



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: 14 March 2023
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, 568-2817
Director(s)
Contact Info: Carlos Silvas, Employee Relations Manager, 884-6805

SUBJECT: Engineer & Technicians Association, Equity Adjustments

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 March 20, 2023, approves the Tentative Agreement in Attachment A between the County and the Engineers & Technicians Association (ETA) for equity wage adjustments that range between .25% and 2% for certain classifications with salaries that are between .71% and 4.75% below market in base pay; 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 implement provisions of Section 15.2. of the current Memorandum of Understanding (MOU) between the County and the Engineers & Technicians Association which allocates an amount of up to 0.5% of unit wide salary for wage equity adjustments for employees in job classifications with salaries that are below their survey market average. The actions affect approximately 53 employees in approximately 13 job classifications represented by ETA. A list of the job classifications appears below and in Attachment A.

Background:

ETA represents approximately 113 employees in departments Countywide. The current MOU between the parties expires on June 23, 2024. Section 15.2. of the MOU provides that:

Effective the first full pay period in January of 2023, a 0.5% pool of monies will be made available to address salary inequities within classifications represented by the Association. County and Association will meet & confer to determine how those monies will be distributed.

The parties have met and conferred in good faith and agreed that the amount available to allocate was approximately \$85,000. The parties also agreed to provide increases between .25% and 2% to incumbents in the affected classifications, which are based on the journey level in a job classification series and include directly related classifications in the same occupational groups.

A complete list of the job classifications appears below and in the Tentative Agreement in Attachment A, which has been approved by ETA pending final approval by the Board.

Class #	Job Classification Title	Increase
003871	HAZ MATERIALS SPEC SR	.25%
003858	HAZ MATERIALS SPEC I	.75%
003859	HAZ MATERIALS SPEC II	.75%
003275	ENVIRON HEALTH SPEC TR	1.0%
003276	ENVIRON HEALTH SPEC	1.0%
003279	ENVIRON HEALTH SPEC SUPV	1.0%
001545	CIV ENGINEERING ASSOC I	1.0%
001546	CIV ENGINEERING ASSOC II	1.0%
001547	CIV ENGINEERING ASSOC III	1.0%
001549	CIVIL ENGINEER	1.0%
001549	PLAN CHECK ENGINEER	1.0%
006213	CIV ENGINEER SPECIALIST	1.25%
003285	ENVIRON HEALTH SPEC SR	2.0%

Fiscal and Facilities Impacts:

Budgeted: Yes Equity increases were budgeted in the Fiscal Year 2022-23 Recommended Budget. Fiscal Year 2023-24 costs will be incorporated into the budget for next fiscal year and for subsequent years.

Tentative Agreement with ETA for 2023 Inequity Increases		
Increase/Job Classification Series	Fiscal Year 2022-23	Fiscal Year 2023-24
.25% Haz Materials Spec Sr	\$208.38	\$774.00
.75% Haz Materials Spec I/II	\$2,118.31	\$7,868.00
1.0% Civil Engineering Assoc I/II/III and Civil Engineer/Plan Check Engineer	\$10,995.38	\$40,840.00
1.0% Environ Health Spec Trainee/Environ Health Spec	\$2,839.04	\$10,545.00
1.0% Environ Health Spec Supv	\$1,381.42	\$5,131.00
1.25% Civil Engineer Specialist	\$2,885.35	\$10,717.00
2.0% Environ Health Spec Sr	\$2,552.58	\$9,481.00
Totals	\$22,980.46	\$85,356.00

Special Instructions:

Please send a copy of the minute order to Stefan Brewer, Workforce Planning Manager, at SBrewer@countyofsb.org

Attachments: **Attachment A:** Tentative Agreement between the County and ETA

Authored by: Carlos Silvas

cc: Mona Miyasato, County Executive Officer
 Rachel Van Mullem, County Counsel
 Betsy Schaffer, Auditor-Controller
 Department Directors whose employees are receiving the increases