



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: October 16, 2012
Placement: Administrative
Estimated Tme:
Continued Item: No
If Yes, date from:
Vote Required: Majority

TO: Board of Supervisors
FROM: Select_From Chandra L. Wallar, County Executive Officer, 568-3404
Jeri Muth, Human Resources Director, 568-2816
Contact Info: Joseph Pisano, Employee Relations Manager, 568-2839

SUBJECT: *Implementation of Previously-Adopted Furlough Programs*

County Counsel Concurrence

As to form: Yes

Other Concurrence: Select_Other

As to form: Select_Concurrence

Auditor-Controller Concurrence

As to form: Select_Concurrence

Recommended Actions:

That the Board of Supervisors adopt the resolution in Attachment A to allow department heads to temporarily reduce hours of operation from December 24, 2012 through January 1, 2013 inclusive to implement previously-negotiated furlough agreements for certain groups of County employees.

Summary Text:

In order to continue to address the County's ongoing economic/fiscal challenges and maintain service levels, the Board of Supervisors and the County Executive Officer directed staff to meet and confer with the County's labor organizations regarding potential wage concessions. As a result of discussions with the Service Employees International Union, Local 620 (Local 620), the Engineers and Technicians Association (ETA), and the Union of American Physicians and Dentists (UAPD), agreements were reached that included a 40-hour designated furlough period in Fiscal Year 2012-2013.

The recommended action authorizes department heads to deviate from established hours of operation to implement these agreements.

Background:

The Board adopted a Memorandum of Understanding (MOU) with ETA on July 5, 2011, an MOU with Local 620 on September 6, 2011, and an MOU with UAPD on December 6, 2011 that included 40 hours of furlough in each year of a two-year contract for each group. The parties agreed that most employees represented by these groups would be furloughed on non-holidays around the observance of Christmas 2012 and New Year's Day 2013.

County Code section 27.3 specifies the general operating hours of County offices as every day of the week "except Saturdays, Sundays, and holidays" but includes a provision that allows the Board to "specify and adopt by resolution temporary reduced office hours when financially necessary and in the best interest of the county." Consistent with this section of the County Code, the resolution in Attachment A authorizes a temporary reduction in office hours between December 24, 2012 and January 1, 2013 in order to implement the furlough period this contract year.

Staff has worked with County departments and labor to ensure public health, safety, and other critical services are provided during this period while maximizing the number of employees who can be furloughed at this time. Legal mandates or other operational needs preclude some departments from closing at all during the furlough period; some departments will implement partial closures, reducing days and/or hours of operation while still providing mandated services, and some departments will close to the public entirely during the furlough period. Where offices are partially or fully closed, departments will make necessary arrangements to cover emergency or critical services. In addition, some departments that do not have represented employees will be closing during this period and staff will use vacation balances. This is typically a period of time when County departments are minimally staffed. Attachment B summarizes County Department operational plans for the period of December 24, 2012 – January 1, 2013. Even those departments that will not close during this period will be allowing some employees to take time off then. Additionally, employees will be available for emergency response and on call to meet any operational needs.

Fiscal Analysis: The total savings associated with the furloughs for ETA, Local 620, and UAPD was estimated to be approximately \$2,623,000 in each year of their contracts.

Attachments:

- A: Resolution authorizing department heads to reduce/change operational hours from December 24, 2012 – January 1, 2013.
- B: December 24, 2012 – January 1, 2013 Furlough Program Operational Plan

cc: Dennis Marshall, County Counsel
Bob Geis, Auditor Controller

Department Heads