



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:** June 19, 2012  
**Placement:** Administrative  
**Estimated Tme:**  
**Continued Item:** No  
**If Yes, date from:**  
**Vote Required:** Majority

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**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*

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**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 2.5% wage increase currently 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 August 14, 2012, the wage increase will be implemented retroactive to June 25, 2012. This Board letter has been filed with the Union's knowledge in anticipation of its members' ratification of the agreement prior to the Board meeting on June 19, 2012.

**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 current discussions have been constructive, but 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:**

There are no additional costs associated with delaying the implementation of the previously negotiated increase.

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

Attachment