



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: May 5, 2015
Placement: Administrative
Estimated Time:
Continued Item: No
If Yes, date from:
Vote Required: Majority

TO: Board of Supervisors
FROM: Department Jeri Muth, Human Resources Director, 568-2816
Director(s)
Contact Info: Joseph Pisano, Employee Relations Manager, 568-2839
SUBJECT: Terms and Conditions of Employment – Probation Peace Officers Association

County Counsel Concurrence

As to form: N/A

Other Concurrence: N/A

As to form: Select_Concurrence

Recommended Actions:

That the Board of Supervisors:

1. Approve a Memorandum of Understanding with the Probation Peace Officers Association, effective April 27, 2015 through September 24, 2017 as set forth in Attachment A; and
2. Determine that these actions are exempt from the California Environmental Quality Act (CEQA) review as it is not a project pursuant to CEQA Guidelines section 15378 (b) (2).

Summary Text:

The most recent Memorandum of Understanding (MOU) between the County and the Probation Peace Officers Association (PPOA) expired on September 29, 2013, and the parties have been in negotiations for a successor MOU since August 2013. The parties have met and conferred in good faith and have reached a tentative agreement for an MOU that governs terms and conditions of employment for this group through September 24, 2017 as set forth in Attachment A. The recommended actions approve the proposed successor MOU. Changes to the previous MOU are tracked in Attachment B, and significant changes are summarized in Attachment C.

Background:

PPOA currently represents approximately 210 officers employed in the Probation Department. The parties have reached a tentative agreement for a successor MOU that expires on September 24, 2017. The recommended action approves this contract, which is set forth in full in Attachment A, with substantive and ministerial changes from the previous MOU tracked in Attachment B. The agreement includes the same concessions in retirement benefits and vacation cash-out previously agreed to by all of the County's non-safety bargaining groups in 2011 - 2012, as well as other significant changes from current terms and conditions of employment for employees represented by PPOA summarized below:

- Elimination of an employer-paid retirement offset of \$72.33 biweekly for current and future employees
- Elimination of employees' ability to cash out up to 40 hours of accrued vacation leave annually
- Elimination of retiree medical benefits for employees hired on or after May 11, 2015
- Elimination of paid sick leave as hours worked toward overtime hours
- A provision for current and future employees to pay up to one-half of the increased annual Normal Cost of the retirement Cost of Living Adjustment (COLA) effective June 22, 2015, capped at a 2% increase for employees in a given year
- A 1.5% wage increase for all PPOA represented classifications effective April 27, 2015
- An increase in biweekly benefit allowance from \$216.42 to \$236.51 effective April 27, 2015
- An increase in biweekly bilingual allowance for certain unit members from \$46.15 to \$57.69 effective April 27, 2015
- An increase in biweekly uniform allowance for certain unit members from \$5.00 to \$10.00 effective April 27, 2015
- A 1.5% wage increase for all PPOA represented classifications, effective June 20, 2016
- A 1.0% wage increase for all PPOA represented classifications, effective September 12, 2016

Fiscal and Facilities Impacts:

Budgeted: Yes

Fiscal Analysis:

The recommended action provides for initial increases in wages and benefits that are largely offset by concessions that will take effect upon approval of the contract.

The approximate incremental increased costs in each fiscal year are estimated in the table below:

Fiscal Year 2014-15	18,000
Fiscal Year 2015-16	98,000
Fiscal Year 2016-17	618,000
Fiscal Year 2017-18	63,000
Total	\$797,000

The estimated overall increased cost of the recommended actions would be paid for by various funds, as well as federal and state reimbursements, with the General Fund Discretionary Revenue portion estimated at approximately \$394,000, or 49.4% of the total estimated cost of approximately \$797,000.

Key Contract Risks:

Staffing Impacts:

Legal Positions:

FTEs:

Special Instructions:

Attachments:

Authored by: Joseph Pisano

cc: Mona H. Miyasato, County Executive Officer
Michael C. Ghizzoni, County Counsel
Robert W. Geis, Auditor-Controller
Guadalupe Rabago, Chief Probation Officer
Ed Torres, PPOA President

Attachment A: Probation Peace Officers Association MOU
Attachment B: Probation Peace Officers Association MOU – Changes Tracked
Attachment C: Summary of Significant Changes to PPOA MOU