



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: June 21, 2011
Placement: Administrative
Estimated Tme:
Continued Item: No
If Yes, date from:
Vote Required: Majority

TO: Board of Supervisors

FROM: Jeri Muth, Interim Human Resources Director, 568-2816
Contact Info: Joseph Pisano, Employee Relations Manager, 568-2839

SUBJECT: ***Sheriff's Managers Association – Side Letter to Delay Previously-Negotiated Wage Increase***

County Counsel Concurrence

As to form: Select_Concurrence

Other Concurrence: Select_Other

As to form: Select_Concurrence

Auditor-Controller Concurrence

As to form: Select_Concurrence

Recommended Actions:

That the Board of Supervisors approve a side letter agreement with the Sheriff's Managers Association (SMA) delaying a previously-negotiated 3% wage increase to July 25, 2011.

Summary Text:

The recommended side letter agreement with the SMA would provide a delay in implementing a previously-negotiated 3% wage increase originally scheduled for April 18, 2011 for all SMA-represented employees until July 25, 2011 in order to continue discussions regarding wage concessions.

Background:

The current Memorandum of Understanding (MOU) with the SMA was initially approved by the Board of Supervisors on July 15, 2008 and extended by the Board on June 7, 2010. The MOU expires on April 14, 2013 and includes agreement to implement a 3% unit-wide wage increase effective April 18, 2011. The SMA previously agreed to delay this increase to June 17, 2011 to allow for discussions on potential wage concessions, and the Board approved that delay on May 3, 2011. The recommended action further delays this increase to July 25, 2011 so that discussions can continue.

Although the SMA is under no obligation to negotiate wage concessions until their MOU expires, they have been meeting with the County to discuss potential wage and benefit concessions to assist the County in addressing its financial challenges. Although the discussions have been constructive and progress has been made toward possible concessions, the parties have not yet reached agreement and are continuing to meet. Ultimately, if these meetings do not result in a mutually-satisfactory agreement, subsequently ratified by the SMA and adopted by the Board of Supervisors, the wage increase would be implemented as previously negotiated and retroactive to April 18, 2011.

The attached side letter agreement has been signed by SMA and County staff. The Board is asked to approve the agreement.

Fiscal Analysis:

There are no additional costs associated with delaying the implementation of the previously-negotiated increase.

cc: Chandra L. Wallar, County Executive Officer
Dennis Marshall, County Counsel
Department Heads

Attachment