



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: March 10, 2015  
Placement: Administrative  
Estimated Time:  
Continued Item: No  
If Yes, date from:  
Vote Required: Majority

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**TO:** Board of Supervisors  
**FROM:** Department Jeri Muth, Human Resources Director, 568-2816  
Director(s)  
Contact Info: Joseph Pisano, Employee Relations Manager, 568-2839  
**SUBJECT:** Terms and Conditions of Employment for Deputy Sheriff's Association

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**County Counsel Concurrence**

As to form: N/A

Other Concurrence: N/A

As to form: Select\_Concurrence

**Auditor-Controller Concurrence**

As to form: N/A

**Recommended Actions:**

That the Board of Supervisors:

1. Approve the tentative agreement in Attachment A between the County and the Deputy Sheriff's Association increasing stand-by pay from \$2.75 per hour to \$4.00 per hour, effective March 2, 2015; and
2. Determine that this action is exempt from the California Environmental Quality Act (CEQA) review as it is not a project pursuant to CEQA Guidelines section 15378 (b) (2).

**Summary Text:**

Currently employees represented by the Deputy Sheriff's Association (DSA) who are assigned to stand-by duty are compensated at the rate of \$2.75 per hour. The recommended action would increase the rate of compensation for stand-by duty to \$4.00 per hour. This change is intended to address an issue in the Sheriff's Air Support Unit. The decision to assign stand-by duty is at the discretion of the Sheriff.

**Background:**

Employees represented by the DSA work-side-by side with other employees in the Sheriff's Air Support Unit (ASU) who are compensated \$1.25 more for, stand-by than employees represented by DSA. This disparity only recently came to the attention of the Sheriff, who asked that Human Resources staff enter into negotiations with the DSA to equalize the rate of stand-by compensation for these similarly situated employees. The parties have met and

conferred in good faith and reached the tentative agreement in Attachment A, which would bring the rate of stand-by compensation for DSA represented employees to the same level as their counterparts in the ASU. The recommended increase would also apply to DSA represented employees in other areas of the Sheriff's operations, but as a practical matter very few, if any, employees outside the ASU would be assigned stand-by duties. No employees outside the ASU were assigned stand-by duty in either of the last two fiscal years.

**Fiscal and Facilities Impacts:**

**Budgeted:** No. The Sheriff's Department will require additional contributions from the General Fund to cover the increased costs for Fiscal Year 2014-15 and will plan for the increased costs in Fiscal Year 2015-16 and annually thereafter.

**Fiscal Analysis:**

Based on a review of the actual standby hours assigned in Fiscal Year 2013-14 and Fiscal Year 2014-15 year-to-date, the estimated fully loaded cost of the recommended increase would be approximately \$4,500 for the remainder of Fiscal Year 2014-15 and approximately \$12,000 annually thereafter.

The estimated cost of the recommended actions would be paid for by various funds, as well as federal and state reimbursements, with the General Fund Discretionary Revenue portion estimated at approximately \$2,600 for the remainder of Fiscal Year 2014-15 and approximately \$6,900 of estimated annual cost of approximately \$12,000, which is approximately 57%.

**Key Contract Risks:**

**Staffing Impacts:**

**Legal Positions:**

**FTEs:**

**Special Instructions:**

**Attachments:**

**Authored by:** Joseph Pisano

**cc:** Mona H. Miyasato, County Executive Officer  
Michael C. Ghizzoni, County Counsel  
Robert W. Geis Auditor-Controller  
William Brown, Sheriff  
Deputy Sheriffs' Association

Attachment A: Tentative Agreement to increase stand-by pay for DSA represented employees.