



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/HR
Department No.: 064
For Agenda Of: 6-7-10
Placement: Administrative
Estimated Time:
Continued Item:
If Yes, date from:
Vote Required: Majority

TO: Board of Supervisors

FROM: Department Susan Paul, Assistant CEO/HR Director 568-2815

Contact Jeri Muth, Assistant HR Director 568-2816
Joe Pisano, Employee Relations Manager 568-2839

SUBJECT: Adoption of Wage Concession Agreements

County Counsel Concurrence

As to form: Select_Concurrence

Other Concurrence: Select_Other

As to form: Select_Concurrence

Recommended Actions:

That the Board of Supervisors adopt ratified tentative agreements reached for concessions with the Deputy Sheriff's Association (DSA), the Sheriff's Managers' Association (SMA), and Santa Barbara County Fire Fighters Union, Local 2046 (Local 2046).

Background:

In order to address the County's fiscal challenges, the Board of Supervisors directed staff to meet and confer with the County's labor organizations to explore potential cost savings measures.

The recommended action would adopt tentative agreements ratified by the members of the DSA, the SMA, and Local 2046 and realize an estimated \$6.9 million in concessions over the term of the agreements with these groups.

DSA

The DSA represents approximately 464 employees in the Sheriff's and District Attorney Departments, including sworn Deputy Sheriffs, District Attorney Investigators, and Custody Deputies as well as non-Sworn 911 Communications Dispatchers. The tentative agreement with this group extends the current contract through February 22, 2013, and includes the following concessions to preserve jobs and maintain service levels:

- Deferral of a 2.5% wage increase from February 2010 to July 2010;
- A 3% wage reduction between July 2010 and February 2013; and
- Deferral of a 3.0% wage increase from August 2010 to February 2011.

The agreement also includes provisions for the parties to reopen negotiations as early as October 2010 regarding retirement and retiree medical reform for new employees, and to reopen negotiations beginning in July 2011 regarding the potential to implement a new DSA medical plan option in January 2012.

SMA

The SMA represents approximately 32 sworn safety managers in the Sheriff's Department. The tentative agreement with this group extends the current contract through April 14, 2013, and includes the following concessions to preserve jobs and maintain service levels:

- Deferral of a 2.5% wage increase from February 2010 to July 2010;
- A 3% wage reduction between July 2010 and April 2013; and
- Deferral of a 3.0% wage increase from October 2010 to June 2012.

The agreement also includes provisions for the parties to reopen negotiations as early as October 2010 regarding retirement and retiree medical reforms for new employees and to implement a new SMA medical plan option in January 2011. Staff will return to the Board to implement this aspect of the agreement when 2011 Health Plan renewals are in place for all employees.

In addition, the agreement provides that SMA represented employees will receive overtime during declared emergencies when such costs are reimbursable and will retain the educational allowances they are receiving, if any, upon promotion from the DSA into the SMA until such time as they are eligible for a management educational allowance, typically within three years.

Local 2046

Local 2046 represents approximately 200 Fire Fighters. The tentative agreement with this group includes the following wage deferral concessions to preserve jobs and maintain service levels and a provision that no additional concessions will be sought over the term of the agreement:

- Deferring a 2.5% wage increase from December 2010 to June 2011;
- Deferring a 2.5% wage increase from March 2011 to September 2011;
- Deferring a 3.0% wage increase from September 2011 to March 2012;
- Deferring a 3.0% wage increase from March 2012 to September 2012; and
- Deferring a 3.0% wage increase from September 2012 to March 2013.

Fiscal Impact:

The approximate savings from DSA concessions are estimated in the chart below:

Deputy Sheriff's' Association Tentative Agreement on Wage Concessions				
Action	Fiscal Year 2009-10	Fiscal Year 2010-11	Fiscal Year 2011-12	Fiscal Year 2012-13
Delay 2.5% Increase from 2/22/10 to 7/12/10	525,531			
Reduce wages 3% from 7/12/10 to 2/17/2013		1,027,364	1,068,459	698,608
Delay 3% Increase from 8/23/10 to 2/21/2011		819,828		
Estimated Concessions by FY	525,531	1,847,192	1,068,459	698,608
Estimated Grand Total DSA Concessions	4,139,790			

The approximate savings from SMA concessions are estimated in the chart below:

Sheriff's Managers Association Wage Concessions				
Action	Fiscal Year 2009-10	Fiscal Year 2010-11	Fiscal Year 2011-12	Fiscal Year 2012-13
Delay 2.5% Increase from 4/19/10 to 7/12/10	33,371			
Reduce wages 3% from 7/12/10 to 4/15/2013		116,431	121,088	97,802
Delay 3% Increase from 10/18/10 to 6/25/2012		120,135	173,529	
Estimated Concessions by FY	33,371	236,566	294,617	97,802
Estimated Grand Total SMA Concessions	662,355			

The agreement provides for the 3% reduction that begins in July 2010 to continue after April 2013 if the cost to the County to implement an additional medical plan for the SMA exceeds the 3% reduction.

There is no cost to the County associated with the provision to provide overtime during declared emergencies; the County is reimbursed for this cost. There are currently four Sheriff's Managers who would be covered under the provision regarding educational incentive allowances.

The approximate savings from Local 2046 concessions are estimated in the chart below:

Fire Fighters Local 2046 Wage Concessions			
Action	Fiscal Year 2010-11	Fiscal Year 2011-12	Fiscal Year 2012-13
Defer 2.5% Increase from 12/27/10 to 6/27/11	373,044		
Defer 2.5% Increase from 3/7/11 to 9/5/11		382,370	
Defer 3% Increase from 9/5/11 to 3/6/12		470,315	
Defer 3% Increase from 3/6/12 to 9/3/12			484,424
Defer 3% Increase from 9/3/12 to 2/18/13			460,576
Estimated Savings by FY	373,044	852,684	945,000
Estimated Grand Total Savings	2,170,728		

The estimated General Fund Savings are approximately \$2,978,695; the estimated savings from all other funds are approximately \$3,994,178.

Attachments:

Tentative agreements with DSA, SMA, and Fire Fighters Local 2046.

Authored by: Joseph Pisano, Employee Relations Manager

cc: Michael F. Brown, County Executive Officer
Robert Geis, Auditor-Controller
William Brown, Sheriff
Michael Dyer, Fire Chief
Jason Stillwell, Assistant CEO/Budget Director
Robert MacLeod, Chief of Employee Relations

TEMLATIVE AGREEMENT

DSA Proposal
May 24, 2010

1. The Deputy Sheriff's Association (DSA) and the County agree that the term of the Memorandum of Understanding between the parties shall be extended through February 17, 2013.
2. The Deputy Sheriff's Association agrees to defer the 2.5% salary increase scheduled for February 22, 2010 until July 12, 2010.
3. Effective July 12, 2010 Deputy Sheriff's Association members will have a salary reduction of 3% (2.4 hours of pay) taken each pay period on a pre-tax basis. That same dollar amount will continue to be deducted each pay period through February 17, 2013. Savings realized through this deduction shall be used to reduce Sheriff's department cost for employee retirement benefits.
4. The County and the Deputy Sheriff's Association agree to reopen negotiations in October 2010, or such later date as may be agreed by the parties, regarding retirement for new employees and retiree medical for new employees.
5. The 3% salary increase scheduled for August 23, 2010 shall be deferred to pay period 6 (February 21, 2011).
6. Evaluation of cost of moving DSA to ALADS in July 2011. If no or minimal cost, ALADS offered as option effective January 2012. If cost more than minimal, begin meet & confer on ALADS option.

County
5/24/10

Pym
JMB
J. Peterson
A.
Anderson
DC
M

Union
7.7
BKC
H
Blum
AP
TA

**County of Santa Barbara and the
Sheriff's Managers Association
Tentative Agreement
May 19, 2010**

The parties have met and conferred and hereby agree to the following changes to the 2009 – 2012 Memorandum of Understanding.

1. The Sheriff's Managers Association (SMA) and the County agree that the term of the Memorandum of Understanding between the parties will be extended through April 14, 2013.
2. The Sheriff's Managers Association may designate an optional medical plan to be offered to SMA members effective January 2011.
3. The 2.5% salary increase scheduled to be effective April 19, 2010 will be deferred until July 12, 2010.
4. The 3% salary increase scheduled for October 18, 2010 shall be deferred to pay period 15 2012 (June 25, 2012).
5. Effective July 12, 2010 Sheriff's Managers Association members will have a salary reduction of 3% (2.4 hours of pay) taken each pay period on a pre-tax basis. That same dollar amount will continue to be deducted each pay period through April 14, 2013. Savings realized through this reduction shall be utilized to reduce Sheriff's Department cost for employee retirement benefits.
6. The following sections and modifications shall be added to the MOU:

Section 16 D. – Notwithstanding Section B and C above, regular employees shall be compensated for hours worked in excess of 80 hours per pay period at one and one half times their regular rate during any declared emergency on State or Federal lands, or in any other emergency for which such overtime costs would be reimbursable (Current D would become E).

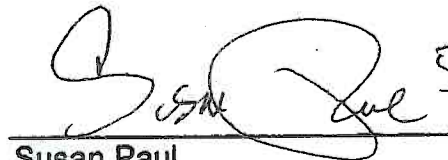
Section 18 A. – Upon promotion to Sheriff's or Custody Lieutenant, promoted employee shall retain the educational allowance earned immediately prior to their promotion. That allowance shall cease when the employee becomes eligible for benefits under the provision of Section B and C below.
7. The County and Sheriff's Managers Association (SMA) agree to reopen negotiations in October 2010, or such later date as may be agreed by the

parties, regarding retirement for new employees and retiree medical for new employees.

8. CSAC-EIA will be required by the County to provide data based on actual enrollment in the SMA medical plan option and actual claims experience. If the cost solely attributable to the SMA medical plan options is less than 3%, the 3% (2.4 hours pay reduction) will cease at the end of the contract. If the cost solely attributable to the SMA medical plan option is more than 3%, the 3% (2.4 hours pay reduction) will continue.

 5-19-2010

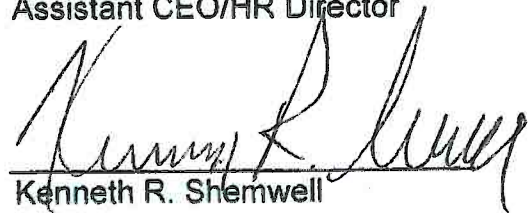
Dominick Palera, President
Sheriff's Managers Association

 5/19/10

Susan Paul
Assistant CEO/HR Director



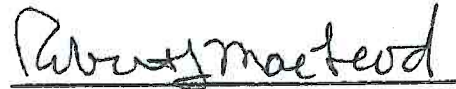
Darin Fotheringham
Sheriff's Managers Association



Kenneth R. Shemwell
Undersheriff



Eric Koopmans
Sheriff's Managers Association



Robert J. MacLeod
Chief of Employee Relations



Brian Olmstead
Sheriff's Managers Association



Joseph M. Pisano
Employee Relations Manager



Nicci Plata
Employee Relations Specialist

**County of Santa Barbara and the
Santa Barbara County Fire Fighters Union Local 2046
Tentative Agreement
May 18, 2010**

The parties have met and conferred and hereby agree to the following changes to the 2009-2013 Memorandum of Understanding:

1. The 2.5% salary increase scheduled to be effective on December 27, 2010 will be deferred until June 27, 2011.
2. The 2.5% salary increase scheduled to be effective on March 7, 2011 will be deferred until September 5, 2011.
3. The 3.0% salary increase scheduled to be effective on September 5, 2011 will be deferred until March 6, 2012.
4. The 3.0% salary increase scheduled to be effective on March 6, 2012 will be deferred until September 3, 2012
5. The 3.0% salary increase scheduled to be effective on September 3, 2013 will be deferred until February 18, 2013.

In addition, the parties agree that

- No additional concessions will be sought over the term of the agreement
- Language on Portal to Portal time away from Fire Fighters' regular duty station will be added to the MOU, and
- That the parties may reopen to explore retirement benefit reforms.

Rob Heckman
Local 2046

Susan Paul
County of Santa Barbara