



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/Human Resources
Department No.: 064
For Agenda Of: 1/15/2008
Placement: Administrative
Estimate Time:
Continued Item: NO
If Yes, date from:
Vote Required: Majority

TO: Board of Supervisors

FROM: Department Director(s) Susan Paul Assistant CEO/HR Director, 568-2817

Contact Info: Joseph Pisano, Senior HR Analyst, 568-2839

SUBJECT: Memoranda of Understanding with Recognized Employee Organization

County Counsel Concurrence:

As to form: Yes No N/A

Auditor-Controller Concurrence:

As to form: Yes No N/A

Other Concurrence: N/A

As to form: Yes No N/A

Recommended Action(s):

That the Board approve:

- a) A Memorandum of Understanding with the Service Employees International Union, Local 535 (Local 535), effective January 14, 2008 through October 3, 2010, implementing the changes summarized in Attachment A.
- b) A resolution effective March 10, 2008 increasing salaries for employees represented by Local 535 as detailed in Attachment B
- c) A resolution effective October 6, 2008 increasing salaries for employees represented by Local 535 as detailed in Attachment C
- d) A resolution effective October 5, 2009 increasing salaries for employees represented by Local 535 as detailed in Attachment D
- e) A resolution effective April 5, 2010 increasing salaries for employees represented by Local 535 as detailed in Attachment E

Summary Text:

Since approximately July 2007, representatives of the County have been in negotiations with the Service Employees International Union, Local 535 (Local 535), whose Memorandum of Understanding (MOU) expired on October 7, 2007. The County has now reached a tentative successor agreement on wages, hours, and other terms and conditions of employment for employees represented by Local 535, which staff recommends that the Board approve. The three-year agreement contains changes from the previous MOU as described in the summary in Attachment A.

Background:

The attached summary details the agreement reached with Local 535. Of significant note are the following:

- A three-year agreement
- Modest cost-of-living-adjustments (COLAS) that would equal approximately 7.5% over the term of the contract. Wage increases in each year are structured to assist the County in managing costs
- Addressing the current retirement configuration (half-rates/full-rates), contingent on a reduction in benefit level from a one-year Final Average Salary (FAS-1) to a three-year final average salary (FAS-3) for employees hired on or after October 10, 1994. This would affect approximately 70% of employees in Local 535
- An agreement requiring employees and their labor representatives to engage in mediation before taking grievances to other formal appeals processes
- Agreement to cooperate in the County's efforts to modernize Civil Service Rules (CSR)
- Funds for equity adjustments equal to approximately .75% of salary in July 2008 and approximately 2.25% in July 2009
- The addition of a floating holiday
- A \$20 per pay period increase in benefit allowance in the third year of the contract

Fiscal and Facilities Impacts:

Budgeted: Yes No

Fiscal Analysis:

The Local 535 agreement covers approximately 471 employees working in the following departments: Social Services, Public Health, Probation, District Attorney, and Public Defender.

Memoranda of Understanding with Recognized Employee Organization

1/15/2008

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The approximate cost of implementing the proposed contract, broken down by fiscal year, appears in the table below:

Fiscal Year	Cost
2007-2008	607,192
2008-2009	997,976
2009-2010	1,490,586
Total	3,095,754
Carry-over to FY 10-11	984,939
Total for Three Year Contract	4,080,693

Of the total estimated cost for the three-year contract with Local 535 of \$4,080,693, approximately \$693,718 will be in the form of an increase in the County's contributions to the Retirement System. The biannual actuarial study of the Santa Barbara County Retirement System as adopted by the Board of Retirement includes certain economic and non-economic assumptions in setting the employer's contribution rate, which is used to estimate the impact of the recommended actions on the County's contribution to the retirement system.

The recommendations are within the parameters established by the Board and have been included in the budget.

Staffing Impact(s):

Legal Positions:

FTEs:

Special Instructions:

Please send one copy of each of the approved resolutions to Susan Kean in the Human Resources Department.

Attachments:

Memoranda of Understanding with Recognized Employee Organization

1/15/2008

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Authored by: Joseph Pisano

cc:

County Executive Officer
Auditor-Controller
County Counsel
Chief Probation Officer
District Attorney
Public Health Director
Public Defender
Social Services Director

Attachment A

Attachment A: Local 535 Significant Changes

Summary of Significant Changes to The Memorandum of Understanding between Santa Barbara County and the Service Employees International Union Local 535 for the Contract Term January 14, 2008 through October 3, 2010.

Section 11: Benefit Allowance	Effective July 12, 2010 the benefit allowance shall be increased by \$20.00 per pay period.
Section 16: Salaries	Effective March 10, 2008, salaries for classifications represented by the union shall increase by 1%.
	Effective October 6, 2008, salaries for all classifications represented by the union shall by 2%.
	Effective October 5, 2009, salaries for all classifications represented by the union shall by 2%.
	Effective April 5, 2010, salaries for all classifications represented by the union shall increase by 2.5%.
Section 17: Salary Equity Adjustments	Effective July 14, 2008, the County will allocate a minimum of the dollar equivalent of .75% salary to fund salary equity adjustments for classifications represented by the union. The parties will meet and confer to determine how the money will be allocated.
	Effective July 13, 2009, the County will allocate a minimum of the dollar equivalent of 2.25% of salary to fund salary equity adjustment for classifications represented by the union. The parties will meet and confer to determine how the money will be allocated.
Section 27: Bilingual Allowance	An employee whose duty assignments require regular and frequent use of bilingual language skills in English and either Spanish or Hmong, or any other language including but not limited to American Sign Language, shall be designated by the department head to receive a bilingual allowance. The Bilingual allowance will remain \$57.69 per pay period.
Section 28: Holidays	Add one floating holiday.

Attachment A: Local 535 Significant Changes

Summary of Significant Changes to The Memorandum of Understanding between Santa Barbara County and the Service Employees International Union Local 535 for the Contract Term January 14, 2008 through October 3, 2010.

Section 30: Retirement	Employees hired on or after October 10, 1994 will begin paying retirement half-rates with a change in benefit levels from One-year Final Average Salary (FAS-1) to a Three Year Final Average Salary (FAS - 3) effective as soon as practicable following ratification and adoption of this MOU.
	Between January 2008 and October 2008 the County and Local 535 shall commence meeting and conferring on the issues including: <ol style="list-style-type: none"> 1. The feasibility of changes to the current retirement formulas for the existing and future workforce. The feasibility of establishing a defined contribution component to retirement for the future workforce. 2. Potential changes to retiree medical for the existing and future workforce.
Section 37: Civil Service Rules	The parties agree to continue discussions regarding modernization of Civil Service Rules.
Section 59 : Term of Agreement	January 14, 2008 through October 3, 2010

Attachment B

RESOLUTION OF THE BOARD OF SUPERVISORS
OF THE COUNTY OF SANTA BARBARA, STATE OF CALIFORNIA

IN THE MATTER OF AMENDING)
RESOLUTION NO. 07-207, AS AMENDED) RESOLUTION NO. _____
BEING THE SALARY RESOLUTION OF)
COUNTY OF SANTA BARBARA)

WHEREAS, Salary Resolution No. 07-207 established a Classification and Compensation Plan, and authorized Departmental Position Allocations effective July 2, 2007; and

WHEREAS, this Board of Supervisors finds that there is good cause for amending said Resolution No. 07-207, as amended, in the manner provided in this Resolution;

NOW, THEREFORE, IT IS HEREBY RESOLVED, AS FOLLOWS:

1. Resolution No. 07-207, adopted by the Board on July 10, 2007, is hereby amended by amending those portions identified below to read as follows, effective March 10, 2008 classifications represented by SEIU Local 535 shall receive a 1% salary increase. These classifications include:

Mass Pay Changes Audit Trail

Job Class / Title	Bargaining Unit	Percent Change
Bargaining Unit Group: SEIU Local 535		
001395 SOC SVCS INFO SYS COOR	21	1.0
001416 CAREER EMP SPECIALIST	21	1.0
001417 CAREER EMP SPECIALIST SR	21	1.0
001418 CAREER EMP SPECIALIST SUPV	22	1.0
003070 ELIGIBILITY SUPERVISOR	22	1.0
003090 ELIGIBILITY WORKER I	21	1.0
003091 ELIGIBILITY WORKER II	21	1.0
003092 ELIGIBILITY WORKER III	21	1.0
004040 INTERAGENCY NETWORK COORD	22	1.0
005125 MEDICAL SERVICES REP	21	1.0
005126 MEDICAL SOC SVC PRACT	21	1.0
005127 MEDICAL SOC SVC WKR SR	21	1.0
005130 MEDICAL SOCIAL SERV SUPV	22	1.0
006051 PROBATION ASSISTANT	21	1.0
006230 PUBLIC DEFENDER INVEST I	21	1.0
006232 PUBLIC DEF INVEST ASSIST	21	1.0
007051 SOC SVCS INFO SYS COOR SR	22	1.0
007052 SOCIAL SVCS PRACTITIONER	21	1.0
007054 SOCIAL SVCS PROG ANALYST	21	1.0
007056 SOCIAL SERVICES WORKER	21	1.0
007057 SOC SVCS WORKER SR PS/L	21	1.0
007058 SOC SVCS STAFF DEV COORD	22	1.0
007060 SOCIAL SERVICES SUPV I	22	1.0
007061 SOCIAL SERVICES SUPV II	22	1.0
007072 SOCIAL SVCS WORKER SR	21	1.0
007530 TRUANCY PRGM SOC WKR SR	21	1.0
007531 TRUANCY PRGM SOC WKR PRACT	21	1.0
007532 TRUANCY PROGRAM SUPV	22	1.0

2. Except as amended by this Resolution, Resolution No. 07-207, as amended, shall continue unchanged and in full force and effect.

PASSED AND ADOPTED by the Board of Supervisors of the County of Santa Barbara, State of California, this _____ day of _____, 2007 by the following vote:

AYES:

NOES:

ABSENT:

CHAIR, BOARD OF SUPERVISORS

MICHAEL F. BROWN
CLERK OF THE BOARD

By: _____ (SEAL)
Deputy

APPROVED AS TO FORM:

STEPHEN SHANE STARK
COUNTY COUNSEL

By:  _____
Deputy County Counsel

Attachment C

RESOLUTION OF THE BOARD OF SUPERVISORS
OF THE COUNTY OF SANTA BARBARA, STATE OF CALIFORNIA

IN THE MATTER OF AMENDING)
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BEING THE SALARY RESOLUTION OF)
COUNTY OF SANTA BARBARA)

WHEREAS, Salary Resolution No. 07-207 established a Classification and Compensation Plan, and authorized Departmental Position Allocations effective July 2, 2007; and

WHEREAS, this Board of Supervisors finds that there is good cause for amending said Resolution No. 07-207, as amended, in the manner provided in this Resolution;

NOW, THEREFORE, IT IS HEREBY RESOLVED, AS FOLLOWS:

1. Resolution No. 07-207, adopted by the Board on July 10, 2007, is hereby amended by amending those portions identified below to read as follows, effective October 6, 2008 classifications represented by SEIU Local 535 shall receive a 2% salary increase. These classifications include:

Mass Pay Changes Audit Trail

Job Class / Title	Bargaining Unit	Percent Change
Bargaining Unit Group: SEIU Local 535		
001395 SOC SVCS INFO SYS COOR	21	2.0
001416 CAREER EMP SPECIALIST	21	2.0
001417 CAREER EMP SPECIALIST SR	21	2.0
001418 CAREER EMP SPECIALIST SUPV	22	2.0
003070 ELIGIBILITY SUPERVISOR	22	2.0
003090 ELIGIBILITY WORKER I	21	2.0
003091 ELIGIBILITY WORKER II	21	2.0
003092 ELIGIBILITY WORKER III	21	2.0
004040 INTERAGENCY NETWORK COORD	22	2.0
005125 MEDICAL SERVICES REP	21	2.0
005126 MEDICAL SOC SVC PRACT	21	2.0
005127 MEDICAL SOC SVC WKR SR	21	2.0
005130 MEDICAL SOCIAL SERV SUPV	22	2.0
006051 PROBATION ASSISTANT	21	2.0
006230 PUBLIC DEFENDER INVEST I	21	2.0
006232 PUBLIC DEF INVEST ASSIST	21	2.0
007051 SOC SVCS INFO SYS COOR SR	22	2.0
007052 SOCIAL SVCS PRACTITIONER	21	2.0
007054 SOCIAL SVCS PROG ANALYST	21	2.0
007056 SOCIAL SERVICES WORKER	21	2.0
007057 SOC SVCS WORKER SR PS/L	21	2.0
007058 SOC SVCS STAFF DEV COORD	22	2.0
007060 SOCIAL SERVICES SUPV I	22	2.0
007061 SOCIAL SERVICES SUPV II	22	2.0
007072 SOCIAL SVCS WORKER SR	21	2.0
007530 TRUANCY PRGM SOC WKR SR	21	2.0
007531 TRUANCY PRGM SOC WKR PRACT	21	2.0
007532 TRUANCY PROGRAM SUPV	22	2.0

2. Except as amended by this Resolution, Resolution No. 07-207, as amended, shall continue unchanged and in full force and effect.

PASSED AND ADOPTED by the Board of Supervisors of the County of Santa Barbara, State of California, this _____ day of _____, 2007

by the following vote:

AYES:

NOES:

ABSENT:

CHAIR, BOARD OF SUPERVISORS

MICHAEL F. BROWN
CLERK OF THE BOARD

By: _____ (SEAL)
Deputy

APPROVED AS TO FORM:

STEPHEN SHANE STARK
COUNTY COUNSEL

By:  _____
Deputy County Counsel

Attachment D

RESOLUTION OF THE BOARD OF SUPERVISORS
OF THE COUNTY OF SANTA BARBARA, STATE OF CALIFORNIA

IN THE MATTER OF AMENDING)
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BEING THE SALARY RESOLUTION OF)
COUNTY OF SANTA BARBARA)

WHEREAS, Salary Resolution No. 07-207 established a Classification and Compensation Plan, and authorized Departmental Position Allocations effective July 2, 2007; and

WHEREAS, this Board of Supervisors finds that there is good cause for amending said Resolution No. 07-207, as amended, in the manner provided in this Resolution;

NOW, THEREFORE, IT IS HEREBY RESOLVED, AS FOLLOWS:

1. Resolution No. 07-207, adopted by the Board on July 10, 2007, is hereby amended by amending those portions identified below to read as follows, effective October 5, 2009 classifications represented by SEIU Local 535 shall receive a 2% salary increase. These classifications include:

Mass Pay Changes Audit Trail

Job Class / Title	Bargaining Unit	Percent Change
Bargaining Unit Group: SEIU Local 535		
001395 SOC SVCS INFO SYS COOR	21	2.0
001416 CAREER EMP SPECIALIST	21	2.0
001417 CAREER EMP SPECIALIST SR	21	2.0
001418 CAREER EMP SPECIALIST SUPV	22	2.0
003070 ELIGIBILITY SUPERVISOR	22	2.0
003090 ELIGIBILITY WORKER I	21	2.0
003091 ELIGIBILITY WORKER II	21	2.0
003092 ELIGIBILITY WORKER III	21	2.0
004040 INTERAGENCY NETWORK COORD	22	2.0
005125 MEDICAL SERVICES REP	21	2.0
005126 MEDICAL SOC SVC PRACT	21	2.0
005127 MEDICAL SOC SVC WKR SR	21	2.0
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006051 PROBATION ASSISTANT	21	2.0
006230 PUBLIC DEFENDER INVEST I	21	2.0
006232 PUBLIC DEF INVEST ASSIST	21	2.0
007051 SOC SVCS INFO SYS COOR SR	22	2.0
007052 SOCIAL SVCS PRACTITIONER	21	2.0
007054 SOCIAL SVCS PROG ANALYST	21	2.0
007056 SOCIAL SERVICES WORKER	21	2.0
007057 SOC SVCS WORKER SR PS/L	21	2.0
007058 SOC SVCS STAFF DEV COORD	22	2.0
007060 SOCIAL SERVICES SUPV I	22	2.0
007061 SOCIAL SERVICES SUPV II	22	2.0
007072 SOCIAL SVCS WORKER SR	21	2.0
007530 TRUANCY PRGM SOC WKR SR	21	2.0
007531 TRUANCY PRGM SOC WKR PRACT	21	2.0
007532 TRUANCY PROGRAM SUPV	22	2.0

2. Except as amended by this Resolution, Resolution No. 07-207, as amended, shall continue unchanged and in full force and effect.

PASSED AND ADOPTED by the Board of Supervisors of the County of Santa Barbara, State of California, this _____ day of _____, 2007 by the following vote:

AYES:

NOES:

ABSENT:

CHAIR, BOARD OF SUPERVISORS

MICHAEL F. BROWN
CLERK OF THE BOARD

By: _____ (SEAL)
Deputy

APPROVED AS TO FORM:

STEPHEN SHANE STARK
COUNTY COUNSEL

By:  _____
Deputy County Counsel

Attachment E

RESOLUTION OF THE BOARD OF SUPERVISORS
OF THE COUNTY OF SANTA BARBARA, STATE OF CALIFORNIA

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BEING THE SALARY RESOLUTION OF)
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WHEREAS, this Board of Supervisors finds that there is good cause for amending said Resolution No. 07-207, as amended, in the manner provided in this Resolution;

NOW, THEREFORE, IT IS HEREBY RESOLVED, AS FOLLOWS:

1. Resolution No. 07-207, adopted by the Board on July 10, 2007, is hereby amended by amending those portions identified below to read as follows, effective April 5, 2010 classifications represented by SEIU Local 535 shall receive a 2.5% salary increase. These classifications include:

Mass Pay Changes Audit Trail

Job Class / Title	Bargaining Unit	Percent Change
Bargaining Unit Group: SEIU Local 535		
001395 SOC SVCS INFO SYS COOR	21	2.5
001416 CAREER EMP SPECIALIST	21	2.5
001417 CAREER EMP SPECIALIST SR	21	2.5
001418 CAREER EMP SPECIALIST SUPV	22	2.5
003070 ELIGIBILITY SUPERVISOR	22	2.5
003090 ELIGIBILITY WORKER I	21	2.5
003091 ELIGIBILITY WORKER II	21	2.5
003092 ELIGIBILITY WORKER III	21	2.5
004040 INTERAGENCY NETWORK COORD	22	2.5
005125 MEDICAL SERVICES REP	21	2.5
005126 MEDICAL SOC SVC PRACT	21	2.5
005127 MEDICAL SOC SVC WKR SR	21	2.5
005130 MEDICAL SOCIAL SERV SUPV	22	2.5
006051 PROBATION ASSISTANT	21	2.5
006230 PUBLIC DEFENDER INVEST I	21	2.5
006232 PUBLIC DEF INVEST ASSIST	21	2.5
007051 SOC SVCS INFO SYS COOR SR	22	2.5
007052 SOCIAL SVCS PRACTITIONER	21	2.5
007054 SOCIAL SVCS PROG ANALYST	21	2.5
007056 SOCIAL SERVICES WORKER	21	2.5
007057 SOC SVCS WORKER SR PS/L	21	2.5
007058 SOC SVCS STAFF DEV COORD	22	2.5
007060 SOCIAL SERVICES SUPV I	22	2.5
007061 SOCIAL SERVICES SUPV II	22	2.5
007072 SOCIAL SVCS WORKER SR	21	2.5
007530 TRUANCY PRGM SOC WKR SR	21	2.5
007531 TRUANCY PRGM SOC WKR PRACT	21	2.5
007532 TRUANCY PROGRAM SUPV	22	2.5

2. Except as amended by this Resolution, Resolution No. 07-207, as amended, shall continue unchanged and in full force and effect.

PASSED AND ADOPTED by the Board of Supervisors of the County of Santa Barbara, State of California, this _____ day of _____, 2007 by the following vote:

AYES:

NOES:

ABSENT:

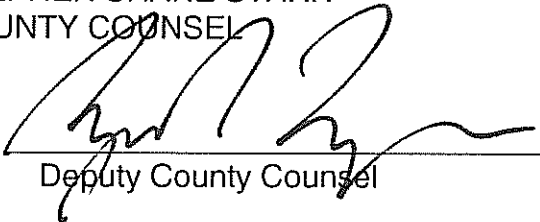
CHAIR, BOARD OF SUPERVISORS

MICHAEL F. BROWN
CLERK OF THE BOARD

By: _____ (SEAL)
Deputy

APPROVED AS TO FORM:

STEPHEN SHANE STARK
COUNTY COUNSEL

By: 
Deputy County Counsel