



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: 06 February 2024
Placement: Administrative
Estimated Time:
Continued Item: No
If Yes, date from:
Vote Required: Majority

TO: Board of Supervisors

FROM: Department Kristine Schmidt, Human Resources Director, 568-2817
Director(s)
Contact Info: Carlos Silvas, Employee Relations Division Chief, 568-2839

SUBJECT: Service Employees International Union, Local 620, 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. Approves the Tentative Agreement in Attachment A between the County and the Service Employees International Union, Local 620, for equity wage adjustments that range between 2.25% and 5% for certain classifications with salaries that are between 5.17% and 25.09% below market in base pay to be effective February 6, 2024; 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 17.E.3. of the current Memorandum of Understanding (MOU) between the County and the Service Employees International Union, Local 620 (Local 620), 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 more than 5% below their survey market. The actions affect approximately 331 employees in approximately 33 job classifications represented by Local 620. A list of the job classifications appears below and in Attachment A.

Background:

Local 620 represents approximately 2092 employees in departments Countywide. The current MOU between the parties expires on June 23, 2024. Section 17. E.3. of the MOU provides that:

Effective in the first full pay period in January 2024 or soon as practicable thereafter, job classification series represented by the Union whose base wages are 5% or more out of the survey market as defined in section A. 5. (a) ... shall receive equity adjustments of up to 5% within a cap on total costs of up to 0.5% of unit-wide wages. The parties will meet and confer to determine which job classifications will be adjusted.

The parties have met and conferred in good faith and agreed that the amount available to allocate was approximately \$1.34M, which was not sufficient to give all employees at least 5% below their survey market a 5% increase. The parties also agreed to provide increases between 2.25% and 5% 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 Local 620 pending final approval by the Board.

| Class # | Classification | Raise % |
|---------|---|---------|
| 005155 | ADMHS Case Worker | 5.00% |
| 005173 | ADMHS Team Supervisor - Case Worker | 5.00% |
| 005160 | ADMHS Recovery Assistant | 5.00% |
| 001399 | CCS Caseworker | 5.00% |
| 001757 | Clinical Psychologist Post Doc Intern | 2.25% |
| 001758 | Clinical Psychologist I | 2.25% |
| 001759 | Clinical Psychologist II | 2.25% |
| 005174 | ADMHS Team Supervisor - Clinical Psychologist | 2.25% |
| 003350 | Equipment Mechanic I | 2.50% |
| 003351 | Equipment Mechanic II | 2.50% |
| 006315 | Healthcare Program Coordinator | 2.25% |
| 003910 | Health Educator | 2.25% |
| 004864 | Maintenance Worker Apprentice | 2.25% |
| 004830 | Maintenance Carpenter | 2.25% |
| 004845 | Maintenance Leader | 2.25% |
| 004870 | Maintenance Painter | 2.25% |
| 004875 | Maintenance Plumber | 2.25% |
| 004855 | Maintenance Supervisor | 2.25% |
| 004865 | Maintenance Worker I | 2.25% |
| 004866 | Maintenance Worker II | 2.25% |
| 005123 | Medical Assistant | 5.00% |
| 005640 | Parking Enforcement | 5.00% |
| 006310 | Public Health Nurse | 3.00% |
| 006313 | Public Health Nurse Supervisor | 3.00% |
| 007100 | Staff Nurse | 3.00% |
| 007101 | Staff Nurse Senior | 3.00% |

| | | |
|--------|-------------------------------------|-------|
| 007104 | Staff Nurse Supervisor | 3.00% |
| 001820 | Community Health Nurse | 3.00% |
| 006935 | Utility Worker | 2.50% |
| 004590 | Laundry Coordinator | 2.50% |
| 007609 | Victim Witness Program Assistant I | 2.50% |
| 007610 | Victim Witness Program Assistant II | 2.50% |
| 007613 | Victim Witness Program Supervisor | 2.50% |

Fiscal and Facilities Impacts:

Budgeted: Yes Appropriations for the proposed equity increases were included in the Fiscal Year 2023-24 Adopted Budget. The ongoing costs will be incorporated into the requested budget for next fiscal year and for subsequent years. It is anticipated that the proposed equities will increase the County’s personnel costs by approximately \$568,948 in the second half of Fiscal Year 2023-24, with a General Fund impact of \$58,105. In Fiscal Year 2024-25, it is anticipated that the proposed equities will increase the County’s personnel costs by approximately \$1,334,786, with a \$146,579 General Fund impact. The following table provides the estimated cost of the proposed equities by job classification series:

| Classification | Increase % | # of EE | FY 2023-24 | FY 2024-25 |
|--------------------------|------------|---------|------------|-------------|
| Clinical Psychologist | 2.25% | 6 | \$9,956 | \$23,533 |
| Healthcare Program Coord | 2.25% | 19 | \$26,210 | \$61,950 |
| Maintenance Worker | 2.25% | 67 | \$72,148 | \$170,531 |
| Equipment Mechanic | 2.50% | 7 | \$9,503 | \$22,461 |
| Utility Worker | 2.50% | 17 | \$16,464 | \$38,915 |
| Victim Witness | 2.50% | 18 | \$21,867 | \$51,685 |
| Public Health Nurse | 3.00% | 21 | \$46,477 | \$109,856 |
| Staff Nurse | 3.00% | 26 | \$54,707 | \$129,308 |
| Community Health Nurse | 3.00% | 1 | \$2,241 | \$5,296 |
| ADMHS Case Worker | 5.00% | 47 | \$115,377 | \$272,709 |
| ADMHS Recovery Assistant | 5.00% | 38 | \$68,290 | \$161,414 |
| CCS Caseworker | 5.00% | 1 | \$1,916 | \$4,529 |
| Medical Assistant | 5.00% | 62 | \$121,833 | \$287,969 |
| Parking Enforcement | 5.00% | 1 | \$1,960 | \$4,633 |
| Totals | | 331 | \$568,948 | \$1,344,787 |

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 SEIU Local 620

Authored by: Stephanie Langsdorf

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