

SANTA BARBARA COUNTY BOARD AGENDA LETTER



Clerk of the Board of Supervisors
105 E. Anapamu Street, Suite 407
Santa Barbara, CA 93101
(805) 568-2240

Agenda Number:
Prepared on: 11/22/05
Department Name: Human Resources
Department No.: 064
Agenda Date: 12/6/05
Placement: Administrative
Estimate Time:
Continued Item: NO
If Yes, date from:

TO: Board of Supervisors

FROM: Susan Paul, Assistant CEO/HR Director
568-2817

STAFF CONTACT: Lila Deeds, Employee Relations Manager
568-2819

SUBJECT: Memorandum of Understanding with Recognized Employee Organization and Salary Adjustment for Elected Sheriff-Coroner

Recommendation(s):

That the Board of Supervisors:

- A. Approve Memorandum of Understanding with the Sheriff's Managers Association, effective December 5, 2005, through April 19, 2009.
- B. Adopt a resolution increasing salaries for classifications represented by the Sheriff's Managers Association effective April 24, 2006, including a 2% cost-of-living adjustment and equity increases for certain classifications.
- C. Adopt a resolution increasing the salary for the Sheriff-Coroner by 11.8% percent effective December 5, 2005.

Alignment with Board Strategic Plan:

The recommendation(s) are primarily aligned with Goal No. 3. A Strong, Professionally Managed County Organization.

Executive Summary and Discussion:

The Sheriff's Managers Association represents forty law enforcement employees between the ranks of Sheriff's Lieutenant and Undersheriff, and including the Chief Criminal Investigator in the District Attorney's Office. The Memorandum of Understanding between the County and the Association expired April 24, 2005.

Issues with this law enforcement unit are essentially the same as those addressed in the Deputy Sheriffs Association's recently negotiated agreement, which was designed to address the difficulty in recruiting and retaining law enforcement employees in an increasingly competitive market. It is important that the compensation structure for the Sheriff's Managers unit be consistent with that of the DSA in order to provide continuity within the occupation and facilitate promotion into key positions within the Sheriff's and District Attorney's Departments.

Based on your Board's direction, County representatives have met, conferred and reached tentative agreement with the Sheriff's Managers Association, and the Association's membership has ratified the agreement. The multi-year contract contains a variety of changes from the previous MOU as described in the attached summary.

In addition, staff is recommending a salary increase for the elected Sheriff-Coroner in order to address a serious issue of compaction. The current salary differential between the Sheriff and Undersheriff classifications is 9.2%. The current differential would be reduced to 4.2% in April 2006 and, if not addressed, will become inverted over the term of the Sheriff's Managers Association MOU. The recommended 11.8% salary increase will maintain a minimum 10% salary differential between the Sheriff and Undersheriff over the next several years.

Fiscal and Facilities Impacts:

- A&B. The recommended collective bargaining agreement covers 40 employees in the Sheriff's Department and District Attorney's Office. Compensation and benefit changes resulting from this agreement are substantially backloaded to allow for sound financial planning. Estimated increased costs are \$104,572 in 2005-06, \$334,037 in 2006-07, \$579,141 in 2007-08, and \$1,067,029 annually thereafter.
- C. The estimated cost of the salary increase for the Sheriff-Coroner is \$14,200 in 2005-06, and \$26,373 annually thereafter.

Current year costs will be funded within the Department's current allocation.

Special Instructions:

Please send one copy of the approved resolution to Susan Kean, Human Resources Department.

SP/LD

Attachment

- cc: Auditor-Controller
- District Attorney
- Sheriff-Coroner
- Sheriff's Managers Association