



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: January 24, 2012
Placement: Departmental
Estimated Tme: 5 minutes
Continued Item: No
If Yes, date from:
Vote Required: Majority

TO: Board of Supervisors

FROM: Chandra Wallar, County Executive Officer, 568-3404
Jeri Muth, Human Resources Director, 568-2816

Contact Info: Joseph Pisano, Employee Relations Manager, 568-2839

SUBJECT: *Terms and Conditions of Employment for Deputy Public Defenders*

County Counsel Concurrence

As to form: Yes

Other Concurrence:

As to form: N/A

Auditor-Controller Concurrence

As to form: N/A

Recommended Actions:

That the Board of Supervisors approves the Memorandum of Understanding with the Service Employees International Union, Local 620, in Attachment A for Bargaining Unit 20, Deputy Public Defenders, effective from January 23, 2012 through June 23, 2013.

Summary Text:

Although the County and the Service Employees International Union, Local 620 (Local 620) entered into a successor Memorandum of Understanding (MOU) in September 2011 for employees in other job classifications represented by the union, Local 620 and the County continued bargaining separately to establish terms and conditions of employment for the Deputy Public Defenders Unit.

The recommended action aligns non-economic terms and conditions of employment for Deputy Public Defenders with those of other Local 620 employees and implements certain changes in wages and benefits for this group. This Board letter has been filed with the Union's knowledge in anticipation of its members' ratification of a tentative agreement prior to the Board meeting on January 24, 2012.

Background:

The recommended action affects approximately 32 employees in the Public Defender's Office. On August 10, 2009, Local 620 became the exclusive bargaining representative for the Deputy Public Defenders. Since October 2009, representatives of the County and Local 620 have been meeting periodically in an effort to reach agreement on terms and conditions of employment for this group.

In December 2011, the negotiations between the County and Local 620 resulted in a tentative agreement, which, if approved by the Board, would align non-economic terms and conditions of employment for Deputy Public Defenders with those of other Local 620 employees and include the following changes to wages and benefits:

- No general wage increases for the term of the agreement;
- A freeze of all merit step/performance-based increases for the term of the agreement;
- Elimination of employees' ability to cash out up to 80 hours of accrued vacation leave annually;
- A reduction from 108 to 80 maximum hours of Administrative Leave annually;
- An increase to the bilingual allowance for seven current Deputy Public Defenders from the \$25.38 to \$57.69 per pay period, which aligns with the bilingual allowance received by other employees represented by Local 620;
- Elimination of employer-paid retirement offset of \$80.00 biweekly for current and future employees;
- A provision for current and future employees to pay up to one-half of the increased annual Normal Cost of the retirement Cost of Living Adjustment (COLA) effective June 25, 2012, capped at a 2% increase for employees in a given year; and

- Pension reform via a new retirement tier for future employees effective June 25, 2012, including elimination of the retiree medical program for future employees and the following components:
 - Formula of 2% @ 61¼
 - Half-rates
 - Pension calculated on final average salary of three years
 - 2% retiree Cost of Living Adjustment

Fiscal Analysis:

The recommended action will implement various changes to wages and benefits resulting in estimated savings of approximately \$77,000 in Fiscal Year 2011-2012 (\$14,000 in one-time savings and \$63,000 from permanent, ongoing savings) and approximately \$171,000 in Fiscal Year 2012-2013 (\$106,000 in one-time savings and \$65,000 from permanent, ongoing savings).

cc: Chandra L. Wallar, County Executive Officer
Dennis Marshall, County Counsel
Robert Geis, Auditor Controller
Rai Montes de Ocha, Public Defender

Attachment A: SEIU Local 620 MOU for Bargaining Unit 20: Deputy Public Defenders