



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, 2016
Placement: Administrative
Estimated Tme:
Continued Item: No
If Yes, date from:
Vote Required: Majority

TO: Board of Supervisors

FROM: Lori Gentles, Human Resources Director, 568-2816
Contact Info: Joseph Pisano, Employee Relations Manager, 568-2839

SUBJECT: *Terms and Conditions of Employment: Deputy Sheriffs' Association*

County Counsel Concurrence

As to form: N/A

Other Concurrence:

As to form: N/A

Auditor-Controller Concurrence

As to form: N/A

Recommended Actions:

That the Board of Supervisors:

- a) Approves a successor Memorandum of Understanding between the County and the Deputy Sheriffs' Association for the period June 20, 2016 through July 1, 2018 as it appears in Attachment A (changes are tracked in Attachment B, with significant changes summarized in Attachment C);

- 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 of Santa Barbara and the Deputy Sheriffs' Association (DSA) expired on February 15, 2015. The parties have met and conferred in good faith since January 2015 and reached a tentative agreement, which has been ratified by the DSA membership, for a successor MOU that governs terms and conditions of employment for this group through July 1, 2018 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 below and in Attachment C.

Background:

The DSA currently represents approximately 452 employees working in the Sheriff's Department and the District Attorney's Office. The parties have reached a tentative agreement for a successor MOU that expires on July 1, 2018. The recommended actions approve this MOU, 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 and 2012, and by the Probation Peace Officers Association in 2015. In addition, the successor MOU includes other significant changes from current terms and conditions of employment for employees represented by the DSA as summarized below:

- Elimination of retiree medical benefits for employees hired on or after June 20, 2016
- Elimination of an employer-paid retirement offset for current and future employees of \$73.00 biweekly for sworn DSA represented employees and of \$40.00 biweekly for non-sworn DSA represented employees, effective July 4, 2016
- Elimination of employees' ability to cash out up to 40 hours of accrued vacation leave annually, effective June 20, 2016
- A 2.0% wage increase for all DSA represented classifications, effective June 20, 2016
- A prospective change to expand the degrees that qualify for existing educational incentive allowances for certain DSA represented employees, and a prospective change to extend these allowances to employees in the Sheriff's Helicopter Pilot and all Communications Dispatch classifications, effective June 20, 2016
- An increase in bilingual allowance from \$30.00 to \$57.69 biweekly, for use of bilingual skills in English and Spanish or any other language used regularly and frequently in the course of employees' duty assignments, effective June 20, 2016
- An increase in Uniform Allowance for employees in Custody classifications assigned to the Alternative Sentencing Bureau/Electronic Monitoring from \$525 to \$825 annually

(the same level currently received by employees in Deputy Sheriff Classifications), effective June 20, 2016

- A special duty allowance of \$75 biweekly for employees in Communications Dispatch classifications who become Certified Emergency Medical Dispatchers, effective June 20, 2016
- A 2.0% wage increase for all DSA represented classifications, effective July 4, 2016
- A 3.0% wage increase for all DSA represented classifications, effective July 3, 2017

Fiscal Analysis:

Budgeted: Yes

Provision in Tentative Agreement	FY 2015-16	FY 2016-17	FY 2017-18	Totals
2% wage increase effective on ratification by the BOS	53,481	1,390,505	1,390,505	2,834,492
Eliminate OPEB for new employees	-	(87,710)	(87,710)	(175,420)
\$75 Emergency Dispatch Pay	1,924	50,018	100,035	151,976
Increase Uniform Allow for Alt Sentencing/Monitoring	205	5,329	5,329	10,863
Broaden & Increase Bilingual Pay to 57.69	4,043	105,129	105,129	214,301
2% wage increase effective July 4, 2016	-	1,418,315	1,418,315	2,836,631
Eliminate Employer Offset Effective July 4, 2016	-	(832,156)	(832,156)	(1,664,312)
3% wage increase effective July 3, 2017	-	-	2,170,023	2,170,023
Totals	59,653	2,049,430	4,269,471	6,378,554

The recommended actions above were contemplated in the FY 2015-16 and FY 2016-17 budgets; subsequent increases will be planned for in the FY 2017-18 and future budgets. The total estimated increases in costs of the recommended actions are approximately \$60,000 for the remainder of Fiscal Year 2015-16, approximately \$2,050,000 in Fiscal Year 2016-17, and approximately \$4,270,000 in Fiscal Year 2017-18.

cc: Mona Miyasato, County Executive Officer
 Theo Fallati, Auditor-Controller
 Bill Brown, Sheriff-Coroner
 Joyce E. Dudley, District Attorney

Attachment A: Deputy Sheriffs' Association MOU
 Attachment B: Deputy Sheriffs' Association MOU – Changes Tracked
 Attachment C: Summary of Significant Changes to Deputy Sheriffs' Association MOU