



**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 3, 2018  
**Placement:** Administrative  
**Estimated Time:**  
**Continued Item:** No  
**If Yes, date from:**  
**Vote Required:** Majority

**TO:** Board of Supervisors  
**FROM:** Department Lori Gentles, Human Resources Director, 568-2816  
Director(s)  
Contact Info: Joseph M. Pisano, Interim Chief of Employee Relations,  
568-2839  
**SUBJECT: Santa Barbara County Deputy Sheriffs' Association Successor MOU**

**County Counsel Concurrence**

As to form: Yes

**Auditor-Controller Concurrence**

As to form: Yes

**Other Concurrence:**

As to form: N/A

**Recommended Actions:**

That the Board of Supervisors:

- A. Approves a successor Memorandum of Understanding with the Santa Barbara County Deputy Sheriffs' Association for terms and conditions of employment through February 20, 2022 as set forth in Attachment A, 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 Memorandum of Understanding (MOU) between the County and the Santa Barbara County Deputy Sheriffs' Association (DSA) expires on July 1, 2018, and the parties have met and conferred in good faith and have reached a tentative agreement for a successor MOU that governs terms and conditions of employment for this group through February 20, 2022 as set forth in Attachment A. The tentative agreement has been ratified by vote of the DSA membership.

The recommended actions approve the proposed successor MOU, which contains unit-wide wage increases offset in part by increased retirement cost sharing by "classic" (aka "legacy") employees as defined under the Public Employees' Pension Reform Act (PEPRA). PEPRA was implemented by the Governor and State legislature effective on January 1, 2013. It established lower retirement benefits for new employees hired on or after that date, and requires that these newly hired employees pay half the normal cost of their retirement benefits. Employees hired prior to the implementation of PEPRA are referred to as classic or legacy employees, and their retirement contributions are paid at a lower rate than new employees hired after PEPRA was implemented. The successor MOU implements more equitable retirement cost sharing between the County and its classic/legacy employees. Other significant changes are summarized below, and all changes to the previous MOU are tracked in Attachment B.

**Background:**

The DSA currently represents approximately 443 safety employees and 28 non-safety employees who work in the District Attorney's Office and the Sheriff's Office. The parties have reached a tentative agreement for a successor MOU that expires on February 20, 2022. The successor MOU provides for a series of wage increases for all employees represented by the DSA in conjunction with greater retirement cost sharing by classic or legacy employees as defined under PEPRA. These employees do not currently pay half the normal cost of their pension benefits, which is required of new employees hired after PEPRA was implemented. By July 2020, classic or legacy safety employees will be paying 6.0% of their pensionable income, and classic or legacy non-safety employees will be paying 2.5% of their pensionable income as a mandatory pre-tax contribution toward the County's share of retirement costs, implemented in three stages. The retirement cost sharing provisions of the successor MOU will become effective when the Auditor-Controller's Office completes the necessary programming and payroll testing, which will be as soon as practicable after July 2, 2018. The County will be required to pay less to fund pension benefits for these employees, which will help to defray the cost of unit-wide wage increases of 13.5% for safety employees and 10.5% for non-safety employees over the term of the successor MOU, which expires on February 20, 2022.

The recommended actions approve this successor MOU, which is set forth in full in Attachment A, with changes from the previous MOU tracked in Attachment B. In addition to the agreements for wage increases and retirement cost sharing, the parties also agreed to make changes to the uniform allowance and compensatory overtime provisions and to make minor clerical/ministerial changes to certain sections in the successor MOU. The changes include the addition of the new DSA classification of Emergency Communications Center Call Taker, which was established by Board action in April 2018. The successor agreement includes the

following significant changes from current terms and conditions of employment for employees represented by the DSA:

- 3.0 % wage increase for all DSA represented employees effective July 2, 2018
- 2.0% classic safety employee and 1.5% classic non-safety employee mandatory pickup of County retirement costs effective as soon as practicable after July 2, 2018
- 3.5 % wage increase for safety employees and 2.5% increase for non-safety employees effective July 1, 2019
- 2.0% classic safety employee and 0.5% classic non-safety employee mandatory pickup of County retirement costs effective July 1, 2019
- 3.5 % wage increase for safety employees and 2.5% increase for non-safety employees effective June 29, 2020
- 2.0% classic safety employee and 0.5% classic non-safety employee mandatory pickup of County retirement costs effective June 29, 2020
- 3.5 % wage increase for safety employees and 2.5% increase for non-safety employees effective June 28, 2021
- The successor MOU expires on February 20, 2022

**Fiscal and Facilities Impacts:**

**Budgeted:** Yes

**Fiscal Analysis:**

As noted above, the recommended actions provide for general wage increases totaling 13.5% for safety employees and 10.5% for non-safety employees over the term of the successor MOU, offset in part by increases of 6.0% in the retirement contributions of classic safety employees and 2.5% in the retirement contributions of classic non-safety employees.

Overall the total estimated cost of implementing the tentative agreement through the end of Fiscal Year 2021-2022 would be approximately \$27 million offset by approximately \$5.8 million in pension pickups. The average incremental cost increase for safety employees is approximately 2.9% per year, and for non-safety employees approximately 2.35% 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 tables below for both safety and non-safety DSA represented employees. The savings associated with retirement cost sharing in Fiscal Year 2018-19 have been estimated based on implementation in July 2018; actual savings will depend on when the cost sharing provisions take effect.

<b>DSA Tentative Agreement - Safety</b>	<b>FY 2018-19</b>	<b>FY2019-20</b>	<b>FY 2020-21</b>	<b>FY 2021-22</b>	<b>Total</b>
3% Raise July 2 2018	2,256,453	2,256,453	2,256,453	2,256,453	9,025,812
Uniform Allowance Increase for Custody	71,528	71,528	71,528	71,528	286,113
Annual Replacement of 75 Vests	60,000	60,000	60,000	60,000	240,000
2% Pickup July 2 2018	(591,702)	(612,412)	(633,846)	(656,031)	(2,493,990)
3.5% Raise July 2019	-	2,711,504	2,711,504	2,711,504	8,134,513
2% Pick up July 2019	-	(612,412)	(633,846)	(656,031)	(1,902,288)
3.5% Raise July 2020	-	-	2,806,407	2,806,407	5,612,814
2% Pick up July 2020	-	-	(633,846)	(656,031)	(1,289,877)
3.5% Raise July 2021	-	-	-	2,904,631	2,904,631
<b>Totals</b>	<b>1,796,279</b>	<b>3,874,662</b>	<b>6,004,354</b>	<b>8,842,432</b>	<b>20,517,728</b>

<b>DSA Tentative Agreement - Non-Safety</b>	<b>FY 2018-19</b>	<b>FY 2019-20</b>	<b>FY 2020-21</b>	<b>FY 2021-22</b>	<b>Total</b>
New 3% Increase July 2018	114,990	114,990	114,990	114,990	344,970
1.5% Pickup of Pre-PEPRA Pensionable income	(17,688)	(18,130)	(18,583)	(18,583)	(54,401)
New 2.5% Increase July 2019	-	98,700	98,700	98,700	197,400
0.5% Pickup of Pre-PEPRA Pensionable income	-	(6,043)	(6,194)	(6,349)	(12,238)
New 2.5% Increase July 2020	-	-	101,167	101,167	101,167
0.5% Pickup of Pre-PEPRA Pensionable income	-	-	(6,194)	(6,349)	(6,349)
2.5% Raise July 2021	-	-	-	103,696	103,696
<b>Totals</b>	<b>97,302</b>	<b>189,516</b>	<b>283,885</b>	<b>387,272</b>	<b>674,245</b>

**Special Instructions:****Attachments:**

Attachment A: DSA Successor MOU

Attachment B: DSA Successor MOU – Changes Tracked

**Authored by:** Joseph Pisano

**cc:** Mona Miyasato, County Executive Officer  
Michael C. Ghizzoni, County Counsel  
Theo Fallati, Auditor Controller  
Bill Brown, Sheriff  
Joyce Dudley, District Attorney  
Assistant CEOs