



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: Probation
Department No.: 022
For Agenda Of: October 1, 2019
Placement: Administrative
Estimated Time:
Continued Item: No
If Yes, date from:
Vote Required: Majority

TO: Board of Supervisors
FROM: Department Tanja Heitman, Chief Probation Officer (805) 803-8537
Director(s)
Contact Info: Damon Fletcher, Administrative Deputy Director (805) 882-3654
SUBJECT: Approve a Side Letter Agreement Between the County of Santa Barbara and the Service Employees International Union, Local 721

County Counsel Concurrence

As to form: Yes

Other Concurrence: Human Resources

Auditor-Controller Concurrence

As to form: N/A

Recommended Actions:

That the Board of supervisors:

- A. Approve a Side Letter Agreement between the County of Santa Barbara and the Service Employees International Union, Local 721 related to the wearing of uniforms by Probation Department staff and a uniform allowance, and;
- B. Determine that pursuant to CEQA Guidelines Section 15378(b)(4), the above actions are a governmental 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 recommended action will approve a side letter agreement between the County of Santa Barbara and the Service Employees International Union, Local 721 establishing the terms and conditions for Probation Department staff represented by SEIU 721 to wear uniforms to work daily, receive an initial uniform allotment, and a \$10 per pay period uniform allowance.

Background:

Probation Department staff are represented by three (3) separate bargaining groups. Staff represented by the Probation Peace Officers Association (PPOA) and Service Employees International Union, Local 620 (SEIU 620) have terms and conditions in their bargaining agreements requiring the wearing of a uniform daily. SEIU 721 represents the ten (10) Probation Assistant positions in the Probation Department and is the only represented group of Probation Department employees which do not currently have language related to Probation Department uniforms in their bargaining agreement. County Human Resources and SEIU 721 staff have met and agreed to the attached side letter which will:

- Provide the Probation Department the management right to require Probation Assistants to wear a uniform to work.
- Agree that Probation Assistants who are required to wear the uniform to work shall receive an initial allocation of five (5) uniform shirts and two (2) sweatshirts.
- Authorize a \$10.00 per pay period uniform allowance to be paid to Probation Assistants required to wear a uniform to work.

These conditions are virtually identical to the conditions agreed upon with SEIU 620 which represents the majority of the civilian staff in the Probation Department.

Fiscal and Facilities Impacts:

There are ten (10) Probation Assistant positions allocated to the Probation Department, eight (8) of which are currently filled. It is estimated that the initial allotment of clothing for all ten (10) positions would cost approximately \$2,000. The ongoing cost of the allowance would be approximately \$4,000 per year. The Probation Department will absorb the increased cost within the current budget.

Staffing Impacts:

Legal Positions:
0.0

FTEs:
0.0

Special Instructions:

None

Attachments:

Attachment A: Side letter agreement between the County of Santa Barbara and Service Employees International Union, Local 721

Authored by:

Damon Fletcher, Administrative Deputy Director