



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: September 13, 2016
Placement: Administrative
Estimated Time:
Continued Item: No
If Yes, date from:
Vote Required: Majority

TO: Board of Supervisors
FROM: Department Lori Gentles, Human Resources Director, 568-2816
Director(s)
Contact Info: Joseph Pisano, Employee Relations Manager, 568-2839
SUBJECT: Portal to Portal Pay for DSA Represented Air Support Unit Employees

County Counsel Concurrence

As to form: N/A

Other Concurrence: N/A

As to form: N/A

Auditor-Controller Concurrence

As to form: N/A

Recommended Actions:

That the Board of Supervisors:

- a) Approves a side letter agreement regarding portal-to-portal pay between the County and the Santa Barbara County Deputy Sheriffs' Association, effective September 12, 2016; and
- b) Determines 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:

Santa Barbara County participates in the California Fire and Rescue Mutual Aid System, which is governed by the California Fire Assistance Agreement (CFAA). The CFAA outlines the responsibilities and reimbursement guidelines for agencies that send staff and other resources to fire emergency incidents in another agency's jurisdiction.

Helicopter pilots and crew chiefs in the Fire Department who are assigned to these fire emergency incidents receive portal to portal pay, but pilots and crew chiefs employed in the Santa Barbara County Sheriff's Office (SBSO) who are deployed to the same fire emergencies do not. The recommended actions implement changes to the terms and conditions of employment of certain Deputy Sheriffs' Association (DSA) represented employees who are assigned to the Air Support Unit as set forth in Attachment A; the changes provide portal to portal pay when the employees are assigned to such fire emergencies.

The recommended actions also satisfy provisions in the current CFAA governing reimbursement to the County for portal-to-portal pay for employees assigned to fire emergency incidents.

Background:

Historically, funds have been available through the CFAA to pay County employees assigned to incidents covered by the agreement from the time of their initial deployment from their home base in Santa Barbara County until the time they return to home base from the incident ("portal-to-portal").

The SBSO requested that Human Resources negotiate the side letter agreement in Attachment A in order to create parity for pilots and crew chiefs in the SBSO with pilots and crew chiefs in the Fire Department deployed to respond to fire emergency incidents.

The recommended actions will create parity for employees in the SBSO with employees in the Fire Department and facilitate the recovery of incident-related eligible personnel costs when employees are assigned, on a portal-to-portal basis, to a fire emergency incident through the statewide California Fire Assistance Agreement.

Fiscal and Facilities Impacts:

Budgeted: Yes .

Fiscal Analysis:

It is anticipated that there will be minimal SBSO costs associated with these changes.

Key Contract Risks: N/A

Staffing Impacts:

Legal Positions:
N/A

FTEs:
N/A

Special Instructions:

Attachments: Attachment A: DSA Side Letter Agreement

Authored by: Joseph Pisano

cc: Mona H. Miyasato, County Executive Officer
Michael C. Ghizzoni, County Counsel
Theo Fallati, Auditor-Controller
Bill Brown, Sheriff - Coroner
Deputy Sheriffs' Association