



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:** November 13, 2012  
**Placement:** Departmental  
**Estimated Tme:** 5 minutes  
**Continued Item:** No  
**If Yes, date from:**  
**Vote Required:** Majority

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**TO:** Board of Supervisors

**FROM:** Chandra Wallar, County Executive Officer, 568-3404  
Jeri Muth, Human Resources Director, 568-2816

Contact Info: Joseph Pisano, Employee Relations Manager, 568-2839

**SUBJECT:** *Terms and Conditions of Employment for SEIU Local 721*

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**County Counsel Concurrence**

As to form: Yes

**Other Concurrence:**

As to form: N/A

**Auditor-Controller Concurrence**

As to form: N/A

**Recommended Actions:**

That the Board of Supervisors approves the Memorandum of Understanding with the Service Employees International Union, Local 721, in Attachment A, effective from November 13, 2012 through June 22, 2014.

**Summary Text:**

The most recent Memorandum of Understanding (MOU) with the Service Employees International Union, Local 721 (Local 721) expired on June 26, 2011. The County and Local 721 negotiated between April 2011 and December 2011 for a successor MOU but were unable to reach agreement, and the Board implemented terms and conditions of employment for Local 721 represented employees on December 12, 2011.

The parties began negotiating again in March 2012, and reached a tentative agreement on October 10, 2012. 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 13, 2012. The recommended action implements the MOU in Attachment A. Significant terms of the agreement are summarized in the background section below.

**Background:**

The recommended action affects approximately 444 employees in the Social Services, Probation, Public Defender, and Public Health Departments. If approved by the Board, the agreement would codify terms and conditions of employment imposed in December 2011 and align certain non-economic terms and conditions of employment for Local 721 members with those of other non-safety employee groups.

Significant highlights of the agreement include:

- No general wage increases for the term of the agreement; the parties agree to reopen negotiations regarding financial matters on or after June 24, 2013;
- A freeze of all merit step increases for the term of the agreement;
- Elimination of employees' ability to cash out up to 40 hours of accrued vacation leave annually;
- Elimination of employer-paid retirement offset of \$25.00 biweekly for current and future employees;
- A provision for employees to pay up to one-half of the increased annual Normal Cost of the retirement Cost of Living Adjustment (COLA) effective June 25, 2012, capped at a 2% increase for employees in a given year;
- Pension reform via a new retirement tier for employees hired into Local 721 bargaining units that was effective June 25, 2012, including elimination of the retiree medical program for future employees and the following components:
  - Formula of 2% @ 61¼
  - Half-rates
  - Pension calculated on final average salary of three years

- 2% retiree Cost of Living Adjustment
- Members of the Santa Barbara County Local 721 Chapter Board shall be allowed up to forty (40) hours of time off without loss of pay each calendar year to attend SEIU Local 721 Chapter Board meetings dealing with Myers-Millias-Brown Act (MMBA) issues between the parties;
- Gives the Union the right to request that the County review the salary placement of up to two (2) series of job classifications annually; there is no cost increase associated with the review, and recommendations for equity adjustments, if any, would be brought to the Board for consideration after completion of the review;
- During or after January 2013, the Union may submit alternate workweek proposals for individual departments, which the departments must then consider. If agreement is not reached, Local 721 may appeal to the County Executive Officer or designee;
- Establishes an appeal to the County Executive Officer when telecommuting requests that are consistent with applicable County policies are denied;
- Affords Local 721 employees the right to use the County mediation program to appeal less than satisfactory performance evaluations;
- Provides for the parties to reopen negotiations regarding Eligibility Worker III Lead Worker ratios on or after January 2, 2014.

**Fiscal Analysis:**

There are no cost increases or additional wage and benefit cost savings associated with approving the terms of the proposed successor MOU. Fiscally, the attached MOU codifies the concessions the Board implemented in December 2011. The estimated annualized value of continuing those concessions is approximately \$1.8 million.

cc: Chandra L. Wallar, County Executive Officer  
Dennis Marshall, County Counsel  
Robert Geis, Auditor Controller  
Kathy Gallagher, Director of Social Services  
Beverly Taylor, Chief Probation Officer  
Rai Montes de Ocha, Public Defender  
Dr. Takashi Wada, Public Health Director

**Attachment A: SEIU Local 721 MOU**