



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: July 5, 2011
Placement: Departmental
Estimated Time: 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: Fire Fighters,
Local 2046***

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 side letter agreement reached with the Santa Barbara County Fire Fighters Local 2046 for wage concessions and a one-year contract extension.

Summary Text:

The recommended action defers five previously-adopted wage increases for one year each and extends the Memorandum of Understanding (MOU) with the Santa Barbara County Fire Fighters Local 2046 (Local 2046) for one year.

Background:

Local 2046 currently represents approximately 194 employees in the Fire Department. On March 17, 2009, the Board of Supervisors approved an MOU with Local 2046 for a contract term from March 9, 2009 to March 13, 2013 which included the following wage increases:

- 2.5% effective December 27, 2011
- 2.5% effective March 7, 2011
- 3% effective September 15, 2011
- 3% effective March 5, 2012
- 3% effective September 13, 2012

On June 7, 2010, the Board adopted a wage concession agreement with Local 2046 delaying each of these increases for approximately six months. The recommended action further delays each of these increases by approximately twelve months and extends the MOU for one year with a contract expiration date of March 2, 2014 per the attached side letter agreement.

Fiscal Analysis:

The recommended action will result in estimated one-time savings of approximately \$1,484,503 in Fiscal Year 2011-2012 and approximately \$3,967,404 over the term of the contract as illustrated in the table below:

Increase	Originally Scheduled	Previously Delayed to	Currently Delayed to	Savings FY 2011-12	Savings FY 2012-13	Savings FY 2013-14
2.5% Wage Increase	12/27/2010	6/27/2011	6/25/2012	669,960		
2.5% Wage Increase	3/7/2011	9/5/2011	9/3/2012	554,650	132,059	
3% Wage Increase	9/5/2011	3/5/2012	3/2/2013	259,893	584,759	
3% Wage Increase	3/5/2012	9/3/2012	9/2/2013	-	702,686	167,306
3% Wage Increase	9/3/2012	2/18/2013	2/17/2014	-	310,185	585,906
			Totals	1,484,503	1,729,690	753,212
					Grand Total	3,967,404

All savings realized as part of this agreement will remain in the Fire Department.

cc: Chandra L. Wallar, County Executive Officer
 Dennis Marshall, County Counsel
 Michael W. Dyer, Fire Chief

Attachment A: Side Letter Agreement

**Side Letter of Agreement
Fire Fighters Local 2046 and the County of Santa Barbara**

The parties agree that:

The Memorandum of Understanding between the parties covering the period from March 9, 2009 to March 3, 2013 shall be extended for one year, through March 2, 2014.

In addition, the parties agree that all current increases will be deferred for one year from the currently scheduled dates and will become effective at the beginning of the pay period that implements a 26 pay period delay from the current effective date. Specifically:

The negotiated salary increase of 2.5% scheduled to be received June 27, 2011 shall be deferred and shall be received June 25, 2012.

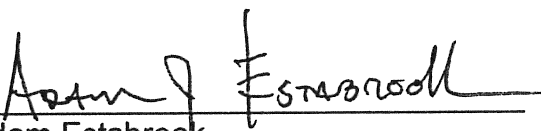
The negotiated salary increase of 2.5% scheduled to be received September 5, 2011 shall be deferred and shall be received September 3, 2012.

The negotiated salary increase of 3% scheduled to be received March 5, 2012 shall be deferred and shall be received March 4, 2013.

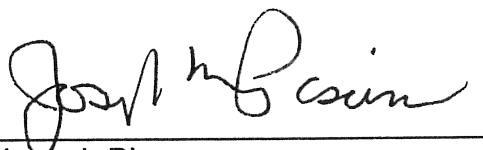
The negotiated salary increase of 3% scheduled to be received September 3, 2012 shall be deferred and shall be received September 2, 2013.

The negotiated salary increase of 3% scheduled to be received February 18, 2013 shall be deferred and shall be received February 17, 2014.

The parties agree that all savings realized as part of this agreement shall remain in the Fire Department.



Adam Estabrook
Firefighters Local 2046



Joseph Pisano
County of Santa Barbara

6-28-11

Date

6-28-2011

Date