



**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: October 5, 2021
Placement: Administrative
Estimated Time:
Continued Item: No
If Yes, date from:
Vote Required: Majority

TO: Board of Supervisors
FROM: Department Director(s) Contact Info: Maria Elena De Guevara, Human Resources Director, 568-2816
Maria Elena De Guevara
Joseph M. Pisano, Employee Relations Division Chief, 568-2839
Joseph M. Pisano

SUBJECT: Service Employees International Union, Local 620 Amended MOU

County Counsel Concurrence

As to form: Yes

Auditor-Controller Concurrence

As to form: Yes

Other Concurrence:

As to form: N/A

Recommended Actions:

That the Board of Supervisors:

- A. Approve a Memorandum of Understanding with the Service Employees International Union, Local 620 for terms and conditions of employment through June 23, 2024 as set forth in Attachment A, and
- B. Provide equivalent terms and conditions of employment for similarly situated confidential-unrepresented employees in unit 32, and
- C. Provide equivalent County contributions to dependent health care coverage, terms for tuition and textbook reimbursement, additional paid Juneteenth holiday, and vacation accrual provisions for unrepresented managers and continue to provide a management compensation pool pursuant to section H. 1 of the Management Classification and Salary Plan, and
- D. Determine 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 with Local 620 expired on June 27, 2021. The parties have been engaged in negotiations for a successor contract since April 2021 and have reached a tentative agreement for a successor MOU that would expire on June 23, 2024.

The recommended actions approve the tentative agreement for a proposed MOU in Attachment A and Attachment B, which tracks changes from the current MOU between the parties. 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 October 5, 2021.

Background:

Local 620 currently represents approximately 2012 employees who work in departments Countywide. The most recent MOU with Local 620 expired on June 27, 2021. The parties have been engaged in negotiations for a successor contract since April 2021 and have reached a tentative agreement for a successor MOU that would expire on June 23, 2024.

The recommended actions approve the proposed MOU in Attachment A (changes not tracked) and Attachment B (changes 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 October 5, 2021.

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

- 3% salary increase effective upon Board approval
- Equity adjustments for 6 job classifications in which employees are approximately 9% - 10% or more below market, effective upon Board approval
- Increase in bilingual allowance to \$65 per pay period effective upon Board approval with additional increases to \$76.35 effective June 27, 2022 and to \$95 effective June 26, 2023
- Increase in standby pay to \$4.00 per hour effective upon Board approval
- Temporary increase of 40 hours in maximum vacation accruals effective upon Board approval
- Juneteenth as an additional paid holiday, effective beginning on June 19, 2022
- 2.5% salary increase effective June 27, 2022
- \$500 increase in the maximum potential tuition and textbook reimbursement to \$1000 effective June 27, 2022, with an additional \$500 increase to \$1500 effective June 26, 2023
- A \$25 subsidy of employees' twice monthly healthcare premiums for employee + one coverage and a \$155 subsidy of employees' twice monthly healthcare premiums for employee + family coverage effective with the 2023 plan year

- Up to 0.5% of unit-wide wages in an equity pool available effective January 9, 2023 for classifications at least 10% below market
- 2.0% salary increase effective June 26, 2023
- An increase to a \$50 subsidy of employees' twice monthly healthcare premiums for employee + one coverage and to a \$310 subsidy of employees' twice monthly healthcare premiums for employee + family coverage effective with the 2024 plan year
- Up to 0.5% of unit-wide wages in an equity pool available effective January 8, 2024 for classifications at least 5% below market
- Me-Too Provision limited to unit-wide base salary increases, bilingual allowance, and employer medical contributions for all classifications except Deputy Public Defenders with SEIU Local 721 and the Engineers & Technicians Association
- Me-Too Provision limited to unit-wide base salary increases and employer medical contributions for Public Defender classifications with the Deputy District Attorneys Association and the Civil Attorneys Association

The recommended actions would also provide equivalent terms and conditions of employment to Confidential Unrepresented employees and extend certain provisions in the Local 620 MOU to unrepresented managers. There are approximately 55 Confidential Unrepresented employees in unit 32 and approximately 336 unrepresented managers who work in departments Countywide.

Fiscal and Facilities Impacts:

Budgeted: Yes

Fiscal Analysis:

Overall, the total cumulative cost of implementing the tentative agreement for Local 620 represented employees through the end of Fiscal Year 2023-2024 would be approximately \$48.2 million, for an average incremental cost increase of 3.3% per year.

The approximate initial incremental cost increases, as well as the ongoing cost of each component of the agreement, are estimated by fiscal year in the table below:

Local 620 Tentative Agreement August 2021	FY 2021-22	FY 2022-23	FY 2023-24	Cumulative
3.0% Increase as soon as practicable upon Board approval	5,467,417	7,107,643	7,107,643	19,682,703
Increase Standby to \$4.00	187,127	243,265	243,265	729,796
Add HIL for Laguna Sanitation	17,855	23,211	23,211	64,277
Equities for 6 Job Classification Series Identified as Most Out of Market	522,953	679,839	679,839	1,882,632
Bilingual to \$65 per Pay Period	153,741	199,864	199,864	553,469
2.5 % Increase July 2022	-	6,100,727	6,100,727	12,201,453
Subsidize EE+ 1 by \$25 and EE + Fam by \$155 (up to \$1.4M) 2023 Plan Year	-	704,760	1,409,520	2,114,280
Tuition and textbook from \$500 to \$1000 (assumes 10% or 201 people)	-	100,500	100,500	201,000
1/23 Up to 10% Equity Adjustment for all classes 10% or more out of market within a cap on total cost of up to 0.5% of unit-wide wages	-	625,324	1,250,649	1,875,973
Bilingual to \$76.35 per Pay Period	-	356,308	356,308	712,616
2.0% Increase July 2023	-	-	5,027,609	5,027,609
1/24 Up to 5% Equity Adjustment for all classes 5% or more out of market within a cap on total cost of up to 0.5% of unit-wide wages	-	-	644,162	1,901,065
Bilingual to \$95 per Pay Period	-	-	510,049	510,049
Tuition and textbook from \$500 to \$1500 (assumes 10% or 201 people)	-	-	100,500	100,500
Subsidize EE+ 1 by \$50 and EE + Fam by \$310 (up to \$2.8M) 2024 Plan Year	-	-	704,760	704,760
Cumulative Totals	6,349,094	16,141,441	24,458,606	48,262,182
Cumulative Totals as %	2.68	6.81	10.32	19.82
Incremental (New) Costs Per Year	6,349,094	8,767,322	8,317,165	23,433,581
Incremental Costs as %	2.68	3.70	3.51	9.89

The total cumulative cost of implementing the tentative agreement through the end of Fiscal Year 2023-2024 for Confidential Unit 32 employees would be approximately \$1.3 million, for an average incremental cost increase of 3.2% per year.

The approximate initial incremental cost increases, as well as the ongoing cost of each component of the agreement as applied to Confidential Unit 32 employees, are estimated by fiscal year in the table below:

Local 620 Tentative Agreement Estimated for Confidential Unit 32	FY 2021-22	FY 2022-23	FY 2023-24	Cumulative
3.0% Increase as soon as practicable upon Board approval	159,951	207,936	207,936	575,824
Bilingual to \$65 per Pay Period	3,827	4,975	4,975	13,776
2.5 % Increase July 2022	-	178,479	178,479	356,957
Subsidize EE+ 1 by \$25 and EE + Fam by \$155 (up to \$61K) 2023 Plan Year	-	30,508	61,016	91,524
Tuition and textbook from \$500 to \$1000 (assumes 10% or 6 people)	-	3,000	3,000	6,000
1/23 Up to 10% Equity Adjustment for all classes 10% or more out of market within a cap on total cost of up to 0.5% of unit-wide wages	-	18,294	36,588	54,882
Bilingual to \$76.35 per Pay Period	-	8,869	8,869	17,737
2.0% Increase July 2023	-	-	147,084	147,084
1/24 Up to 5% Equity Adjustment for all classes 5% or more out of market within a cap on total cost of up to 0.5% of unit-wide wages	-	-	18,753	18,753
Bilingual to \$95 per Pay Period	-	-	12,695	12,695
Tuition and textbook from \$500 to \$1500 (assumes 10% or 6people)	-	-	3,000	3,000
Subsidize EE+ 1 by \$50 and EE + Fam by \$310 (up to \$122K) 2024 Plan Year	-	-	30,508	30,508
Cumulative Totals	163,778	452,060	712,903	1,328,741
Cumulative Totals as %	2.36	6.52	10.29	19.17
Incremental (New) Costs Per Year	163,778	244,124	260,843	668,745
Incremental Costs as %	2.36	3.52	3.76	9.65

The total cumulative cost of implementing the tentative agreement through the end of Fiscal Year 2023-2024 for unrepresented managers would be approximately \$12.7 million, for an average incremental cost increase of 2.9% per year.

The approximate initial incremental cost increases, as well as the ongoing cost of each component of the agreement as applied to unrepresented managers, are estimated by fiscal year in the table below:

Local 620 Tentative Agreement Estimated for Management Employees	FY 2021-22	FY 2022-23	FY 2023-24	Cumulative
3.0% wage pool as soon as practicable upon Board approval	1,652,924	2,148,801	2,148,801	5,950,525
2.5 % Increase July 2022	-	1,844,387	1,844,387	3,688,774
Subsidize EE+ 1 by \$25 and EE + Fam by \$155 (up to \$373K) 2023 Plan Year	-	186,376	372,752	559,128
Tuition and textbook from \$500 to \$1000 (assumes 10% or about 34 people)	-	17,000	17,000	34,000
1/23 Up to 10% Equity Adjustment for all classes 10% or more out of market within a cap on total cost of up to 0.5% of unitwide wages		189,050	378,099	567,149
2.0% Increase July 2023	-	-	1,519,960	1,519,960
1/24 Up to 5% Equity Adjustment for all classes 5% or more out of market within a cap on total cost of up to 0.5% of unitwide wages	-	-	193,795	193,795
Tuition and textbook from \$500 to \$1000 (assumes 10% or about 34 people)	-	-	17,000	17,000
Subsidize EE+ 1 by \$50 and EE + Fam by \$310 (up to \$746K) 2024 Plan Year	-	-	186,376	186,376
Cumulative Totals	1,652,924	4,385,614	6,678,170	12,716,707
Cumulative Totals as %	2.31	6.12	9.32	17.75
Incremental (New) Costs Per Year	1,652,924	2,236,813	2,292,556	6,182,293
Incremental Costs as %	2.31	3.12	3.20	8.63

Special Instructions:

Please send a copy of the Minute Order to Stefan Brewer, Interim Workforce Planning Manager, at SBrewer@co.santa-barbara.ca.us

Attachments:

Attachment A: Local 620 MOU

Attachment B: Local 620 MOU – Changes Tracked

Authored by: Joseph Pisano

cc: Mona Miyasato, County Executive Officer
 Rachel Van Mullem, County Counsel
 Betsy Schaffer, Auditor Controller
 Department Heads
 Assistant CEOs