



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: CEO
Department No.: 012
For Agenda Of: September 15, 2015
Placement: Administrative
Estimated Tme:
Continued Item: No
If Yes, date from:
Vote Required: 3/5

TO: Board of Supervisors

FROM: Jeri Muth, Human Resources Director, 568-2816
Contact Info: Joseph Pisano, Employee Relations Manager, 568-2839

SUBJECT: *Terms and Conditions of Employment: Engineers and Technicians Association*

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) Approve a 5% wage increase effective September 14, 2015 for employees in the Hazardous Materials Specialist and Survey Specialist job classification series per the tentative agreement between the County and the Engineers and Technicians Association in Attachment A; and
- b) Approve a provision in the tentative agreement with the Engineers and Technicians Association in Attachment A to provide a bank of 32 hours of paid leave time to all employees in job classifications represented by the union, effective as soon as practicable, related to office holiday closure; and

- c) Determine that these actions are exempt from California Environmental Quality Act (CEQA) review as it is not a project pursuant to CEQA Guidelines section 15378 (b) (2).

Summary Text:

The current Memorandum of Understanding (MOU) between Santa Barbara County (the County) and the Engineers and Technicians Association (ETA) includes provisions that allowed ETA to request to reopen negotiations in February 2015 on potential equity adjustments and on general wage increases for all employees represented by the union in July 2015. The parties have completed negotiations on these issues and reached the tentative agreement in Attachment A.

The recommended actions implement the tentative agreement in Attachment A between the parties to provide a 5% equity wage increase to employees in job classifications in the Hazardous Materials Specialist and Survey Specialist job classification series. The salaries of these classifications are more than 20% below their survey market. The agreement will also provide a bank of 32 hours of paid time off for all employees in job classifications represented by ETA related to holiday office closures. The paid leave time will be used in conjunction with efforts to close County offices to the greatest extent possible from December 28, 2015 through December 31, 2015 so that employees can take time off during that period. This is being negotiated with all unions; when completed, staff will return to the Board with required actions to implement the closure.

Background:

Article 16 of the current MOU between the County and ETA provides for a general salary reopener in July 2015, and Article 41 allows the union to request in February each year that that the County review the salary placement of up to two job classification series for potential equity wage increases.

An April 2015 salary study showed that salaries of employees in Hazardous Materials Specialist and Survey Specialist classifications at all levels surveyed were more than 20% below their survey market. The County and ETA have met and conferred and reached the tentative agreement in Attachment A to begin to address these inequities by increasing salaries for employees in these classifications by 5%.

Regarding the holiday closure, during the Fiscal Year 2015-2016 budget deliberations, Board of Supervisors' Chair Janet Wolf expressed interest in potentially negotiating with all unions to consider closing County offices between Christmas and New Year's Day as a benefit to employees. Subsequently a survey of County employees rated closing operations to the extent possible during that time period second among the top five ideas for increasing employee engagement. As a result, the Board directed staff to negotiate a closure between the Christmas 2015 and New Year's Day 2016 holidays with all employee groups. Therefore, the tentative agreement in attachment A includes a bank of 32 hours of paid leave for ETA represented employees to use to the extent departments where they work are able to implement that closure. Employees in work locations that are unable to close from December

28, 2015 through December 31, 2015 will have until January 1, 2017 to use all 32 hours, at which time any remaining hours will expire. There is no cash value associated with any of these hours if employees separate from County service before using them and no direct cost.

Fiscal Analysis:

The recommended equity wage increase affects approximately 16 employees in the Public Health and Public Works Departments. The total estimated cost of this recommended wage increase is approximately \$68,000 for the remainder of Fiscal Year 2015-16 and approximately \$85,000 annually beginning in Fiscal Year 2016-17. Both Departments will manage the increased costs within their current budget allocations.

There are no increased financial costs of providing the 32 hours of paid leave time, as funds are already budgeted to pay employees for a full work year, though some loss in productivity will occur if County offices close between Christmas 2015 and New Year's Day 2016.

cc: Mona Miyasato, County Executive Officer
Robert W. Geis, Auditor-Controller
Takashi Wada, M.D., Public Health Director
Scott McGolpin Public Works Director

Attachment A: Tentative Side Letter Agreement