



**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: 7/12/2022
Placement: Administrative
Estimated Time: N/A
Continued Item: No
If Yes, date from:
Vote Required: Majority

TO: Board of Supervisors

FROM: Department Director(s)
Contact Info: Joseph Pisano, Employee Relations Division Chief, 568-2839

SUBJECT: Sheriff’s Managers Association – Successor Memorandum of Understanding

DocuSigned by:
Maria Elena De Guevara
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Maria Elena de Guevara, Human Resources Director, 568-2816

County Counsel Concurrence

As to form: Yes

Other Concurrence: Select_Other

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 Santa Barbara County Sheriff’s Managers Association for terms and conditions of employment through June 21, 2026 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) with the Santa Barbara County Sheriff’s Managers Association (SMA) expired on June 26, 2022. The parties have been engaged in negotiations for a successor contract since May 2022 and have reached a tentative agreement for a successor MOU that would expire on June 21, 2026. The SMA membership has ratified the agreement, which would become effective upon Board approval. The recommended actions approve the proposed MOU in Attachment A and Attachment B, which tracks changes from the current MOU between the parties.

Background:

The SMA currently represents approximately 30 employees who work in the District Attorney's Office and the Sheriff's Office. The most recent MOU with the SMA expired on June 26, 2022. The parties have been engaged in negotiations for a successor contract since May 2022 and have reached a tentative agreement for a successor MOU that would expire on June 21, 2026.

The recommended actions would approve the proposed MOU in Attachment A (changes not tracked) and Attachment B (changes tracked). The SMA membership has ratified a tentative agreement for the proposed changes to the MOU between the parties in these attachments.

The complete text of the successor MOU appears in Attachments A and B. Significant changes include adding Juneteenth as a paid holiday effective beginning on June 19, 2023, a temporary increase of 40 hours in the maximum vacation accrual during the term of the MOU, and:

- Effective Pay Period 2022-16 (7/11/2022), 3% wage increase for all SMA represented classifications
- Effective as soon as practicable following approval of this MOU by the Board of Supervisors, employees in classifications exempt from FLSA overtime compensation may volunteer to work available overtime typically worked by employees in classification represented by the Deputy Sheriffs' Association (DSA), at a rate that is equal to one-and one-half times the applicable top-step Sergeant (Sheriff's Sergeant, Custody Sergeant) base rate
- Effective with the first premium payments for the 2023 medical insurance plan year, a \$25 subsidy of employees' twice monthly healthcare premiums for employee + one coverage and a \$155 subsidy of employees' twice monthly healthcare premiums for employee + family coverage
- Effective Pay Period 2023-15 (6/26/2023)
 - 2.5% wage increase for all SMA represented classifications
 - Increase in bilingual allowance to \$95 per pay period
 - Increase the maximum potential tuition and textbook reimbursement to \$1000
- Effective with the first premium payments for the 2024 medical insurance plan year, an increase to a \$50 subsidy of employees' twice monthly healthcare premiums for employee + one coverage and to a \$310 subsidy of employees' twice monthly healthcare premiums for employee + family coverage effective
- Effective Pay Period 2024-15 (6/24/2024)
 - 2.5% wage increase for all SMA represented classifications
 - Additional wage increases of:
 - 1.25% for Custody and Sheriff's Lieutenants, Chief Deputy Sheriff, and Chief Criminal Investigator
 - 2.5% for Custody and Sheriff's Commanders
 - Increase the maximum potential tuition and textbook reimbursement to \$1500
- Effective with the first premium payments for the 2025 medical insurance plan year, an increase

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to a \$125 subsidy of employees' twice monthly healthcare premiums for employee + one coverage and to a \$440 subsidy of employees' twice monthly healthcare premiums for employee + family coverage effective

- Effective Pay Period 2025-15 (6/23/2025)
 - 2.5% wage increase for all SMA represented classifications

Performance Measure: Not applicable

Fiscal and Facilities Impacts:

Budgeted: Yes

Fiscal Analysis:

Overall, the total cumulative cost of implementing the tentative agreement for SMA represented employees through the end of Fiscal Year 2025-2026 would be approximately \$3.2 million, for an average annual incremental cost increase of 3.7% per year.

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

Potential SMA Successor MOU (expires June 21, 2026 - 4 years)	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26	Total	Annual as %
3% Wage Increase PP 2022-15	281,926	281,926	281,926	281,926	1,127,703	3.00
Juneteenth Holiday	-	-	-	-	-	0.00
Increase Vacation Caps by 40 Hours during MOU Term	-	-	-	-	-	0.00
Subsidize EE+ 1 by \$25 and EE + Fam by \$155 2023 Plan Year	-	29,100	58,200	58,200	145,500	0.62
Overtime at Sgt's E-step, paid as earned, after DSA bid, if assigned by the Sheriff?	-	-	-	-	-	0.00
2.5% Wage Increase PP 2023-15	-	241,986	241,986	241,986	725,959	2.58
Bilingual to 95.00 Effective PP 2023-15	-	12,827	12,827	12,827	38,481	0.14
Tuition and Textbook Max to \$1000 (10%) Effective PP 2023-15	-	1,500	1,500	1,500	4,500	0.02
Subsidize EE+ 1 by \$50 and EE + Fam by \$310 2024 Plan Year	-	-	30,888	61,776	92,664	0.66
2.5% Wage Increase PP 2024-15	-	-	246,826	246,826	493,652	2.63
Tuition and Textbook Max to \$1500 (10%) PP 2024-15	-	-	1,500	1,500	3,000	0.02
1.25 % Custody Adjustment Effective PP 2024-15 (Except Commander)	-	-	37,153	37,153	74,306	0.40
1.25% LE Adjustment Effective PP 2024-15 (Except Commander)	-	-	55,234	55,234	110,468	0.59
2.5% Commander Adjustment	-	-	65,288	65,288	130,576	0.69
Subsidize EE+ 1 by \$125 and EE + Fam by \$440 2025 Plan Year	-	-	-	30,888	30,888	0.66
2.5% Wage Increase PP 2025-15	-	-	-	257,440	257,440	2.74
Cumulative Totals	281,926	567,339	1,033,328	1,352,544	3,235,137	14.72
As %	3.00	6.04	11.00	14.39	34.43	
Incremental Increases	281,926	256,313	406,001	257,440	1,201,680	Avg Annual %
As %	3.00	2.73	4.32	2.74	12.79	3.68

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:

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Attachment A: Successor SMA MOU

Attachment B: Successor SMA MOU – Changes Tracked

Authored by: Joseph Pisano

cc: Mona Miyasato, County Executive Officer
Rachel Van Mullem, County Counsel
Betsy Schaffer, Auditor Controller
Sheriff Bill Brown
District Attorney Joyce Dudley
Assistant CEOs