



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: January 17, 2017
Placement: Administrative
Estimated Tme:
Continued Item: No
If Yes, date from:
Vote Required: Majority

TO: Board of Supervisors

FROM: Lori Gentles, Human Resources Director, 568-281

Contact Info: Joseph Pisano, Employee Relations Manager, 568-2839

SUBJECT: ***Sheriff's Managers Association Successor Memorandum of Understanding***

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 (MOU) with the Santa Barbara County Sheriff's Managers Association (SMA), effective January 16, 2017 through April 21, 2019, implementing the changes summarized in Attachment A and detailed in Attachment B (changes tracked) and Attachment C (changes not tracked), 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 MOU between the County and the SMA expired on April 12, 2015. The parties have been engaged in negotiations for a successor contract since November 2015 and have reached a tentative agreement for a successor MOU that would expire on April 21, 2019 if approved by the Board.

The recommended actions adopt the proposed MOU in Attachment B (changes tracked) and Attachment C (changes not tracked). This Board letter has been filed with the Union's knowledge in anticipation of its members' ratification of the tentative agreement prior to the Board meeting on January 17, 2017.

Overall salary increases in the tentative agreement with the Sheriff's Managers Association are in alignment with the most recent agreement reached with the Deputy Sheriffs' Association (DSA) in June 2016. Significant changes from the most recent MOU are summarized in Attachment A. The most recent MOU dates back to the period 2008-2012 but was extended by side letter agreements, initially through April 14, 2013 and later through April 12, 2015. Attachments B and C include changes from the previous side letter agreements.

Background:

The SMA represents approximately 29 safety managers in the Santa Barbara County Sheriff's Office. The recommended actions approve and implement provisions of a successor MOU between the County and the SMA, which include significant changes from the previous MOU (summarized in Attachment A) as well as ministerial changes to update or clarify language or to eliminate obsolete language in certain sections. The proposed successor MOU also incorporates terms agreed to through side letters after adoption of the predecessor MOU.

The complete text of the successor MOU appears in Attachments B and C. Significant changes include:

- 2% unit-wide base salary increase effective January 16, 2017
- 2% equity increase for Custody Lieutenant/Commander effective January 16, 2017
- 2% unit-wide base salary increase effective November 6, 2017
- 3% equity increase for Custody Lieutenant/Commander effective November 6, 2017
- 1.5% unit-wide base salary increase effective November 5, 2018
- Eliminates retiree medical coverage for new employees effective January 16, 2017
- Eliminates the ability to cash out vacation effective January 16, 2017
- Eliminates the 80.40 biweekly County retirement contribution effective January 16, 2017
- Reduces maximum Administrative Leave provision from 108 hours to 80 hours effective January 16, 2017
- A contract reopener on or after September 1, 2017 regarding the issues of employee retirement contribution rates, potential related salary adjustments

The agreement provides for unit-wide base wage growth of approximately 5.5% over the term of the MOU, plus equity adjustments totaling 5% for 9 managers working in custody classifications in the jail that are equivalent to approximately 1.4% of overall unit-wide salary, for a total of approximately 6.9% overall unit-wide wage growth. The recent agreement with the DSA provided for approximately 7% unit-wide wage growth over the term of their current MOU. As in the case of the DSA, the increases are partially offset by concessions, primarily the elimination of an employer paid pick up of employees' retirement contributions.

Fiscal Analysis:

Budgeted: Yes, for the current fiscal year.

As noted above, the recommended actions provide for base wage increases in each year of the agreement, and other financial terms, including equity adjustments and certain financial concessions upon ratification of the MOU by SMA members and approval by the Board. The approximate initial incremental cost increases/savings, as well as the ongoing value of each component of the agreement, are estimated by fiscal year in the table below. Fiscal Year 2017-18 and Fiscal Year 2018-19 costs will be incorporated into future year's budgets.

Tentative Agreement	FY 2016-17	FY 2017-18	FY 2018-19
2.0% Unit-wide Base Wage Increase Effective 1/16/17	66,034	143,073	143,073
2.0% Custody Lt./Commander Equity Increase Effective 1/16/17	18,241	39,521	39,521
Eliminate Employer Paid Retirement Pickup Effective 1/16/17	-27,979	-60,622	-60,622
Eliminate Retiree Medical for new employees Effective 1/16/17*	0	0	0
Eliminate Vacation Cash Out Effective 1/16/17*	0	0	0
Reduce Admin Hours from 108 to 80 Effective 1/16/17*	0	0	0
2.0% Unit-wide Base Wage Increase Effective 11/6/17	0	90,283	146,710
3.0% Custody Lt./Commander Equity Increase Effective 11/6/17	0	37,196	60,444
1.5% Unit-wide Base Wage Increase Effective 11/5/18	0	0	69,614
Total	56,295	249,452	398,740

*There will be some potential cost savings from items marked with an asterisk, but any actual savings will depend on assumptions that are too uncertain to provide reliable estimates at this time.

cc: Mona Miyasato, County Executive Officer
Michael C. Ghizzoni, County Counsel
Theo Fallati, Auditor - Controller
Bill Brown, Sheriff - Coroner
Assistant CEOs

Attachment A: Summary of Changes to SMA MOU
Attachment B: Successor SMA MOU (changes tracked)
Attachment C: Successor SMA MOU (not tracked/final)