



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: July 5, 2011  
Placement: Administrative  
Estimated Tme:  
Continued Item: No  
If Yes, date  
from:  
Vote Required: Majority

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TO: Board of Supervisors

FROM: Jeri Muth, Interim Human Resources Director, 568-2816

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

SUBJECT: ***Service Employees International Union, Local 620 – Side Letter Agreement to Delay Previously-Negotiated Wage and Benefit Increases***

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**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 the attached side letter agreement with the Service Employees International Union (SEIU), Local 620 to delay a previously-negotiated 2.5% wage increase and a \$20 biweekly benefit allowance increase.

**Summary Text:**

The recommended side letter agreement with SEIU, Local 620 would provide a delay in implementing a previously-negotiated 2.5% wage increase and a \$20 biweekly increase in benefit allowance originally scheduled for April 5, 2010 and July 12, 2010 respectively, but subsequently delayed until June 27, 2011 for all Local 620 represented employees. The agreement would result in these increases being delayed until agreement is reached for a successor Memorandum of Understanding (MOU) including potential wage and benefit concessions, or until terms and conditions of employment are imposed by the County.

**Background:**

The current MOU with Local 620 expired on June 26, 2011 and includes, at the end of the contract, previously-negotiated wage and benefit increases. These increases were approved by the Board of Supervisors on November 27, 2007 and delayed by the Board on May 25, 2010 as part of wage concession agreements with the Union.

Although Local 620 has no obligation to eliminate the previously-negotiated increases, County staff and Local 620 have been negotiating for cost savings as part of a successor MOU since March of 2011. In part, these discussions have included exploring the potential for eliminating these previously-negotiated increases by mutual agreement.

Although discussions have been constructive and good progress has been made, the parties have not yet reached agreement and continue to meet. Ultimately, if negotiations do not result in a mutually-satisfactory agreement, subsequently ratified by Local 620 and adopted by the Board of Supervisors, the wage increase would be implemented as previously-negotiated and retroactive to June 27, 2011.

The attached side letter agreement has been signed by Local 620 and County staff. It is recommended that the Board of Supervisors 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

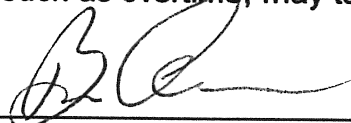
Attachment

Side Letter of Agreement  
Between Local 620 and the County of Santa Barbara

The parties agree to hold in abeyance the scheduled 2.5% salary increase and the \$20 increase to the Benefit Allowance, both due to go into effect June 27, 2011, until:

- a. Ratification of a successor agreement between the parties, or
- b. Terms and conditions of employment are imposed by the County.

If terms and conditions of employment are imposed by the County, the 2.5% salary increase and the \$20 increase to the Benefit Allowance will be due and payable retroactive to the date due. Payment for the base salary increase and the benefit allowance will be made within three pay periods. Some payments, such as overtime, may take longer but will be paid as soon as possible.



Bruce Corsaw  
SEIU Local 620



Robert MacLeod  
County of Santa Barbara

6-29-2011  
Date

6/29/2011  
Date