



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: December 13, 2016
Placement: Administrative
Estimated Tme:
Continued Item: No
If Yes, date from:
Vote Required: Majority

TO: Board of Supervisors

FROM: Lori Gentles, Human Resources Director, 568-2816

Contact Info: Joseph Pisano, Employee Relations Manager, 568-2839
Robert Clark, Employee Relations Manager, 568-2829

SUBJECT: *Fire Fighters Local 2046 Successor Memorandum of Understanding*

County Counsel Concurrence

As to form: N/A

Other Concurrence:

As to form: N/A

Auditor-Controller Concurrence

As to form: N/A

Recommended Actions:

That the Board of Supervisors:

- a) Approves a successor Memorandum of Understanding (MOU) with the Santa Barbara County Fire Fighters, Inc., Local 2046 (Local 2046), effective December 19, 2016 through February 24, 2019, implementing the changes summarized in Attachment A and detailed in Attachment B (changes tracked) and Attachment C (changes not tracked), and
- b) Determines 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 between the County and Local 2046 expired on March 13, 2016. The parties have been engaged in negotiations for a successor contract since March 2016 and have reached a tentative agreement for a successor MOU that would expire on February 24, 2019 if approved by the Board.

The recommended actions adopt the proposed MOU in Attachment B (changes tracked) and Attachment C (untracked version). This Board letter has been filed with the Union's knowledge in anticipation of its members' ratification of the tentative agreement prior to the Board meeting on December 13, 2016. Significant changes from the most recent MOU are summarized in Attachment A.

Background:

Local 2046 represents approximately 200 supervisory and non-supervisory employees in the Fire Department. The recommended actions approve and implement provisions of a successor MOU between the County and Local 2046, which include significant changes from the previous MOU (summarized in Attachment A) as well as ministerial changes to update or clarify language or to eliminate obsolete language in certain sections. The proposed successor MOU also incorporates terms agreed to through side letters after adoption of the predecessor MOU.

The complete text of the successor MOU appears in Attachments B and C. Significant changes include:

- 2% salary increase effective December 19, 2016
- 2% salary increase effective February 27, 2017
- 1% salary increase effective July 3, 2017
- 3% salary increase effective July 2, 2018
- Eliminates retiree medical coverage for new employees
- Eliminates the ability to cash out vacation effective 4/10/17
- Implementation of an incident review policy and procedure with Union representation
- Provides that physicians certificates may not be required until after two consecutive shifts of sick leave
- A contract reopener on or after September 1, 2017 regarding the issues of employee retirement contribution rates, potential related salary adjustments, and a mechanism whereby employees may prefund post-retirement medical benefits

Fiscal Analysis:

Budgeted: Yes, for the current fiscal year.

As noted above, the recommended actions provide for general wage increases in each year of the three year agreement, and other financial benefits upon ratification of the MOU by Local 2046 members and approval by the Board. 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. Fiscal Year 2017-18 and Fiscal Year 2018-19 costs will be incorporated into future year's budgets.

Tentative Agreement	FY 2016-17	FY 2017-18	FY 2018-19
2% Salary Increase Effective 12/19/16	464,969	863,515	863,515
2% Salary Increase Effective 2/27/17	304,887	880,785	880,785
1% Salary Increase Effective 7/3/17		453,692	453,692
3% Salary Increase Effective 7/2/18			1,361,077
Eliminate Vacation Cash Out	(6,923)	(30,000)	(30,000)
Eliminate Retiree Medical for New Employees	(42,081)	(72,941)	(72,941)
Total	720,852	2,095,051	3,456,128

cc: Mona Miyasato, County Executive Officer
 Michael C. Ghizzoni, County Counsel
 Theo Fallati, Auditor-Controller
 Assistant CEOs
 Fire Chief

Attachment A: Summary of Changes to Local 2046 MOU
 Attachment B: Successor Local 2046 MOU (changes tracked)
 Attachment C: Successor Local 2046 MOU (untracked/final)