



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:**  
**Department No.:** 064  
**For Agenda Of:** 24 January 2023  
**Placement:** Administrative  
**Estimated Time:**  
**Continued Item:** No  
**If Yes, date from:**  
**Vote Required:** Majority

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**TO:** Board of Supervisors

**FROM:** Department Maria Elena De Guevara, Human Resources Director, 568-2817  
Director(s)  
Contact Info: Joseph Pisano, Employee Relations Division Chief, 568-2839

**SUBJECT:** Service Employees International Union, Local 620, Equity Adjustments

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**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 January 23, 2023, 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 6% and 10% for certain classifications with salaries that are between 12% and 23% 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 17.E.2. 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 10% below their survey market. The actions affect approximately 145 employees in approximately 17 job classifications represented by Local 620. A list of the job classifications appears below and in Attachment A.

**Background:**

Local 620 represents approximately 1978 employees in departments Countywide. The current MOU between the parties expires on June 23, 2024. Section 17. E.2. of the MOU provides that:

Effective in the first full pay period in January 2023 or soon as practicable thereafter, job classification series represented by the Union whose base wages are 10% or more out of the survey market as defined in section A. 5. (a) ... shall receive equity adjustments of up to 10% 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 \$1.24M, which was not sufficient to give all employees at least 10% below their survey market a 10% increase. The parties also agreed to provide increases between 6% and 10% 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 #	Job Classification Title	Increase
005190	ADMHS PRACTITIONER INTERN	6.0%
005191	ADMHS PRACTITIONER I	6.0%
005192	ADMHS PRACTITIONER II	6.0%
005177	ADMHS TEAM SUPV- PRACTITIONER	6.0%
005193	BEHAVIORAL HEALTH SPECIALIST	6.0%
003930	HEALTH CARE PRACTITIONER	6.0%
005585	PARK MAINTENANCE WORKER	7.5%
005604	PARK RANGER I, GROUNDS	7.5%
005601	PARK RANGER I	7.5%
005602	PARK RANGER II	7.5%
005612	PARK RANGER III	7.5%
006212	PUBLIC ADM/CONSERVATOR I	7.5%
006213	PUBLIC ADM/CONSERVATOR II	7.5%
006215	PUBLIC ADM/CON VETS SUPV	7.5%
007130	HVAC SPECIALIST	10.0%
006470	RECYCLE WORKER I	10.0%
006471	RECYCLE WORKER II	10.0%

**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.

<b>Tentative Agreement with Local 620 for 2023 Equity Increases</b>		
<b>Increase/Job Classification Series</b>	<b>Fiscal Year 2022-23</b>	<b>Fiscal Year 2023-24</b>
6.0% for Healthcare Job Classifications	346,063	817,966
7.5% for Public Guardian and Park Ranger Classifications	156,989	371,064
10% for HVAC and Recycle Workers	22,685	53,619
<b>Totals</b>	<b>525,736</b>	<b>1,242,649</b>

**Special Instructions:**

Please send a copy of the minute order to Stefan Brewer, Workforce Planning Manager, at [SBrewer@countyofsb.org](mailto:SBrewer@countyofsb.org)

**Attachments:**      **Attachment A:** Tentative Agreement between the County and SEIU Local 620

**Authored by:** Joseph Pisano

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