



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: November 8, 2016
Placement: Administrative
Estimated Tme:
Continued Item: No
If Yes, date from:
Vote Required: Majority

TO: Board of Supervisors

FROM: Lori Gentles, Human Resources Director, 568-2816
Contact Info: Joseph Pisano, Employee Relations Manager, 568-2839

SUBJECT: ***SEIU Local 620 Successor Memorandum of Understanding***

County Counsel Concurrence

As to form: N/A

Other Concurrence:

As to form: N/A

Auditor-Controller Concurrence

As to form: N/A

Recommended Actions:

That the Board of Supervisors:

- a) Approves a successor Memorandum of Understanding (MOU) with the Service Employees International Union, Local 620 (Local 620), effective November 7, 2016 through June 30, 2019, implementing the changes summarized in Attachment A and detailed in Attachment B (changed tracked) and Attachment C (changes not tracked), and
- b) Determines 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 620 expired on July 3, 2016. The parties have been engaged in negotiations for a successor contract since April 2016 and have reached a tentative agreement for a successor MOU that would expire on June 30, 2019 if approved by the Board.

The recommended actions adopt the proposed MOU in Attachment B (changes tracked) and Attachment C (untracked version). 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 November 8, 2016. Significant changes from the most recent MOU are summarized in Attachment A.

Background:

Local 620 represents approximately 1,970 employees working in departments Countywide. The recommended actions approve and implement provisions of a successor MOU between the County and Local 620, which include significant changes from the previous MOU (summarized in Attachment A) as well as ministerial changes to update or clarify language or to eliminate obsolete language in certain sections.

The complete text of the successor MOU appears in Attachments B and C. Significant changes include:

- 2% salary increase effective upon Board approval
- 2.5% salary increase effective July 3, 2017
- 2.5% salary increase effective July 2, 2018
- 0.5% equity pool effective July 3, 2017 for classifications to be determined by mutual agreement of the parties
- 0.5% equity pool effective July 2, 2018 for classifications affected to be determined by mutual agreement of the parties
- Removing negotiated restrictions on multiple step increases and adhering to Civil Service Rule 409 again going forward
- Increase in Deputy Public Defender On-call Duty Pay from \$450 to \$768 per pay period
- 3% special duty pay for certain Public Works employees who earn and maintain a State certificate of competency as crane operators
- Contract reopener on the issue of employee retirement contribution rates and potential related salary adjustments on or after September 1, 2017
- Me-Too Provision regarding base salary increases and equity adjustments for all classifications except Deputy Public Defenders with SEIU Local 721 and the Engineers & Technicians Association

- Me-Too Provision regarding base salary increases and equity adjustments for Public Defender classifications with the Deputy District Attorneys Association or the Civil Attorneys Association
- Prescription safety glasses reimbursement increased to a maximum of \$225
- One time cash payment to each employee of \$200 in December 2016, less applicable Federal and State taxes

Fiscal Analysis:

Budgeted: Yes, for the current fiscal year.

As noted above, the recommended actions provide for general wage increases in each year of the three year agreement, equity adjustments in years two and three, and other financial benefits including a one-time lump sum payment upon ratification of the MOU by Local 620 members and approval by the Board. 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. Fiscal year 17/18 and 18/19 costs will be incorporated into future years budgets.

Tentative Agreement	FY 2016-17	FY 2017-18	FY 2018-19
2.0% on BOS Approval (assumes PP 2016-24 - 11/7/16)	2,452,822	3,751,375	3,751,375
3% SPD for Crane Operator Certification	5,907	9,034	9,034
Increase Deputy Duty Pay to \$768 / Pay Period	16,940	25,908	25,908
Lump Sum Payment \$200	515,380	-	-
Rx Safety Glasses*	-	-	-
Remove restriction on multiple steps	65,686	100,461	100,461
0.5% equity bank July 3, 2017	-	956,601	956,601
2.5% July 3, 2017	-	4,806,918	4,806,918
0.5% equity bank July 2, 2018	-	-	985,418
2.5% July 2, 2018	-	-	5,075,520
Total	3,056,735	9,650,297	15,711,236
*Increase is from \$175 to \$225; cost will vary depending on how frequently new prescription glasses are needed.			

cc: Mona Miyasato, County Executive Officer
 Michael C. Ghizzoni, County Counsel
 Theo Fallati, Auditor-Controller
 Assistant CEOs
 Department Heads

Attachment A: Summary of Changes to Local 620 MOU
 Attachment B: Successor Local 620 MOU (changes tracked)
 Attachment C: Successor Local 620 MOU (untracked/final)