



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/Human Resources  
Department No.: 064  
For Agenda Of: 11/6/2007  
Placement: Administrative  
Estimate Time:  
Continued Item: NO  
If Yes, date from:  
Vote Required: Majority

TO: Board of Supervisors

FROM: Department Director(s) Susan Paul Assistant CEO/HR Director, 568-2817

Contact Info: Joseph Pisano, Senior HR Analyst, 568-2839

SUBJECT: Resolutions Implementing Current Memorandum of Understanding

**County Counsel Concurrence:**

As to form: ☐ Yes ☐ No ☐ N/A

**Auditor-Controller Concurrence:**

As to form: ☐ Yes ☐ No ☐ N/A

**Other Concurrence:** N/A

As to form: ☐ Yes ☐ No ☐ N/A

**Recommended Action(s):**

That the Board adopt:

- a) a resolution increasing salaries for classifications represented by PPOA effective October 8, 2007 as per Attachment I, and
- b) a resolution increasing salaries for classifications represented by PPOA effective October 6, 2008 as per Attachment II.

**Summary Text:**

These recommendations are required to implement the provisions of the previously adopted Memorandum of Understanding (MOU) with the Probation Peace Officers Association (PPOA) through the end of the contract term on October 4, 2009.

**Background:**

On November 8, 2005, the Board of Supervisors adopted the current MOU with the PPOA. The attached resolutions are being brought to the Board for approval at this time as they necessary to implement the salary increases and equity adjustments agreed to as part of the contract. These are the last increases negotiated as part of this long term contract for employees represented by PPOA.

**Fiscal and Facilities Impacts:**

Budgeted: ☒ Yes    ☐ No

**Fiscal Analysis:**

The cost of each of the recommended adjustments has been previously approved by the Board and has been planned for as part of the County's Strategic Financial Plan.

At the time that the Board approved the agreement, the cost increases were estimated at approximately \$2,355,456 in Fiscal Year 2007-08, at \$3,356,817 in Fiscal Year 2008-09, and at \$3,785,771 annually thereafter.

Of the total estimated ongoing cost of \$3,785,771 annually, approximately \$1,362,878 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.

**Staffing Impact(s):**

**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:**

Auditor-Controller  
County Counsel  
Chief Probation Officer  
Probation Peace Officers Association

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    | ) |                      |
| <u>COUNTY OF SANTA BARBARA</u>    | ) |                      |

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 October 8, 2007:

# Mass Pay Changes Audit Trail

| Job Class / Title   | Bargaining Unit | Percent Change |
|---|-----------------|----------------|
| <b>Bargaining Unit Group:</b>                               |                 |                |
| 003838 JUV INST OFCR/EXTRA HELP                             |                 | 2.7            |
| <b>Bargaining Unit Group: Probation Peace Officers Assn</b> |                 |                |
| 003841 JUVENILE INST OFFICER                                | 18              | 2.7            |
| 003842 JUVENILE INST OFFICER SR                             | 18              | 2.7            |
| 003844 JUVENILE INST OFFCR SR-G                             | 18              | 2.7            |
| 003845 JUVENILE INST OFFCR SUPV                             | 19              | 2.7            |
| 006053 PROBATION INST SUPV                                  | 19              | 2.7            |
| 006061 DEP PROBATION OFFICER                                | 18              | 5.7            |
| 006062 DEP PROBATION OFFICER SR                             | 18              | 5.7            |
| 006063 DEP PROBATION OFFICER-G                              | 18              | 5.7            |
| 006070 DEP PROBATION OFFICER SUP                            | 19              | 5.7            |
| <b>Total Number of Job Classes:</b>                         | <b>10</b>       |                |

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 \_\_\_\_\_, 2007 by the following vote:

AYES:

NOES:

ABSENT:

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CHAIR, BOARD OF SUPERVISORS

MICHAEL F. BROWN  
CLERK OF THE BOARD

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

APPROVED AS TO FORM:

STEPHEN SHANE STARK  
COUNTY COUNSEL

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

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

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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 October 6, 2008:

# Mass Pay Changes Audit Trail

| Job Class / Title   | Bargaining Unit | Percent Change |
|---|-----------------|----------------|
| <b>Bargaining Unit Group:</b>                               |                 |                |
| 003838 JUV INST OFFCR/EXTRA HELP                            |                 | 2.7            |
| <b>Bargaining Unit Group: Probation Peace Officers Assn</b> |                 |                |
| 003841 JUVENILE INST OFFICER                                | 18              | 2.7            |
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| 003845 JUVENILE INST OFFCR SUPV                             | 19              | 2.7            |
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AYES:

NOES:

ABSENT:

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CHAIR, BOARD OF SUPERVISORS

MICHAEL F. BROWN  
CLERK OF THE BOARD

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

APPROVED AS TO FORM:

STEPHEN SHANE STARK  
COUNTY COUNSEL

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