



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:**  
**Placement:** Administrative  
**Estimated Tme:**  
**Continued Item:** No  
**If Yes, date from:**  
**Vote Required:** Majority

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**TO:** Board of Supervisors  
**FROM:** Department Lori Gentles, Human Resources Director, 568-2816  
Director  
Contact Info: Joe Pisano, Employee Relations Manager, 568-2839  
**SUBJECT: Equity Wage Adjustments: SEIU, Local 620**

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**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 the Tentative Agreement in Attachment A between the County and the Service Employees International Union, Local 620, for a 3.25% equity wage adjustment for certain classifications with salaries that are between 20% and 29% below market in base pay and related impacted classifications, and a 2.0% equity wage adjustment for certain classifications with salaries that are between 14% and 18% below market in base pay and related impacted classifications, effective July 3, 2017; and
- B. Determines that the above action is not a project under the California Environmental Quality Act (CEQA) pursuant to CEQA Guidelines section 15378(b)(2) because it consists of general policy and procedure making that will not result in changes in the environment.

**Summary Text:**

The recommended actions implement Section 17.E. of the Memorandum of Understanding between the County and SEIU, Local 620 (Local 620) which allocates an amount equal to 0.5% of salary for wage equity adjustments. The proposed agreement provides a 3.25% equity wage adjustment for certain classifications with salaries that are between 20% and 29% below market in base pay (between +.38% and -8.39% in total compensation) and related impacted classifications, and a 2.0% equity wage adjustment for certain classifications with salaries that

are between 14% and 18% below market in base pay (between +1.94% and -7.63% in total compensation) and related impacted classifications, effective July 3, 2017. Although some of our classifications are well below market in base salary, our employees contribute significantly less toward their retirement than other agencies, so we compare better in total compensation which includes salaries and benefits. The actions affect approximately 416 employees in 72 job classifications represented by Local 620. A list of the job classifications appears below and in Attachment A.

1. Employees in the following job classifications will receive a 3.25 % equity adjustment effective July 3, 2017.

<b>Job Class #</b>	<b>Job Class Title</b>
005191	ADMHS PRACTITIONER I
005192	ADMHS PRACTITIONER II
005190	ADMHS PRACTITIONER INTERN
005177	ADMHS TEAM SUPV-PRACTITIONER
001130	AUTOMOTIVE MECHANIC I
001131	AUTOMOTIVE MECHANIC II
001305	BUILDING MAINT SUPV
001331	BUILDING MAINT WORKER
001736	CLINICAL LAB SCIENTIST
001748	CLINICAL LAB SCIENTIST SR
002100	CUSTODIAN
003350	EQUIPMENT MECHANIC I
003351	EQUIPMENT MECHANIC II
004800	FACILITIES SUPERVISOR
003935	HEALTH SERVICES LAB SUPV
004540	LABORATORY ASSISTANT
003352	LEAD MECHANIC
004840	MAINT ELECTRICIAN
004895	MAINT WELDER-MECHANIC
004830	MAINTENANCE CARPENTER
004870	MAINTENANCE PAINTER
004875	MAINTENANCE PLUMBER
005085	MECHANIC/WELDER
005310	MOTOR POOL DISPATCH
005585	PARK MAINTENANCE WORKER
006290	PUBLIC HEALTH LAB SUPV
006300	PUBLIC HEALTH MICROB
006303	PUBLIC HEALTH MICROB SR
006945	SHOP SUPERVISOR

2. Employees in the following job classifications shall receive a 2.0 % equity adjustment effective July 3, 2017.

<b>Job Class #</b>	<b>Job Class Title</b>
005210	ADMHS PSYCHIATRIC TECH I
005211	ADMHS PSYCHIATRIC TECH II
005175	ADMHS TEAM SUPV-MASTERS RN
005178	ADMHS TEAM SUPV-RN
005176	ADMHS TEAM SUPV-PSYCH TECH
000458	ALCOHOL & DRUG SERVICE SPEC
000855	ASST NATURALIST
001820	COMMUNITY HEALTH NURSE
003099	EMERGENCY MED SVCS ADMINISTRATOR
003930	HEALTH CARE PRACTITIONER
004590	LAUNDRY COORDINATOR
004730	LICENSED VOCATIONAL NURSE
004820	MAIL CENTER SUPERVISOR
004818	MAIL CENTER WORKER
004864	MAINT WORKER APPRENTICE
004845	MAINTENANCE LEADER
004855	MAINTENANCE SUPV
004865	MAINTENANCE WORKER I
004866	MAINTENANCE WORKER II
005354	NATURALIST
005601	PARK RANGER I
005604	PARK RANGER I, GROUNDS
005602	PARK RANGER II
005612	PARK RANGER III
005600	PARK RANGER TRAINEE
005735	PESTICIDE SPECIALIST
006147	PSYCHIATRIC NURSE I
006148	PSYCHIATRIC NURSE II
006149	PSYCHIATRIC NURSE SR
006150	PSYCHIATRIC NURSE SUPV
006310	PUBLIC HEALTH NURSE
006313	PUBLIC HEALTH NURSE SUPV
003098	PUBLIC HEALTH PERFORM IMPROVE COORD
007570	QUALITY ASSURANCE COORD
006470	RECYCLE WORKER I
006471	RECYCLE WORKER II
007100	STAFF NURSE
007101	STAFF NURSE SR
007104	STAFF NURSE SUPV
007190	STOREKEEPER
007562	UTILITY CLERK-DEPT
006935	UTILITY WORKER, INSTITUTIONS

**Background:**

Local 620 represents approximately 1915 employees in 265 separate job classifications in Santa Barbara County (the County). Section 17. E. of the current MOU provides:

“In pay period 2017-04 (February 2017), the County will allocate a minimum of the dollar equivalent of 0.5% of the then current 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. Recipients of the equity increases will receive them effective July 3, 2017.”

The Union and County began negotiations regarding allocation of the money in May, 2017. The parties agreed that the amount available to allocate was a minimum of \$961,000. A jointly prepared survey was used to assess the market position of benchmark classifications represented by the bargaining unit. The parties also identified (“ripple”) classes which are related to the benchmark classes.

Four benchmark classifications were between 20% and 29% below market in base pay. They were between +.38% and -8.39% in total compensation. The difference between the base pay and total compensation comparisons is primarily because of the lower retirement contribution paid by County employees compared to other agencies. The Tentative Agreement provides 3.25% salary increases to these positions and the associated “ripple” classes. Six benchmark classifications were between 14% and 18% below market in base pay, and between +1.94% and -7.63% in total compensation. The Tentative Agreement provides 2.0% increases to five of the six positions and their associated “ripple” classes. The total cost of this is \$1,017,589 per year, which is \$56,589 over the minimum required by the MOU.

**Fiscal Analysis:**

Budgeted: Equity increases were budgeted in the Fiscal Year 2017-18 Recommended Budget except for a small portion, which will be absorbed by the relevant departments. Fiscal Year 2018-19 costs will be incorporated into the budget for that year. The current Memorandum of Understanding expires on June 30, 2019.

<b>SEUI Local 620 Equity Adjustments</b>			
<b>Tentative Agreement</b>	<b>FY 2016-17</b>	<b>FY 2017-18</b>	<b>FY 2018-19</b>
3.25 % increase for 156 positions effective 7/3/17	\$ -	\$ 493,041	\$ 493,041
2.0 % increase for 260 positions effective 7/3/17	\$ -	\$ 524,548	\$ 524,548
<b>Total</b>	\$ -	\$ 1,017,589	\$ 1,017,589

**Attachments:**

Attachment A: Tentative Agreement between the County and SEIU Local 620

**Authored by:** Robert Clark, Employee Relations Manager

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