



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:** 16 May 2023  
**Placement:** Administrative  
**Estimated Time:**  
**Continued Item:** No  
**If Yes, date from:**  
**Vote Required:** Majority

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**TO:** Board of Supervisors

**FROM:** Department Maria Elena De Guevara, Human Resources Director,  
Director(s) 568-2817  
Contact Info: Carlos Silvas, Interim Employee Relations Division Chief,  
884-6805

**SUBJECT:** Minor Revisions to the Memorandum of Understanding between the County and SEIU Local 620

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**County Counsel Concurrence**

As to form: Yes

Other Concurrence: Select\_Other

As to form: Select\_Concurrence

**Auditor-Controller Concurrence**

As to form: Yes

**Recommended Actions:** That the Board of Supervisors:

- A. Effective May 15, 2023, approves the Memorandum of Understanding in Attachment A between the County and the Service Employees International Union, Local 620; 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 recommended actions would approve ministerial changes to the existing Memorandum of Understanding (MOU) between the County and the Service Employees International Union, Local 620 (Local 620) that incorporate:

- 1) the terms of a side letter agreement previously approved by the Board in August, 2022, and
- 2) minor formatting and language changes to clarify existing provisions of the current MOU.

In addition the recommended actions would make a substantive change to eliminate Holiday in Lieu pay provisions for employees assigned to the Laguna Sanitation District in the Public Works Department and apply the same provisions for holiday compensation and accrual that apply to other Local 620 represented

employees. Finally, the recommended actions would incorporate language regarding taking protected time off to care for a “designated person” in accordance with AB1041.

The parties have met and conferred regarding the ministerial and substantive changes and both the Public Works Department and Local 620 support Board approval of the revised MOU in Attachment A (changes tracked in Attachment B).

**Background:**

The current MOU between the County and Local 620 expires on June 23, 2024. In addition to correcting minor formatting and clerical errors, the revised MOU in Attachment A also:

- Codifies an increase in shift and weekend pay differentials for Local 620 employees assigned to the Crisis Stabilization Unit and the Psychiatric Health Facility that was approved by the Board on August 23, 2022, after the current MOU went into effect in October 2021,
- Clarifies existing provisions for Local 620 represented employees to carry over up to 24 hours of holiday accruals from one payroll year to pay period three of the following payroll year,
- Incorporates language regarding taking protected time off to care for a “designated person” in accordance with AB 1041, and
- Eliminates Holiday in Lieu pay provisions for Local 620 represented employees assigned to the Laguna Sanitation District, and restores provisions for existing holiday compensation that is paid to other Local 620 represented employees.

Most overtime eligible County employees who are scheduled to work on a holiday the County observes are paid time plus one-half for working the holiday and accrue compensatory holiday time up to eight hours at straight time that can be used to take paid time off at a later date. Employees subject to Holiday in Lieu pay provisions receive cash payment in-lieu of any accrued compensatory holiday time.

During the negotiations for the current MOU between the parties, which was approved by the Board on October 5, 2021, Holiday-in-Lieu pay provisions were first established for employees assigned to the Laguna Sanitation District. Previously, Holiday-in-Lieu pay provisions in the Local 620 MOU only applied to those assigned to the Solid Waste Division. At this time the parties wish to return to the status quo prior to the change that included employees assigned to Laguna Sanitation District in provisions for Holiday-in-Lieu pay. There are no changes to Holiday-in-Lieu pay provisions for employees assigned to the Solid Waste Division.

The County and Local 620 have met and conferred, and the recommended changes are a result of mutual agreement between the parties in this matter.

**Fiscal and Facilities Impacts:**

Budgeted: Yes. There were nine employees in the Laguna Sanitation District affected by this change at the time staff analyzed the fiscal impact. The recommended actions would result in these employees being paid time plus one half instead of effectively being paid double time for up to eight hours on a holiday, but they would also accrue up to eight hours of time off. Therefore, there will be a slight decrease in cash compensation for employees who work a holiday, offset by a potential slight decrease in productivity as employees take paid time off at a later date. Overall, the fiscal impact is negligible.

**Special Instructions:**

Please send a copy of the minute order to Stefan Brewer, Workforce Planning Manager, at [SBrewer@countyofsb.org](mailto:SBrewer@countyofsb.org)

**Attachments: Attachment A: Local 620 MOU**

**Attachment B: Local 620 MOU, changes tracked**

**Authored by:** Joseph Pisano

**cc:** Mona Miyasato, County Executive Officer  
Rachel Van Mullem, County Counsel  
Betsy Schaffer, Auditor-Controller  
Scott McGolpin, Public Works Director