



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: August 2, 2011
Placement: Departmental
Estimated Tme: 5 minutes
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: ***Wage Concession Agreement and Contract Extension:
Sheriff's Managers Association***

County Counsel Concurrence

As to form: Yes

Other Concurrence: Select_Other

As to form: N/A

Auditor-Controller Concurrence

As to form: N/A

Recommended Actions:

That the Board of Supervisors adopt the attached tentative agreement with the Sheriff's Managers Association for wage concessions, a two-year contract extension, and a reopener to negotiate for pension reforms.

Summary Text:

The recommended action defers a previously negotiated wage increase scheduled for April 18, 2011 until July 25, 2011, implements a new 2.4 hour per pay period wage reduction from July 25, 2011 to April 14, 2014, defers a previously negotiated wage increase scheduled for October 17, 2011 to June 24, 2013, and extends the Memorandum of Understanding (MOU) with the Sheriff's Managers Association (SMA) for approximately two years, with a provision for negotiations on pension reforms for the current and future workforce in 2014.

Background:

The SMA currently represents approximately 30 employees in the Sheriff's Department. On July 15, 2008, the Board of Supervisors approved an MOU with the SMA for a contract term from June 30, 2008 to April 15, 2012 which included the following wage increases:

- 2.5% effective April 19, 2010
- 3% effective October 18, 2010
- 3% effective April 18, 2011
- 3% effective October 17, 2011

On June 7, 2010, the Board adopted a wage concession agreement with the SMA that extended their MOU through April 14, 2013, delayed the April 19, 2010 increase to July 12, 2010, and implemented a 2.4 hour per pay period wage reduction from July 12, 2010 to April 14, 2013. In addition, the agreement delayed the October 18, 2010 increase until June 25, 2012. Those concessions continue as adopted on June 7, 2010.

The recommended action:

- Delays the April 18, 2011 increase to July 25, 2011;
- Implements a 2.4 hour wage reduction effective from July 25, 2011 to April 14, 2014;
- Delays the salary increase scheduled for October 17, 2011 until June 24, 2013;
- Provides for negotiations beginning on or after April 14, 2014 regarding employees sharing the cost of retirement Cost of Living Adjustments (COLAs) and changes to pension benefits and retiree medical for new employees; and
- Extends the SMA MOU to April 12, 2015.

All savings realized as part of this agreement will remain in the Sheriff's Department.

Fiscal Analysis:

The recommended action will result in additional estimated one-time savings of approximately \$265,000 in Fiscal Year 2011-2012 and approximately \$640,000 over the term of the agreement, as illustrated in the table below:

| Wage Concession | FY '11-12 | FY '12-13 | FY '13-14 |
|---|------------------|------------------|------------------|
| Delay 4/18/11 3% increase to 7/25/11 | 43,192 | 0 | 0 |
| On 7/25/11, Implement additional 2.4 hour reduction to 4/14/ 2014 | 107,136 | 116,064 | 93,744 |
| Defer 10/18/11 3% increase to 6/24/2013 | 114,397 | 165,240 | 0 |
| Totals | 264,724 | 281,304 | 93,744 |
| Grand Total | | | 639,772 |

The savings from the SMA concessions adopted by the Board on June 7, 2010 are estimated at approximately \$273,000 in Fiscal Year 2011-12 and \$91,000 in Fiscal Year 2012-2013, which brings the total estimated savings for this group from Fiscal Year 2011-12 through the term of the contract extension to approximately \$1,000,000.

cc: Chandra L. Wallar, County Executive Officer
 Dennis Marshall, County Counsel
 Bill Brown, Sheriff

Attachment A: Tentative Agreement with the SMA