



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: July 3, 2018
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: Robert Clark, Employee Relations Manager, 568-2829

SUBJECT: *Civil Attorneys Association and Deputy District Attorneys Association Salary Increases*

County Counsel Concurrence

As to form: Yes

Other Concurrence:

As to form: N/A

Auditor-Controller Concurrence

As to form: Yes

Recommended Actions:

That the Board of Supervisors:

- a) Approve a 0.5% wage increase for classifications represented by the Civil Attorneys Association (CAA) and the Deputy District Attorneys Association (DDAA), and provide the same salaries for classifications assigned to the Unrepresented Attorneys bargaining group effective on July 2, 2018, 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 Memorandum of Understanding (MOU) with the CAA for the period from February 13, 2017 through June 30, 2019 provides for a salary increase of 2.5% effective on July 2, 2018. In addition the MOU contains a “Me Too” clause that is tied to any salary equity adjustments provided to Deputy Public Defenders pursuant to Section 17 of the County MOU with SEIU Local 620. The DDAA MOU for the period from December 19, 2016 through June 30, 2019 has a similar “Me-Too” clause. On June 5, 2018 The Board of Supervisors approved an MOU with SEIU, Local 620 for the period ending June 27, 2021, which allocates a previously negotiated equity pool of 0.5% equally to all positions represented by Local 620, including Deputy Public Defenders.

The recommended actions increase the July 2, 2018 increase for positions represented by the CAA and DDAA from 2.5% to 3.0% as is required by the “Me Too” clauses. There is also one attorney currently assigned to bargaining unit 36 (Unrepresented Attorneys). Typically wage increases for unrepresented attorneys mirror increases for the CAA, and the recommended actions would grant the same 0.5% increase to attorneys assigned to bargaining unit 36 as is provided to attorneys in the represented bargaining groups.

Background:

CAA represents approximately 23 employees working in the County Counsel’s office and Child Support Services. The recommended actions implement provisions of a “Me Too” clause in the current MOU:

“Me-Too Provision: If successor agreements with the Public Defenders’ bargaining unit or the Deputy District Attorneys Association exceed the financial terms received by the Civil Attorneys’ Association in any fiscal year regarding base salary increases and equity adjustments, through the end of this MOU, the County shall increase the financial terms received by the Civil Attorneys’ Association by an equivalent amount. How those financial terms would be applied would be determined through collective bargaining. However, collective bargaining shall not be required in the event that salary equity adjustments are provided to the Deputy Public Defenders’ bargaining unit pursuant to Section 17 of the County MOU with SEIU Local 620. In that event the Civil Attorneys’ Association members shall receive the same increases or adjustments effective on the same date that the increases or adjustments are received by the respective members of the Public Defenders bargaining unit.”

DDAA represents approximately 45 employees working in the District Attorney’s Office. The side letter in attachment A has been negotiated in conjunction with its “Me Too” clause, since the DDAA MOU requires collective bargaining to implement any changes triggered by the Me-Too provision in the contract:

“Me-Too Provision: If successor agreements with the Public Defenders’ bargaining unit or the Civil Attorneys Association exceed the financial terms received by the Deputy District Attorneys Association in any fiscal year regarding base salary increases and equity adjustments, through the end of this MOU, the County shall increase the financial terms received by the Deputy District

Attorneys Association by an equivalent amount. How those financial terms would be applied would be determined through collective bargaining.”

All bargaining units represented by SEIU, Local 620, including the Deputy Public Defenders, received a 2.5% salary increase plus a 0.5% allocation of the equity adjustment pool on July 2, 2018. They also agreed that legacy members would pick up 1.5% of the employer retirement contribution no sooner than July 2, 2018. Negotiations regarding retirement cost sharing and salary are continuing with CAA and DDAA.

Fiscal Analysis:

Budgeted: Yes, for the current fiscal year (FY 2018-19). The ongoing cost will be included in budget planning in future fiscal years.

The additional total cost associated with the recommended action to implement a 0.5% salary increase for the CAA, DDAA and unrepresented attorneys is approximately \$63,690.

Attachment: Side letter between the County of Santa Barbara and the Deputy District Attorneys Association.

cc: Mona Miyasato, County Executive Officer
Michael C. Ghizzoni, County Counsel
Theo Fallati, Auditor-Controller
Assistant CEOs