



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: October 7, 2014
Placement: Administrative
Estimated Tme:
Continued Item: No
If Yes, date from:
Vote Required: 4/5

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: Service Employees
International Union, Local 721*

County Counsel Concurrence

As to form: N/A

Other Concurrence:

As to form: N/A

Auditor-Controller Concurrence

As to form: N/A

Recommended Actions:

That the Board of Supervisors:

- a) Approve a 5% wage increase effective September 29, 2014 for employees in job classifications in the Career Employment Specialist job classification series and the Social Service Worker job classification series per the Tentative Agreement between the County and the Service Employees International Union, Local 721 in Attachment A; and
- b) Approve Budget Revision Request in Attachment B (BJE No. 0003680) to increase appropriations by \$561,381 in the Department of Social Services, Social Services Fund,

for Salaries and Benefits funded by unanticipated revenue – State (\$51,427), unanticipated revenue – Federal (\$226,754), and an operating transfer from the General Fund (\$283,200) and establish appropriations of \$283,200 in the General County Programs Department, General Fund, for Other Financing Uses funded by a release of Committed Fund Balance; and

- c) Determine that these actions are exempt from California Environmental Quality Act (CEQA) review as it is not a project pursuant to CEQA Guidelines section 15378 (b) (2).

Summary Text:

The recommended actions implement the tentative agreement in Attachment A between the County and the Service Employees International Union, Local 721 (Local 721) to provide a 5% wage increase to employees in job classifications in the Career Employment Specialist job classification series and the Social Service Worker job classification series. In addition, the recommended actions provide an increase of \$283,200 in General Fund Contribution to the Department of Social Services, where all but three of the employees who will be affected by the wage increase work.

Background:

The Memorandum of Understanding between the County and Local 721 includes a provision in Section 15 that allows the union to request that the County review the salary placement of up to two job classification series annually based on a number of criteria, including misalignment with similar classifications in comparison counties. Local 721 requested that the County review classifications in the Career Employment Specialist job classification series and the Social Service Worker job classification series in both 2013 and 2014.

In 2013 the County and the Union conducted a joint salary survey that showed that employees in Career Employment Specialist classifications were, on average, approximately 23% below their survey market, and those in Social Service Worker classifications were approximately 20% behind their counterparts in comparison counties on average, but the County did not agree to increase wages for these employees at that time.

Data from a 2014 survey conducted by County staff shows that, on average, employees in Career Employment Specialist classifications are now approximately 25% below their survey market and those in Social Service Worker classifications are approximately 21% behind their counterparts in the other counties. The County and Local 721 met and conferred and reached the agreement in Attachment A to increase salaries for this group of employees by 5%.

Fiscal Analysis:

Funding Sources	Current FY Cost DSS:	Current FY Cost PHD:	Current FY Cost Sheriff:	Total Current FY Cost:	Annualized On-going Cost DSS:	Annualized On-going Cost PHD:	Annualized On-going Cost Sheriff:	Annualized On-going Cost:	Total One-Time Project Cost
General Fund	\$ 283,200	\$ -	\$ 2,944	\$ 286,144	\$ 377,700	\$ -	\$ 4,028	\$ 381,728	
State	\$ 51,427	\$ 1,622		\$ 53,049	\$ 68,570	\$ 2,219		\$ 70,789	
Federal	\$ 226,754	\$ 4,865		\$ 231,619	\$ 302,340	\$ 6,657		\$ 308,997	
Fees									
Other:									
Total	\$ 561,381	\$ 6,487	\$ 2,944	\$ 570,812	\$ 748,610	\$ 8,876	\$ 4,028	\$ 761,514	\$ -

The recommended actions affect approximately 190 positions in the Social Services, Public Health, and Sheriff’s departments. The total estimated cost of the recommended action is approximately \$571,000 for the remainder of Fiscal Year 2014-15 and approximately \$762,000 annually beginning in Fiscal Year 2015-16.

The cost of the recommended actions would be paid from various funding sources, as well as federal and state reimbursements, with the General Fund Discretionary Revenue portion estimated at approximately 50% of the total estimated cost, or approximately \$286,000 for the remainder of Fiscal Year 2014-15 and approximately \$382,000 annually beginning in Fiscal Year 2015-16. The recommended Budget Revision Request allocates an increase in the General Fund Contribution of \$283,200 for the Department of Social Services for Fiscal Year 2014-15. The additional costs to the Public Health and Sheriff’s departments will be absorbed within their existing budget allocations.

Current Fiscal Year Cost of \$561,381 in the Department of Social Services would be funded by unanticipated revenue – State (\$51,427), unanticipated revenue – Federal (\$226,754), and an operating transfer from the General Fund (\$283,200). Annualized ongoing cost of \$748,610 in the Department of Social Services would be funded by unanticipated revenue – State (\$68,570), unanticipated revenue – Federal (\$302,340), and General Fund Contribution (\$377,700).

- cc: Mona Miyasato, County Executive Officer
- Daniel Nielson, Social Services Director
- Takashi Wada, Public Health Director
- William Brown, Sheriff

Attachment A: Tentative Side Letter Agreement
 Attachment B: Budget Journal Entry No. 0003680