



**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:** 3/15/2022  
**Placement:** Administrative  
**Estimated Time:** N/A  
**Continued Item:** No  
**If Yes, date from:**  
**Vote Required:** Majority

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**TO:** Board of Supervisors

DocuSigned by:  
*Maria Elena De Guevara*  
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**FROM:** Department Maria Elena de Guevara, Human Resources Director, 568-2816  
Director(s)  
Contact Info: Joseph Pisano, Employee Relations Division Chief, 568-2839

**SUBJECT: Deputy Sheriffs’ Association – Successor Memorandum of Understanding**

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**County Counsel Concurrence**

As to form: Yes

Other Concurrence: Select\_Other

As to form: N/A

**Auditor-Controller Concurrence**

As to form: Yes

**Recommended Actions:**

That the Board of Supervisors:

- a) Approve a Memorandum of Understanding with the Santa Barbara County Deputy Sheriffs’ Association for terms and conditions of employment through June 21, 2026 as set forth in Attachment A, and
- b) Determine pursuant to California Environmental Quality Act (CEQA) Guidelines Section 15378(b)(4) that the above action is a government fiscal activity which does not involve any commitment to any specific project which may result in a potentially significant physical impact on the environment, and therefore is not a project subject to environmental review.

**Summary Text:**

The most recent MOU with Santa Barbara County Deputy Sheriffs’ Association (DSA) expired on February 20, 2022. The parties have been engaged in negotiations for a successor contract since October 2021 and have reached a tentative agreement for a successor MOU that would expire on June 21, 2026.

The recommended actions approve the tentative agreement for a proposed MOU in Attachment A and Attachment B, which tracks changes from the current MOU between the parties. This Board letter has been filed with the Association’s knowledge in anticipation of its members’ ratification of the tentative agreement prior to the Board meeting on March 15, 2022.

**Background:**

The DSA currently represents approximately 499 employees who work in the District Attorney's Office and the Sheriff's Office. The most recent MOU with the DSA expired on February 20, 2022. The parties have been engaged in negotiations for a successor contract since October 2021 and have reached a tentative agreement for a successor MOU that would expire on June 21, 2026.

The recommended actions would approve the proposed MOU in Attachment A (changes not tracked) and Attachment B (changes tracked). This Board letter has been filed with the Association's knowledge in anticipation of its members' ratification of the tentative agreement prior to the Board meeting on March 15, 2022.

The complete text of the successor MOU appears in Attachments A and B. Significant changes include converting compensation for certain regularly occurring standby duty from an hourly rate to a flat dollar amount per pay period, an updated grievance procedure, adding Juneteenth as a paid holiday effective beginning on June 19, 2022, piloting an alternative disciplinary appeal process that the parties will continue to meet to develop, and:

**Effective Pay Period 2022-15 (6/27/2022):**

- 3% wage increase for all DSA represented classifications
- Increases in education incentive pay ranging from \$4 to \$16 per pay period depending on level of educational achievement
- An increase of \$75 per pay period in certain special duty allowances
- An increase in graveyard shift differential for employees in Communications Dispatcher and Emergency Communications Center Call Taker classifications, and
- An employer contribution of \$11.54 per pay period toward the costs of long term and short-term disability insurance for Association represented County employees

**Effective Pay Period 2023-15 (6/26/2023)**

- 2.5% wage increase for all DSA represented classifications
- Increase in bilingual allowance to \$95 per pay period
- Increase the maximum potential tuition and textbook reimbursement to \$1000

**Effective Pay Period 2024-15 (6/24/2024)**

- 2.5% wage increase for all DSA represented classifications
- Additional wage increases of:
  - 5% for Call Takers and Communications Dispatchers
  - 2% for Custody and Sheriff's Deputies/Sergeants
  - 2% for District Attorney Investigators and Pilots
- Increase the maximum potential tuition and textbook reimbursement to \$1500

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## Effective Pay Period 2025-15 (6/23/2025)

- 2.5% wage increase for all DSA represented classifications

In addition, the County will increase its contribution to DSA represented employees' medical premiums by \$450K for the 2024 plan year and by an additional \$450K for the 2025 plan year, and side letter agreements reached during the term of the previous MOU will be incorporated into the successor MOU, along with certain ministerial changes.

**Performance Measure:** Not applicable

**Fiscal and Facilities Impacts:**

Budgeted: Yes

**Fiscal Analysis:**

Overall, the total cumulative cost of implementing the tentative agreement for DSA represented employees through the end of Fiscal Year 2025-2026 would be approximately \$33.8 million, for an average incremental cost increase of 3.5% per year.

The approximate initial incremental cost increases, as well as the ongoing cost of each component of the agreement, are estimated by fiscal year in the table below:

TA Successor DSA MOU (expires June 21, 2026 - 4 years and 4 months)	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26	Total	Annual as %
3% Wage Increase PP 2022-15	2,758,369	2,758,369	2,758,369	2,758,369	11,033,477	3.00
Education Allowance Increases Effective PP 2022-15	138,975	138,975	138,975	138,975	555,900	0.15
Increase \$75 Special Duty Pay PP 2022-15	363,714	363,714	363,714	363,714	1,454,856	0.40
\$25 / Mo. PORAC STD/LTD Effective PP 2022-15	149,700	149,700	149,700	149,700	598,800	0.16
Increase Graveyard Shift Differential to \$3.00 per hour Effective PP 2022-15	40,292	40,292	40,292	40,292	161,169	0.04
2.5% Wage Increase PP 2023-15	-	2,367,600	2,367,600	2,367,600	7,102,801	2.58
Bilingual to 95.00 Effective PP 2023-15	-	196,491	196,491	196,491	589,473	0.21
Tuition and Textbook Max to \$1000 (10%) Effective PP 2023-15	-	44,910	44,910	44,910	134,730	0.05
2.5% Wage Increase PP 2024-15	-	-	2,426,790	2,426,790	4,853,580	2.64
Tuition and Textbook Max to \$1500 (10%) PP 2024-15	-	-	24,950	24,950	49,900	0.03
5% Dispatcher Adjustment	-	-	171,140	171,140	342,280	0.19
2.0% Custody Adjustment Effective PP 2024-15	-	-	723,022	723,022	1,446,044	0.79
2.0% LE and Pilot Adjustment Effective PP 2024-15	-	-	1,047,435	1,047,435	2,094,870	1.14
Medical Increase 0.5% (\$450K) Jan '25	-	-	225,000	450,000	675,000	0.49
2.5% Wage Increase PP 2025-15	-	-	-	2,487,460	2,487,460	2.71
Medical Increase 0.5% (\$450K) Jan '26	-	-	-	225,000	225,000	0.49
<b>Cumulative Totals</b>	<b>3,451,051</b>	<b>6,060,052</b>	<b>10,678,389</b>	<b>13,390,849</b>	<b>33,805,340</b>	<b>15.05</b>
<b>As %</b>	<b>3.75</b>	<b>6.59</b>	<b>11.61</b>	<b>14.56</b>	<b>36.77</b>	
<b>Incremental Increases</b>	<b>3,451,051</b>	<b>2,609,001</b>	<b>4,618,337</b>	<b>2,712,460</b>	<b>13,390,849</b>	<b>Avg Annual %</b>
<b>As %</b>	<b>3.75</b>	<b>2.84</b>	<b>5.02</b>	<b>2.95</b>	<b>14.56</b>	<b>3.50</b>

**Key Contract Risks:**

None

**Staffing Impacts:**

None

**Special Instructions:**

Please send a copy of the Minute Order to Stefan Brewer, Interim Workforce Planning Manager, at [SBrewer@co.santa-barbara.ca.us](mailto:SBrewer@co.santa-barbara.ca.us)

**Attachments:**

Attachment A: Successor DSA MOU

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Attachment B: Successor DSA MOU – Changes Tracked

**Authored by:** Joseph Pisano

**cc:** Mona Miyasato, County Executive Officer  
Rachel Van Mullem, County Counsel  
Betsy Schaffer, Auditor Controller  
Sheriff Bill Brown  
District Attorney Joyce Dudley  
Assistant CEOs