



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:** September 4, 2012  
**Placement:** Departmental  
**Estimated Tme:** 5 minutes  
**Continued Item:** No  
**If Yes, date from:**  
**Vote Required:** Majority

---

**TO:** Board of Supervisors

**FROM:** Jeri Muth, 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

**Auditor-Controller Concurrence**

As to form: Select\_Concurrence

**Other Concurrence:** Select\_Other

As to form: Select\_Concurrence

**Recommended Actions:**

That the Board of Supervisors adopt the attached tentative agreement with Santa Barbara County Fire Fighters, Local 2046 (Local 2046) for wage and pension benefit concessions.

**Summary Text:**

The recommended action:

- Eliminates 1.5% from the total of previously negotiated wage increases;
- Reconfigures the remaining negotiated wage increases in such a way that there are no increases in Fiscal Year 2012-2013;
- Eliminates the County-paid retirement offset for all Local 2046 employees by June 2014 and eliminates it for all newly-hired Local 2046 employees effective September 4, 2012, which is as soon as practicable;
- Provides that future Local 2046 employees will share any increases in retirement Cost Of Living Adjustment (COLA) Normal costs up to a cap of 2%;
- Extends the Local 2046 Memorandum of Understanding (MOU) for approximately two years, with a provision for negotiations on additional pension reforms for the current and future workforce in 2014.

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 September 4, 2012.

**Background:**

Local 2046 currently represents approximately 183 employees in the Fire Department. On March 17, 2009, the Board of Supervisors approved an MOU extension with Local 2046 for a contract term from March 9, 2009 to March 3, 2013 that eliminated a previously negotiated 2.7% wage increase and included the following wage increases over the term of the contract extension:

- 2.5% effective June 28, 2010
- 2.5% effective December 27, 2010
- 2.5% effective March 7, 2011
- 3.0% effective September 5, 2011
- 3.0% effective March 5, 2012
- 3.0% effective September 3, 2012

The June 28, 2010 increase was implemented as scheduled. All the subsequent increases have been delayed as part of previous concession agreements as adopted by the Board on June 7, 2010 and July 5, 2011. As part of the latter agreement, the Local 2046 MOU was extended to March 2, 2014 and the remaining previously negotiated wage increases were deferred as follows:

- 2.5% effective June 25, 2012
- 2.5% effective September 3, 2012
- 3.0% effective March 4, 2013
- 3.0% effective September 2, 2013
- 3.0% effective February 17, 2014

The recommended action:

- Extends the Local 2046 MOU to February 28, 2016;
- Eliminates 1.5% of the total of previously negotiated wage increases;
- Reconfigures the remaining salary increases as follows:
  - 4.0% effective June 24, 2013
  - 4.0% effective June 23, 2014
  - 4.5% effective July 6, 2015
- Eliminates a \$70.00 per pay period employer paid retirement offset for the future Local 2046 workforce effective September 4, 2012, which is as soon as practicable;
- Provides for the future workforce to share half of any increases in annual retirement COLA Normal costs up to a cap of 2% in any one year;
- Eliminates the employer paid retirement offset of \$70.00 per pay period for all Local 2046 employees effective 6/23/2014, and
- Provides for negotiations beginning on or after February 17, 2014 regarding current employees sharing the cost of retirement COLAs and additional changes to pension benefits and retiree medical for new employees.

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

**Fiscal Analysis:**

The recommended action will result in estimated savings of approximately \$1,440,000 in Fiscal Year 2012-2013, approximately \$450,000 of which will be ongoing savings.

cc: Chandra L. Wallar, County Executive Officer  
Dennis Marshall, County Counsel  
Robert W. Geis, Auditor-Controller  
Michael Dyer, Fire Chief

**Attachment A:** Tentative Agreement with Local 2046