



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:** December 6, 2016  
**Placement:** Administrative  
**Estimated Tme:**  
**Continued Item:** No  
**If Yes, date from:**  
**Vote Required:** Majority

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**TO:** Board of Supervisors

**FROM:** Lori Gentles, Human Resources Director, 568-2816

Contact Info: Joseph Pisano, Employee Relations Manager, 568-2839  
Robert Clark, Employee Relations Manager, 568-2829

**SUBJECT:** ***SEIU Local 721 Successor Memorandum of Understanding***

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**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 Service Employees International Union, Local 721 (Local 721), effective December 5, 2016 through June 30, 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 Local 721 expired on July 3, 2016. The parties have been engaged in negotiations for a successor contract since June 2016 and have reached a tentative agreement for a successor MOU that would expire on June 30, 2019 if approved by the Board.

The recommended actions adopt the proposed MOU in Attachment B (changes tracked) and Attachment C (untracked version). 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 December 6, 2016. Significant changes from the most recent MOU are summarized in Attachment A.

**Background:**

Local 721 represents approximately 569 employees, most of whom work in the Social Services Department. Twenty-two of the 569 total employees work in the following departments: Probation, Public Defender, Public Health, and Sheriff. The recommended actions approve and implement provisions of a successor MOU between the County and Local 721, 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 complete text of the successor MOU appears in Attachments B and C. Significant changes include:

- 1.8% salary increase effective December 5, 2016
- 3% salary increase effective July 3, 2017
- 3% salary increase effective July 2, 2018
- 5% equity adjustments for employees in the classifications of Probation Assistant and Public Defender Investigator I, effective upon Board ratification
- Granting non-exempt/overtime eligible status to Social Services Practitioners
- Removing negotiated restrictions on multiple step increases and adhering to Civil Service Rule 409 again going forward
- Eliminating an unfunded reopener regarding equity adjustments from the MOU
- A contract reopener on the issue of employee retirement contribution rates and potential related salary adjustments on or after September 1, 2017
- A Me-Too Provision with SEIU Local 620 and the Engineers and Technicians Association (ETA) regarding base salary increases and equity adjustments for all classifications
- One time cash payment of \$200, less applicable Federal and State taxes, to each employee in a Local 721 represented classification paid as soon as practicable

- Replacing Washington’s Birthday with President’s Day
- Increasing the annual training, tuition and textbook reimbursement from \$300 per year to \$2,000 per year for Local 721 represented employees in the Department of Social Services, subject to Departmental policies and procedures

**Fiscal Analysis:**

**Budgeted:** Yes, for the current fiscal year.

As noted above, the recommended actions provide for general wage increases in each year of the three year agreement, and other financial benefits including a one-time lump sum payment upon ratification of the MOU by Local 721 members and approval by the Board. 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. Fiscal Year 2017-18 and Fiscal Year 2018-19 costs will be incorporated into future year’s budgets.

<b>Tentative Agreement</b>	<b>FY 2016-17</b>	<b>FY 2017-18</b>	<b>FY 2018-19</b>
1.8% Salary Increase Effective 12/5/16	441,336	764,982	764,982
Remove Restrictions on Multiple Steps	17,478	34,956	34,956
\$200 Lump Sum Payment	144,334	-	-
5% Adjustment for Probation Assistant and Public Defender Investigator I	42,593	73,827	73,827
Overtime for Social Service Practitioners	46,872	46,872	46,872
Training, Tuition, and Textbook Reimbursement	50,000	50,000	50,000
3.0% Salary Increase Effective 7/3/17	-	1,297,920	1,297,920
3.0% Salary Increase Effective 7/2/18	-	-	1,336,858
<b>Total</b>	<b>742,613</b>	<b>2,268,557</b>	<b>3,605,415</b>

cc: Mona Miyasato, County Executive Officer  
 Michael C. Ghizzoni, County Counsel  
 Theo Fallati, Auditor-Controller  
 Assistant CEOs  
 Department Heads where Local 721 employees work

Attachment A: Summary of Changes to Local 721 MOU  
 Attachment B: Successor Local 721 MOU (changes tracked)  
 Attachment C: Successor Local 721 MOU (untracked/final)