



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: July 30, 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
Director 568-2817
Contact Info: Stephanie Langsdorf, Employee Relations Manager
568-2813
SUBJECT: Successor Memorandum of Understanding, Engineers and Technicians
Association (August 5, 2024 to July 4, 2027)

County Counsel Concurrence

As to form: Yes

Other Concurrence:

As to form: N/A

Auditor-Controller Concurrence

As to form: Yes

Recommended Actions:

That the Board of Supervisors:

- A. Approve a Memorandum of Understanding with the Engineers and Technicians Association for terms and conditions of employment from August 5, 2024 through July 4, 2027, as set forth in Attachment A; 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 County and Engineers and Technicians Association (ETA) have reached a tentative agreement for a successor Memorandum of Understanding (MOU), and the MOU has been ratified by the ETA members.

Background:

The ETA currently represents approximately 123 employees who work in various County departments including the Public Health, Planning & Development, Clerk Recorder Assessor, Fire, General Services and Public Works. The most recent Memorandum of Understanding (MOU) between the County and the Engineers and Technicians Association (ETA) expired on June 23, 2024. The parties have met and conferred in good faith and have reached potential agreement for an MOU that would govern terms and conditions of employment for this group beginning Pay Period 2024-18 on August 5, 2024, through the last day of Pay Period 2027-14 (July 4, 2027), as set forth in Attachment A.

The recommended actions approve the proposed MOU covering three fiscal years. The MOU provides unit-wide wage increases and contributions for dependent medical insurance, and an increase to the County's dental contribution for monthly premiums. Unit-wide wages are increased by 4.5% for the balance of the current fiscal year, and 3% and 3% in the following two fiscal years. There are no equity adjustments included at this time in the successor MOU. The MOU also contains language clarifications in several sections.

Historically, the County has contributed an amount equal to the employee only medical premium, based on the EPO-Low medical insurance plan, currently \$1,015.88 per month (\$507.94 twice-monthly). This premium is expected to increase each year of the contract based on negotiations with our health benefit providers. The MOU provides that the County will also contribute a flat dollar amount of \$250 per month (\$125 twice-monthly) for employee plus one dependent and \$880 per month (\$440 twice-monthly) for employee plus two or more dependents in plan year 2025. Those amounts will be increased to \$276 per month (\$138 twice-monthly) for one dependent and \$1,106 per month (\$553 twice-monthly) for two or more dependents in plan year 2026, and \$308 per month (\$154 twice-monthly) for one dependent and \$1,240 per month (\$620 twice-monthly) for two or more dependents in plan year 2027. The County will now contribute up to \$20.00 twice monthly toward the cost of the monthly premiums for both the employee-only DHMO/DeltaCare USA dental plan coverage, and Self-Funded PPO dental plan. Members of ETA who enroll in a dental plan in which the total twice monthly premium is less than \$20.00 will receive no cash out value for any portion not applied toward the cost of dental premiums.

New language of the proposed MOU includes supportive language related to teleworking that are consistent with the County's Remote Work Policy, a "me too" clause applied to negotiations with SEIU 721 and SEIU 620, negotiation reopeners to discuss any necessary changes related to Civil Service Rule updates and/or Workday ERP implementation, and other minor adjustments and language clarifications.

Fiscal and Facilities Impacts:

Budgeted: Partially*

Fiscal Analysis:

The estimated cost of this MOU is \$896,616 in Fiscal Year 2024-25, \$1,530,524 in Fiscal Year 2025-26, and \$2,158,590 in Fiscal Year 2026-27 and ongoing thereafter. These are largely not General Fund costs. The FY 2024-25 Adopted Budget included a 3% cost of living adjustment for employee compensation increases. If approved, staff will work with the County Executive Office to monitor departmental budgets and will return to the Board with adjustment requests during the fiscal year, if necessary.

Attachments:

Attachment A: ETA MOU

Attachment B: ETA MOU – Changes Tracked

Authored by: Stephanie Langsdorf, Employee Relations Manager

cc: Mona Miyasato, County Executive Officer
Rachel Van Mullem, County Counsel
Mette Richardson, Director of Child Support Services
Betsy Schaffer, Auditor Controller