



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 Maria Elena De Guevara, Human Resources Director,
Director(s) 568-2816
Contact Info: Carlos Silvas, Employee Relations Manager,
884-6805
SUBJECT: Service Employees International Union, Local 721 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 Service Employees International Union, Local 721 for terms and conditions of employment through June 23, 2024 as set forth in Attachment A, and
- B. Approve minor revisions to County job specifications, as set forth in Attachment C, 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 MOU with Local 721 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. The recommended actions also approve minor revisions to County job specifications in Attachment C and Attachment D, which tracks agreed upon changes to the current County job specifications. This Board letter has been filed with the Union's knowledge in anticipation of its members' ratification of the tentative agreement prior to the Board meeting on October 5, 2021.

Background:

Local 721 currently represents approximately 467 employees who work primarily in the Department of Social Services, but also the Probation Department and Office of the Public Defender. The most recent MOU with Local 721 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 Union'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 rate of Callback pay for Social Services Supervisors from straight time to 1.5 regular rate of pay 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
- 3.0% salary inequity increase for all levels of the Eligibility Worker classification series effective June 27, 2022
- 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
- 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 620 and the Engineers & Technicians Association

The recommended actions also approve minor revisions to County job specifications in Attachment C (changes not tracked) and Attachment D (changes tracked). This Board letter has been filed with the Union’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 revisions to County job specifications appears in Attachments C and D. The changes amount to revising and/or adding the following requirement to the County job specifications listed below:

Requirement:

“May be required to work outside normal business hours and be available on call.”

Affected County Job Specifications:

- Social Services Worker I/II
- Social Services Worker PS/L
- Social Services Practitioner
- Social Services Supervisor I/II

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 \$10.7 million, for an average incremental cost increase of 3.67% 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.

Local 721 Tentative Agreement September 2021	FY 2021-22	FY 2022-23	FY 2023-24	Cummulative
3.0% Increase upon implementation	1,033,478	1,414,233	1,414,233	3,861,944
Callback - Increase Soc Svcs Supv callback pay from straight time to 1.5	26,962	27,501	27,501	81,964
Bilingual - to \$65 upon implementation	74,631	102,126	102,126	278,884
2.5 % Increase July 2022	-	1,213,883	1,213,883	2,427,767
3 % Increase for Eligibility Workers July 2022	-	862,801	862,801	1,725,602
Subsidize EE+ 1 by \$50 and EE + Fam by \$310 (up to \$308K) 2023 Plan Year	-	153,729	307,457	461,186
Tuition and textbook from \$500 to \$1000 (assumes 10% or 47 people)	-	23,500	23,500	47,000
Bilingual to \$76.35 per Pay Period	-	188,270	188,270	376,540
2.0% Increase July 2023	-	-	1,012,640	1,012,640
Bilingual to \$95 per Pay Period	-	-	262,901	262,901
Tuition and textbook from \$500 to \$1500 (assumes 10% or 47 people)	-	-	23,500	23,500
Subsidize EE+ 1 by \$50 and EE + Fam by \$310 (up to \$615K) 2024 Plan Year	-	-	153,729	153,729
Cumulative Totals	1,135,071	3,986,043	5,592,541	10,713,655
CumulativeTotals as %	2.41	8.46	11.86	22.73
Incremental (New) Costs Per Year	1,135,071	2,442,183	1,606,498	5,183,751
Incremental Costs as %	2.41	5.18	3.41	11.00

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: Local 721 MOU
Attachment B: Local 721 MOU – Changes Tracked
Attachment C-1: Social Service Worker Job Description
Attachment C-2: Social Service Worker, Senior PS/L Job Description
Attachment C-3: Social Service Practitioner Job Description
Attachment C-4: Social Service Supervisor II Job Description
Attachment D-1: Social Service Worker Job Description – Changes Tracked
Attachment D-2: Social Service Worker, Senior PS/L Job Description – Changes Tracked
Attachment D-3: Social Service Practitioner Job Description – Changes Tracked
Attachment D-4: Social Service Supervisor II Job Description – Changes Tracked

Authored by: Carlos Silvas

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