



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: August 14, 2012
Placement: Administrative
Estimated Tme:
Continued Item: No
If Yes, date from:
Vote Required: Majority

TO: Board of Supervisors

FROM: Jeri Muth, Human Resources Director, 568-2816
Contact Info: Joseph Pisano, Employee Relations Manager, 568-2839

SUBJECT: *Fire Fighters Local 2046 – Side Letter Agreement to Delay Previously-Negotiated Wage Increase*

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 of Supervisors approve the attached side letter agreement with the Santa Barbara County Fire Fighters, Local 2046 (Local 2046) to delay a previously negotiated 2.5% wage increase.

Summary Text:

The recommended side letter agreement with Local 2046 would provide a delay in implementing a previously negotiated and previously delayed 2.5% wage increase that was scheduled for June 25, 2012. The recommendation would result in this increase being delayed pending the outcome of ongoing discussions between the parties for potential wage and benefit concessions. If the parties do not arrive at a mutually satisfactory agreement on or before September 18, 2012, the wage increase will be implemented retroactive to June 25,

2012. An additional previously negotiated 2.5% increase is scheduled to become effective on September 3, 2012; absent an agreement to delay or eliminate it, this increase will also be implemented per the terms of the current MOU with Local 2046.

Background:

The current Memorandum of Understanding (MOU) with Local 2046 expires on March 2, 2014. This increase was originally scheduled to be implemented on December 27, 2010 as part of an MOU between the County and Local 2046 approved by the Board of Supervisors on March 17, 2009. Subsequently, the increase was delayed to June 27, 2011 and later to June 25, 2012 as part of wage concession agreements between the County and Local 2046.

Although Local 2046 has no obligation to postpone or forego this previously negotiated increase, County staff and Local 2046 representatives have been exploring the potential for delaying or eliminating this previously negotiated increase by mutual agreement as part of cost savings measures to help the Fire Department manage its budget and maintain service levels during the ongoing fiscal challenges facing the County.

The discussions had been constructive, and on June 19, 2012 the Board approved a side letter delaying this increase to August 14, 2012; however, the County and Local 2046 have not yet reached agreement and continue to meet. Ultimately, if the parties are unable to reach a mutually satisfactory agreement that is ratified by Local 2046 members and adopted by the Board of Supervisors, the wage increase will be implemented as previously negotiated and retroactive to June 25, 2012.

The attached side letter agreement has been signed by Local 2046 and County staff. It is recommended that the Board of Supervisors approve the agreement.

Fiscal Analysis:

In the event that Local 2046 and the County are unable to reach an agreement, it will be necessary to use Fire District fund balance to fund the cost of maintaining service levels from July 1, 2012 to September 18, 2012.

cc: Chandra L. Wallar, County Executive Officer
Dennis Marshall, County Counsel
Robert W. Geis, Auditor-Controller
Michael Dyer, Fire Chief

Attachment