



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: CEO
Department No.: 012
For Agenda Of: February 2, 2016

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

TO: Board of Supervisors

FROM: Department Director(s) Contact Info: Lori S. Gentles, Human Resources Director, 568-2800
Joseph Pisano, Employee Relations Manager, 568-2839

SUBJECT: *Terms and Conditions of Employment: SEIU Local 620*

County Counsel Concurrence

As to form: N/A

Auditor-Controller Concurrence

As to form: N/A

Other Concurrence:

As to form: N/A

Recommended Actions: That the Board of Supervisors:

- A. Approves a 5% equity adjustment and a \$200 one-time lump sum payment for four (4) incumbents in the classification of Health Education Associate, which was inadvertently omitted from a list of classifications that previously received these increases, effective December 7, 2015; 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:

On December 8, 2015, the Board voted to approve a 5% equity wage increase and a one-time \$200 lump sum payment to approximately 173 employees in 28 job classifications represented by the Service Employees International Union, Local 620 whose salaries were at least 20% below their survey market and for related impacted ("ripple") classes. That action was effective December 7, 2015 and was consistent with agreements reached with other bargaining units last year.

The classification of Health Education Associate was included as one of the ripple classifications in the negotiations between the County and the union, and employees in that job classification were included in the number of employees listed as affected and in the estimated cost of the agreement provided in the fiscal analysis taken to the Board on December 8, 2015; however, the job class title of Health Education Associate was inadvertently left off the list of classifications included in the Tentative Agreement and listed in the Board letter. The recommended action provides a \$200 one-time lump sum payment and a 5% equity wage increase to 4 employees in this job classification, effective retroactively to December 7, 2015 as originally intended by the parties.

Background:

The Service Employees International Union, Local 620 (Local 620) represents approximately 1915 employees in 265 separate job classifications in Santa Barbara County (the County). Section 17 of the current Memorandum of Understanding between the County and Local 620 allows the union to request in February each year that the County review the salary placement of up to twelve job classification series for potential equity wage increases. A job classification series may include several individual classifications, e.g. Planner I, Planner II, Planner III, and Supervising Planner would all be part of the Planner job class series. When the salary for one classification in a job series is increased, typically wages for other classifications in the series and for closely related classifications where there is mutual interest between the labor organization and the County in maintaining salary relationships are also adjusted. These are sometimes referred to as “ripple classes.”

The County and Local 620 began negotiations for potential increases in April 2015 and were eventually able to reach agreement with the assistance of a mediator from the California State Mediation and Conciliation Service on November 12, 2015. The agreement provided a 5% equity wage increase and a \$200 one-time lump sum payment to employees in affected job classifications. Although it was the intention of the parties to include Health Education Associates in the agreement, this job class title was inadvertently left off the list of affected classifications. The recommended action rectifies this omission.

Fiscal and Facilities Impacts:

Budgeted: No, but will be absorbed in the Public Health Department’s current year budget.

Fiscal Analysis:

The recommended action affects 4 employees in the Public Health Department. The total estimated cost of providing a 5% equity wage increase and a \$200 one-time lump sum payment to these 4 employees is approximately \$8,500 for the remainder of Fiscal Year 2015-16 and approximately \$13,300 annually beginning in Fiscal Year 2016-17. All of the cost of the increases will be covered by reimbursements from the State (15%) and Federal (85%) governments. These costs were included in the fiscal analysis provided to the Board on December 8, 2015.

Attachments:

Authored by: Joseph Pisano

cc: Mona H. Miyasato, County Executive Officer
Robert W. Geis, Auditor-Controller
Michael C. Ghizzoni, County Counsel
Dr. Takashi Wada, Public Health Department Head
Bruce Corsaw, Executive Director SEIU Local 620