



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

---

**TO:** Board of Supervisors

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

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

**SUBJECT:** ***Engineers & Technicians Association Successor Memorandum of Understanding***

---

**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 Engineers and Technicians Association (ETA), 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 the ETA expired on July 3, 2016. The parties have been engaged in negotiations for a successor contract since May 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 Association'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:**

ETA represents approximately 123 employees working in the following County departments: Clerk Recorder Assessor, Fire, General Services, Behavioral Wellness, Planning and Development, Public Health, Public Works, and the Sheriff's office. The recommended actions approve and implement provisions of a successor MOU between the County and ETA, 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:

- 2% salary increase effective December 5, 2016
- 3% salary increase effective July 3, 2017
- 3% salary increase effective July 2, 2018
- 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
- 5% special duty pay for certain Public Works employees who earn and maintain a California Land Surveyor License
- 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 SEIU Local 721 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 an ETA represented classification

**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 ETA 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>
2% on BOS Approval (assumes effective date of 12/5/16)	169,114	293,131	293,131
Remove restrictions on multiple steps	12,433	21,532	21,532
Lump Sum Payment \$200	32,704	-	-
5% Special Duty Pay for CA Land Surveyor License	4,232	6,877	13,755
3% July 3, 2017	-	448,490	448,490
3% July 2, 2018	-	-	461,945
<b>Total</b>	<b>218,208</b>	<b>770,030</b>	<b>1,238,852</b>

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

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