



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: March 24, 2020
Placement: Administrative
Estimated Time:
Continued Item: No
If Yes, date from:
Vote Required: Majority

TO: Board of Supervisors
FROM: Department Maria Elena De Guevara, Human Resources Director
Director(s) 568-2816
Contact Info: Robert Clark, Employee Relations Division Chief
568-2829
SUBJECT: Terms and Conditions of Employment, Civil Attorneys Association

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 Memorandum of Understanding with the Civil Attorneys' Association for terms and conditions of employment through June 27, 2021 as set forth in Attachment A, and
- B. Provide the same unit wide wage adjustments, one-time lump-sum payment, pension contributions by "classic/legacy" employees, unit cash conversion, and state disability insurance, for similarly situated unrepresented attorneys as is provided to attorneys represented by the CAA, and
- C. 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 Memorandum of Understanding (MOU) between the County and the Civil Attorneys' Association (CAA) expired on June 30, 2019, but the parties have met and conferred in good faith and have reached potential agreement for an MOU that would govern terms and conditions of employment for this group through June 27, 2021 as set forth in Attachment A.

The proposed terms for this agreement have been ratified by vote of the CAA membership and will be effective March 23, 2020 if approved by the Board.

The recommended actions approve the proposed MOU, which contains unit-wide wage increases offset in part by additional retirement cost sharing by “classic” (aka “legacy”) employees as defined under the Public Employees’ Pension Reform Act (PEPRA). These increases and retirement cost sharing provisions are the same as those agreed to by all other non-safety employee groups with whom the County has reached terms for successor MOUs. In addition, the parties have agreed that CAA represented employees will receive a one-time lump sum ratification incentive of \$2,400 each, and to other changes in terms and conditions of employment that largely align the CAA with other non-safety groups in contracts that expire on June 27, 2021 as detailed below and in the attachments.

Background:

The MOU that expired on June 30, 2019, included a reopener for retirement cost sharing and future wage increases and the parties met and conferred in good faith to try to reach an agreement, but were unable to do so. The County unilaterally implemented a provision for employees in classic retirement plans to contribute 1.49% of their pensionable income as a mandatory pre-tax contribution (pick-up) toward the County’s share of retirement costs by Board action on October 2, 2018, with no additional wage increases or employee pick-ups of the County’s pension contributions.

The parties began to meet and confer for terms for a successor agreement in May 2019. Subsequently, the parties reached the following potential terms for a successor MOU:

- Continuation of 1.49% classic employee pension cost-sharing previously imposed
- As soon as practicable upon ratification of the contract and approval by Board:
 - Additional 0.51% classic employee pension pick-up
 - \$2,400 one-time lump-sum payment to each Association member
 - 2.5% wage increase
 - Incorporate existing unit cash allowance into base pay
 - Implement employee paid participation in State Disability Insurance
 - Initiate a classification study of all CAA represented job classifications
- Additional 0.5% classic employee pension pick-up effective June 29, 2020
- 2.5% wage increase effective June 29, 2020
- Ministerial changes to delete dead contract language or to clarify existing terms
- MOU expires June 27, 2021

The recommended actions approve these terms for a successor MOU, which are set forth in full in Attachment A, with changes from the previous MOU tracked in Attachment B. In addition, the County has typically granted the same terms and conditions to the confidential attorneys, which is one of the recommended actions.

Fiscal and Facilities Impacts:

Budgeted: Yes

Fiscal Analysis:

As noted above, the recommended actions include a one-time lump sum payment of \$2,400 to each CAA represented employee, two wage increases of 2.5% each, which are offset in part by additional increases in pension pick-ups totaling 1% by classic employees.

Proposed CAA MOU Provisions	FY 19-20	FY 20-21	Total
One-time lump-sum payment	76,899		76,899
2.5% wage increase	35,012	130,044	165,055
Incorporate unit cash into salary	-	-	-
0.51% legacy plan pension sharing	(2,449)	(9,097)	(11,547)
2.5% wage increase 6/29/20		139,072	139,072
0.5% legacy plan pension sharing		(9,141)	(9,141)
Total	106,461	250,877	283,439

Proposed Confidential Provisions	FY 19-20	FY 20-21	Total
One-time lump-sum payment	7,198		7,198
2.5% wage increase	3,704	13,727	17,461
0.51% legacy plan pension sharing	(472)	(1,754)	(2,226)
2.5% wage increase 6/29/20		14,101	14,101
0.5% legacy plan pension sharing		(1,763)	(1,763)
Total	10,429	24,341	27,572

Attachments:

Attachment A: CAA MOU
Attachment B: CAA MOU – Changes Tracked

Authored by: Robert Clark

cc: Mona Miyasato, County Executive Officer
Michael C. Ghizzoni, County Counsel
Joni Maiden, Director of Child Support Services
Betsy Schaffer, Auditor Controller