



**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
Carlos Silvas, Employee Relations Manager, 884-6805

DocuSigned by:

Maria Elena De Guevara

SUBJECT: Engineers and Technicians Association Successor 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 Engineers and Technicians Association (ETA) for terms and conditions of employment through June 23, 2024 as set forth in Attachment A, and
- B. 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 ETA expired on June 27, 2021. The parties have been engaged in negotiations for a successor contract since May 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 Association's knowledge in anticipation of its members' ratification of the tentative agreement prior to the Board meeting on October 5, 2021.

Background:

ETA currently represents approximately 127 employees who work in the Public Works, Public Health, Planning & Development, General Services and Fire Departments, as well as the Office of the Clerk-Recorder-Assessor and Sheriff's Office. The most recent MOU with ETA expired on June 27, 2021. The parties have been engaged in negotiations for a successor contract since May 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 Association'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
- 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
- 0.5% of unit-wide wages in an equity pool available effective January 9, 2023 to address salary inequities for classifications 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
- Me-Too Provision regarding unit-wide base salary increases, bilingual allowance, and employer medical contributions with SEIU Local 721 and SEIU Local 620

Fiscal and Facilities Impacts:**Budgeted:** Yes**Fiscal Analysis:**

Overall, the total cumulative cost of implementing the tentative agreement through the end of Fiscal Year 2023-2024 would be approximately \$3.2 million, for an average incremental cost increase of 2.75% 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.

ETA Tentative Agreement September 2021	FY 2021-22	FY 2022-23	FY 2023-24	Cummulative
3.0% Increase upon implementation	421,315	547,710	547,710	1,516,735
Increase Standby to \$4.00 upon implementation	11,095	14,423	14,423	39,941
Bilingual to \$65 upon implementation	442	574	574	1,590
2.5 % Increase July 2022	-	470,118	470,118	940,236
Subsidize EE+ 1 by \$25 and EE + Fam by \$155 (up to \$101K) 2023 Plan Year	-	50,340	100,680	151,020
Tuition and textbook from \$500 to \$1000 (assumes 10% or 13 people)	-	6,500	6,500	13,000
Bilingual to \$76.35 per Pay Period	-	1,023	1,023	2,047
0.5% Equity Pool Jan 2023	-	48,187	96,374	144,561
2.0% Increase July 2023	-	-	387,424	387,424
Bilingual to \$95 per Pay Period	-	-	1,465	1,465
Tuition and textbook from \$500 to \$1500 (assumes 10% or 13 people)	-	-	6,500	6,500
Subsidize EE+ 1 by \$50 and EE + Fam by \$310 (up to \$201K) 2024 Plan Year	-	-	50,340	50,340
Cumulative Totals	432,852	1,138,875	1,683,131	3,254,859
CumulativeTotals as %	2.37	6.24	9.22	17.83
Incremental (New) Costs Per Year	432,852	576,168	496,069	1,505,089
Incremental Costs as %	2.37	3.16	2.72	8.24

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: ETA MOU

Attachment B: ETA MOU – Changes Tracked

Authored by: Carlos Silvas

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