



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: 7/15/08  
Placement: Administrative  
Estimated Time:  
Continued Item: No  
If Yes, date from:  
Vote Required: Majority

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TO: Board of Supervisors

FROM: Department Susan Paul, Assistant CEO/HR Director, 568-2817  
Director(s)  
Contact Info: Joseph Pisano, Senior HR Analyst, 568-2839

SUBJECT: **Employee Relations Items – DDAA and SEIU Local 620**

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**County Counsel Concurrence**

As to form: Select\_Concurrence

**Auditor-Controller Concurrence**

As to form: Select\_Concurrence

**Other Concurrence:** Select\_Other

As to form: Select\_Concurrence

**Recommended Actions:**

That the Board approve:

- a) an increase of \$20 biweekly in the benefit allowance for employees represented by the Deputy District Attorneys Association (DDAA) and for unrepresented attorneys, effective June 30, 2008, and,
- b) the restoration of any vacation leave balance hours that would otherwise be forfeited by one employee represented by the Service Employees International Union Local 620 (Local 620) in the Sheriff's Department between pay periods 12-2008 and 17-2008.

**Summary Text:**

Recommendation (a) implements a benefit allowance increase discussed in 2007 as part of a contract extension for the DDAA whose terms the Board subsequently agreed to extend to all County attorneys. Recommendation (b) resolves an issue that arises from an inability by the Sheriff to grant an employee's vacation requests because they have conflicted with operational needs in the Aviation Bureau.

**Background:**

The discussion regarding an increase in benefit allowance was included in the 2007 contract extension with the Deputy District Attorneys' Association (DDAA). The intent was to increase the benefit allowance by \$20 per pay period in Fiscal Year 2008-2009. Staff recommends that a \$20 per pay period increase in benefit allowance be approved for this group and for unrepresented attorneys in the offices of the Public Defender, Child Support Services, and County Counsel.

There is a helicopter mechanic in the Sheriff's Department scheduled to exceed his maximum allowable vacation accrual between Pay Period 2008-12 and Pay Period 2008-17. The employee has been unable to take earned vacation because he was the only mechanic working in the Aviation Bureau, and his presence is essential to the safe operations in the Bureau. The Sheriff has requested that CEO/HR take action to prevent this highly-valued employee from losing additional vacation accruals. The recommendation will allow this employee to continue to accrue vacation leave during a period when he would otherwise not be able to do so.

**Fiscal and Facilities Impacts:**

Budgeted: Yes

**Fiscal Analysis:**

The recommendation to increase the benefit allowance for attorneys would affect approximately 117 employees, and the estimated annual cost would be approximately \$77,875, of which approximately \$17,035 will be in the form of an increase in the County's contributions to the retirement system. The biannual actuarial study of the Santa Barbara County Retirement System as adopted by the Board of Retirement includes certain economic and non-economic assumptions in setting the employer's contribution rate, which is used to estimate the impact of the recommended actions on the County's contribution to the retirement system.

At the employee's current rate of pay, the value of hours the helicopter mechanic would accrue beyond his current vacation maximum is approximately \$730.

**Staffing Impacts:**

**Legal Positions:**                      **FTEs:**

**Special Instructions:**

**Attachments:**

**Authored by:** Joseph Pisano

**cc:** County Executive Officer  
County Counsel  
District Attorney  
Public Defender  
Sheriff  
Chief of Employee Relations