



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: May 6, 2014
Placement: Departmental
Estimated Tme: 5 Minutes
Continued Item: No
If Yes, date from:
Vote Required: Majority

TO: Board of Supervisors

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

SUBJECT: *Terms and Conditions of Employment: ETA, Local 721, & Confidential Units*

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 approve a 1% wage increase effective June 23, 2014 for employees in job classifications represented by the Engineers and Technicians Association (ETA) and the Service Employees International Union, Local 721 (Local 721) per the side letter agreements in Attachment A, and provide the same 1% increase to Confidential unrepresented employees.

Summary Text:

The recommended action implements provisions of previously negotiated agreements with ETA and Local 721 and extends a 1% wage increase negotiated by the Service Employees International Union, Local 620 (Local 620) to Confidential unrepresented employees, who either work in similar, or in most cases identical, job classifications as Local 620 represented employees.

Background:

In October 2013 and December 2013 respectively, the County entered into multi-year labor agreements with ETA and Local 721 that both end in July 2016. One component of those agreements was that employees represented by these unions would receive any greater wage benefits subsequently negotiated by Local 620, with whom the County was then negotiating simultaneously for a successor agreement.

On February 18, 2014, the Board approved a successor Memorandum of Understanding with Local 620 that included the same across the board wage increases as the prior agreements reached with ETA and Local 721, plus an additional 1% increase effective on June 23, 2014.

The recommended action implements the previously negotiated agreements with ETA and Local 721 to provide the 1% wage increase later negotiated for Local 620 represented employees to employees represented by ETA and Local 721. In addition, the recommended action extends the increase to Confidential unrepresented employees, the majority of whom work in job classifications identical to SEIU Local 620 represented employees.

Fiscal Analysis:

The estimated annual cost of the recommended action for each bargaining group, beginning in Fiscal Year 2014-15, is approximately:

- \$138,000 for approximately 119 ETA represented employees
- \$355,000 for approximately 527 Local 721 represented employees
- \$66,000 for approximately 66 Confidential unrepresented employees
- \$559,000 Total estimated annual cost for ETA, Local 721 and Confidential employees

The cost of the recommended actions would be paid for by various funds, as well as federal and state reimbursements, with the General Fund Discretionary Revenue portion estimated at approximately \$147,000, or 26% of the total estimated cost of approximately \$559,000. These costs were projected in February and included in the proposed baseline budget for Fiscal Year 2014-15.

cc: Mona Miyasato, County Executive Officer
Michael C. Ghizzoni, County Counsel
Department Heads

Attachment A: Side Letters with ETA and Local 721