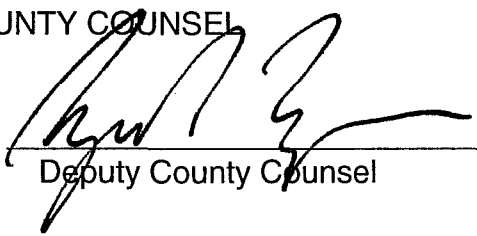
CHAIR, BOARD OF SUPERVISORS

MICHAEL F. BROWN
CLERK OF THE BOARD

By: _____ (SEAL)
Deputy

APPROVED AS TO FORM:

DANIEL J. WALLACE
COUNTY COUNSEL

By:  _____
Deputy County Counsel

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1805	COMMUNICATION DISP SUPV	2.5%	YES
2106	CUSTODY DEPUTY	2.5%	YES
2107	CUSTODY DEPUTY S/DUTY	2.5%	YES
2109	CUSTODY SERGEANT	2.5%	YES
2360	DA INVESTIGATOR I	2.5%	YES
2361	DA INVESTIGATOR II	2.5%	YES
6661	DA INVESTIGATOR III	2.5%	YES
6662	DA INVESTIGATOR SUPV	2.5%	YES
6900	SHERIFFS CORR OFFICER	2.5%	YES
6901	SHERIFFS CORR OFFICER S/DUTY	2.5%	YES
6903	SHERIFFS CORR SERGEANT	2.5%	YES
6904	SHERIFFS DEPUTY TR	2.5%	YES
6905	SHERIFFS DEPUTY	2.5%	YES
6906	SHERIFFS DEPUTY S/DUTY	2.5%	YES
6908	SHERIFFS DEPUTY-M	2.5%	YES
6909	SHERIFFS DEPUTY S/DUTY-M	2.5%	YES
6930	SHERIFFS SERGEANT	2.5%	YES

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

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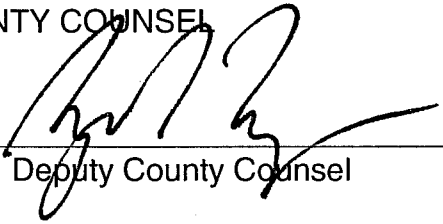
CHAIR, BOARD OF SUPERVISORS

MICHAEL F. BROWN
CLERK OF THE BOARD

By: _____ (SEAL)
Deputy

APPROVED AS TO FORM:

DANIEL J. WALLACE
COUNTY COUNSEL

By:  _____
Deputy County Counsel

RESOLUTION OF THE BOARD OF SUPERVISORS
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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 August 24, 2009 classifications represented by Santa Barbara County Deputy Sheriff's Association shall receive a 2.5% increase. These classifications include:

SECTION 2. Job Classification Table

<u>JOB CLASS</u>	<u>TITLE</u>	<u>SALARY INCREASE PERCENTAGE</u>	<u>OT ELIGIBLE</u>
<u>Change:</u>			
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2107	CUSTODY DEPUTY S/DUTY	2.5%	YES
2109	CUSTODY SERGEANT	2.5%	YES
2360	DA INVESTIGATOR I	2.5%	YES
2361	DA INVESTIGATOR II	2.5%	YES
6661	DA INVESTIGATOR III	2.5%	YES
6662	DA INVESTIGATOR SUPV	2.5%	YES
6900	SHERIFFS CORR OFFICER	2.5%	YES
6901	SHERIFFS CORR OFFICER S/DUTY	2.5%	YES
6903	SHERIFFS CORR SERGEANT	2.5%	YES
6904	SHERIFFS DEPUTY TR	2.5%	YES
6905	SHERIFFS DEPUTY	2.5%	YES
6906	SHERIFFS DEPUTY S/DUTY	2.5%	YES
6908	SHERIFFS DEPUTY-M	2.5%	YES
6909	SHERIFFS DEPUTY S/DUTY-M	2.5%	YES
6930	SHERIFFS SERGEANT	2.5%	YES

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

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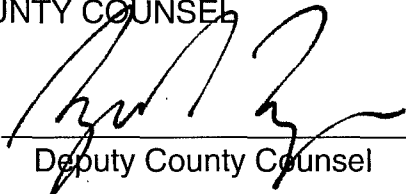
CHAIR, BOARD OF SUPERVISORS

MICHAEL F. BROWN
CLERK OF THE BOARD

By: _____ (SEAL)
Deputy

APPROVED AS TO FORM:

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COUNTY COUNSEL

By:  _____
Deputy County Counsel

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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 February 22, 2010 classifications represented by Santa Barbara County Deputy Sheriff's Association shall receive a 2.5% increase. These classifications include:

SECTION 2. Job Classification Table

<u>JOB CLASS</u>	<u>TITLE</u>	<u>SALARY INCREASE PERCENTAGE</u>	<u>OT ELIGIBLE</u>
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6908	SHERIFFS DEPUTY-M	2.5%	YES
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6930	SHERIFFS SERGEANT	2.5%	YES

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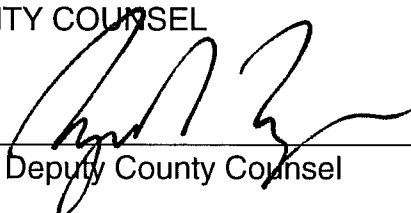
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MICHAEL F. BROWN
CLERK OF THE BOARD

By: _____ (SEAL)
Deputy

APPROVED AS TO FORM:

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COUNTY COUNSEL

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6908	SHERIFFS DEPUTY-M	3.0%	YES
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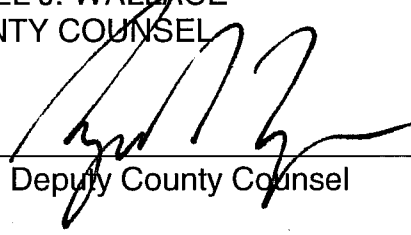
CHAIR, BOARD OF SUPERVISORS

MICHAEL F. BROWN
CLERK OF THE BOARD

By: _____ (SEAL)
Deputy

APPROVED AS TO FORM:

DANIEL J. WALLACE
COUNTY COUNSEL

By:  _____
Deputy County Counsel

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MICHAEL F. BROWN
CLERK OF THE BOARD

By: _____ (SEAL)
Deputy

APPROVED AS TO FORM:

DANIEL J. WALLACE
COUNTY COUNSEL

By:  _____
Deputy County Counsel