



# County of Santa Barbara

## BOARD OF SUPERVISORS

### Minute Order

December 16, 2025

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**Present:** 5 - Supervisor Lee, Supervisor Capps, Supervisor Hartmann, Supervisor Nelson, and Supervisor Lavagnino

HUMAN RESOURCES DEPARTMENT

File Reference No. 25-01105

**RE:** Consider recommendations regarding authorization to Execute Side Letter Agreements with SEIU Local 620 and SEIU Local 721 for Temporary Labor Cost-Saving Measures in the Department of Social Services (DSS), as follows:

- a) Authorize the County Human Resources Director, or designee to execute Side Letter Agreements with SEIU Local 620 and SEIU Local 721 establishing a six-month temporary delay in merit eligibility for represented employees in the DSS, consistent with ratified Tentative Agreements;
- b) Approve the application of the same six-month merit eligibility delay to unrepresented Confidential, Management, and Executive employees assigned to DSS and covered under Resolution 24-187; and
- c) Determine that the above actions are not a project under the California Environmental Quality Act (CEQA), because pursuant to sections 15378(b)(4) and 15378(b)(5) the recommended actions consist of organizational, administrative, or fiscal activities of government that will not result in direct or indirect physical changes in the environment.

**A motion was made by Supervisor Hartmann, seconded by Supervisor Nelson, that this matter be acted on as follows:**

- a) Authorized; and
- b) and c) Approved.

**The motion carried by the following vote:**

**Ayes:** 5 - Supervisor Lee, Supervisor Capps, Supervisor Hartmann, Supervisor Nelson, and Supervisor Lavagnino