



**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: June 28, 2022
Placement: Administrative
Estimated Time:
Continued Item: No
If Yes, date from:
Vote Required: Majority

DocuSigned by:

Maria Elena De Guevara

TO: Board of Supervisors
FROM: Department Director Contact Info: Maria Elena De Guevara, Human Resources Director
568-2816
Robert Clark, Employee Relations Manager
568-2829

SUBJECT: Memorandum of Understanding, Fire Fighters, Local 2046

County Counsel Concurrence

As to form: Yes

Other Concurrence:

As to form: N/A

Auditor-Controller Concurrence

As to form: Yes

Recommended Actions:

That the Board of Supervisors:

- A. Approve a Memorandum of Understanding with the Fire Fighters, Inc., Local 2046 for terms and conditions of employment through July 4, 2027 as set forth in Attachment A, and
- B. Determine pursuant to California Environmental Quality Act (CEQA) Guidelines Section 15378(b)(4) that the above action is a government fiscal activity which does not involve any commitment to any specific project which may result in a potentially significant physical impact on the environment, and therefore is not a project subject to environmental review.

Summary Text:

The most recent Memorandum of Understanding (MOU) between the County and the Fire Fighters, Local 2046 expired on February 20, 2022. The parties have met and conferred in good faith and have reached potential agreement for an MOU that would govern terms and conditions of employment for this group through July 4, 2027 as set forth in Attachment A.

The recommended actions approve the proposed MOU covering five fiscal years and four months. The MOU has been ratified by the membership of Fire Fighters, Local 2046.

Background:

Fire Fighters, Local 2046, represents approximately 216 employees who work in the Fire Department. The most recent MOU with Fire Fighters, Local 2046, expired on February 20, 2022. The parties have been engaged in negotiations for a successor MOU since February, 2022, and have reached a tentative agreement for a successor MOU that would expire on July 4, 2027.

The Recommended actions would approve the proposed MOU in Attachment A (changes not tracked) and Attachment B (changes tracked). The membership of Fire Fighters, Local 2046, have voted to ratify the agreement.

The complete text of the successor MOU appears in Attachments A and B. Significant changes include: cost of living increase of 3% in the first year, and 2.5% per year for the remaining four years; increases in the County contributions toward dependent health care; establishment of pay grade allowances for employees who hold certifications for specialties such as hazardous material response, urban search and rescue, swift water rescue and other areas; a bilingual allowance; and

Fiscal Year 2022-23:

- 3% wage increase
- Increase dependent medical contribution by \$25 twice monthly for employee plus one dependent and \$155 for employee plus two dependents
- A reopener to discuss release time for Union business
- Add Juneteenth holiday

Fiscal Year 2023-24:

- 2.5% wage increase
- Increase dependent medical contribution by another \$25 twice monthly for employee plus one dependent and \$155 for employee plus two dependents
- Provide \$150 per pay period for 1 or 2 specialty certifications, and \$250 for three or more specialty certifications

Fiscal Year 2024-25

- 2.5% wage increase

Fiscal Year 2025-26

- 2.5% wage increase

Fiscal Year 2026-27

- 2.5% wage increase
- \$95 per pay period bilingual allowance
- \$50 per pay period increase in certification allowances

Performance Measure:

Not Applicable

Fiscal and Facilities Impacts:

Page 3 of 4

Budgeted: Yes**Fiscal Analysis:**

Overall, the total cumulative cost of implementing the successor MOU for Fire Fighters, Local 2046, through the end of Fiscal Year 2026-27 would be approximately \$36.2 million, for an average incremental cost increase of 3.66% per year.

The approximate incremental cost increases, as well as the ongoing cost of each component of the agreement, are estimated by fiscal year in the table below:

Item	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26	FY 2026-27	Total	Annual as %
3.0% Wage Increase PP 2022-15	1,826,578	1,826,578	1,826,578	1,826,578	1,826,578	9,132,890	3.00
Dependent Medical @ \$25 and \$155, effective 1/1/23	179,829	359,657	359,657	359,657	359,657	1,618,457	0.59
Juneteenth Holiday	127,505	127,505	127,505	127,505	127,505	637,523	0.21
2.5% Wage Increase PP 2023-15		1,567,813	1,567,813	1,567,813	1,567,813	6,271,251	2.58
Dependent Medical @ \$50 and \$310, effective 1/1/24		179,829	359,657	359,657	359,657	1,258,800	0.59
Certification Pay @ \$150/\$250 PP 2024-1		968,194	1,936,387	1,936,387	1,936,387	6,777,355	3.18
2.5% Wage Increase PP 2024-15			1,607,008	1,607,008	1,607,008	4,821,024	2.64
2.5% Wage Increase PP 2025-15				1,671,449	1,671,449	3,342,898	2.75
2.5% Wage Increase PP 2026-15					1,738,976	1,738,976	2.86
Bilingual Pay					99,195	99,195	0.16
Increase Certification Pay @ \$200/\$300 PP 2026-15					501,736	501,736	0.82
Cumulative Totals	2,133,911	5,029,575	7,784,605	9,456,054	11,795,961	36,200,105	19.37
As %	3.40	8.02	12.41	15.08	18.81	57.72	
Incremental Increases	2,133,911	2,895,663	2,755,030	1,671,449	2,339,907	9,456,054	Ave Ann %
As %	3.40	4.62	4.39	2.67	3.73	15.08	3.66

Key Contract Risks:

None

Staffing Impacts:

None

Special Instructions:

Please send a copy of the Minute Order to Stefan Brewer, Workforce Planning Manager, at SBrewer@co.santa-barbara.ca.us

Attachments:

Page 4 of 4

Attachment A: Fire Fighters, Local 2046, MOU

Attachment B: Fire Fighters, Local 2046, MOU – Changes Tracked

Authored by: Robert Clark

cc: Mona Miyasato, County Executive Officer
Rachel Van Mullem, County Counsel
Mark A. Hartwig, Fire Chief
Betsy Schaffer, Auditor Controller