



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: August 9, 2011
Placement: Departmental
Estimated Tme: 5 minutes
Continued Item: No
If Yes, date from:
Vote Required: Majority

TO: Board of Supervisors

FROM: Jeri Muth, Interim Human Resources Director, 568-2816
Contact Info: Joseph Pisano, Employee Relations Manager, 568-2839

SUBJECT: ***Wage Concession Agreement and Contract Extension:
Deputy Sheriffs' Association***

County Counsel Concurrence

As to form: Yes

Other Concurrence: Select_Other

As to form: N/A

Auditor-Controller Concurrence

As to form: N/A

Recommended Actions:

That the Board of Supervisors adopt the attached tentative agreement with the Deputy Sheriffs' Association for the elimination of a wage increase, pension reforms for non-safety employees represented by the Association, and a two-year contract extension, with an unlimited reopener to negotiate for pension reforms for safety employees.

Summary Text:

The recommended action eliminates a previously-negotiated 3% wage increase scheduled for August 22, 2011, provides that pension reforms in effect in June 2012 for newly-hired non-safety employees in other bargaining groups will also become effective at that time for newly-hired non-safety employees represented by the Deputy Sheriffs' Association (DSA), and extends the Memorandum of Understanding (MOU) with the DSA for approximately two years. It also includes a provision for negotiations to begin in February 2014 regarding pension reforms for current and future safety employees represented by the DSA.

Background:

The DSA currently represents approximately 460 employees in the Sheriff's Department. On May 20, 2008, the Board of Supervisors approved an MOU with the DSA for a contract term from May 19, 2008 through February 19, 2012. A 3% wage increase scheduled to become effective on August 22, 2011 was part of that MOU.

On June 7, 2010, the Board extended the MOU with the DSA through February 17, 2013 as part of a wage concession agreement that included a 2.4 hour per pay period wage reduction from July 12, 2010 through February 17, 2013. That wage reduction will continue as adopted on June 7, 2010.

The recommended action:

- Eliminates the previously-negotiated 3% wage increase scheduled for August 22, 2011;
- Includes non-safety employees represented by the DSA in the County's pension reforms for other **future** non-safety employees;
- Provides for negotiations to begin on or after February 17, 2014 regarding current and future safety employees sharing the cost of retirement Cost of Living Adjustments (COLAs) and changes to pension benefits and retiree medical for future safety employees. Any changes as a result of these negotiations will not be effective before June 22, 2015; and
- Extends the DSA MOU through February 15, 2015.

It was also negotiated that non-retirement related savings realized as part of this agreement will remain in the Sheriff's Department.

Fiscal Analysis:

The recommended action will result in additional estimated savings of approximately \$1,419,000 in Fiscal Year 2011-2012 and approximately \$1,677,000 annually thereafter.

The continuing savings from the DSA concessions adopted by the Board on June 7, 2010 are estimated at approximately \$1,040,000 in Fiscal Year 2011-2012 and \$680,000 in Fiscal Year 2012-2013, which brings the total estimated savings for this group from Fiscal Year 2011-2012 through the term of the contract extension to approximately \$7,588,000.

cc: Chandra L. Wallar, County Executive Officer
Dennis Marshall, County Counsel
Bill Brown, Sheriff

Attachment A: Tentative Agreement with the DSA