



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: August 27, 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: Carlos Silvas, Employee Relations Division Chief
882-6805
SUBJECT: Service Employees International Union, Local 620 Successor Memorandum of Understanding (September 2, 2024 to July 4, 2027) and Amendments to the Compensation and Benefits Plan for Management, Appointed Executive, and Confidential Unrepresented Employees

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 Service Employees International Union, Local 620 for terms and conditions of employment from September 2, 2024, through July 4, 2027, as set forth in Attachment A;
- B. Amend the Compensation and Benefits Plan for Management, Appointed Executive, and Confidential Unrepresented Employees (Resolution 24-155, as amended) to provide increases to County contributions to dependent health care coverage equivalent to the County's largest employee labor group, which is currently the Service Employees International Union (SEIU) Local 620, beginning with Health Benefits Plan Year 2026 and thereafter, and;
- C. 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 the Service Employees International Union (SEIU), Local 620 have been engaged in negotiations for a successor contract since April 2024. The parties have reached a tentative agreement for a successor Memorandum of Understanding (MOU), and the agreement has been ratified by SEIU Local 620 members. Approval of this successor MOU will trigger “me-too” provisions of the County’s recently approved successor contracts with the Civil Attorneys Association and Deputy District Attorneys Association, as well as equivalent general salary increases for unrepresented attorneys, management, appointed executives, and confidential unrepresented employees.

Background:

SEIU Local 620 currently represents approximately 2,092 employees who work in the majority of departments countywide. The most recent MOU with SEIU Local 620 expired on June 23, 2024. The parties have met and conferred in good faith and have reached agreement for an MOU that would govern terms and conditions of employment for this group beginning September 2, 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, contributions for dependent medical insurance, and equity adjustments for the classifications of Aircraft Mechanic, Deputy Public Defender I-III, Behavioral Wellness Team Supervisor – Practitioner, Child Support Officer series, Epidemiologist series and Heavy Truck Driver. The equity adjustments for Aircraft Mechanic job classification will total 15% for the balance of the current fiscal year; Deputy Public Defender I-III classifications will total 2.0% over the term of the contract which includes 1.0% for the balance of the current fiscal year; Behavioral Wellness Team Supervisor – Practitioner job classification will total 8% in the last year of the contract; Child Support Officer job classification series will total 6% in the last year of the contract, Epidemiologist job classification series will total 5% in the last year of the contract; and Heavy Truck Driver job classification will total 5.98% in the last year of the contract. Unit-wide wages are increased by 5.0% for the balance of the current fiscal year, 3% in the second fiscal year, and 2.5% in the third fiscal year. 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. Amendments to the Compensation and Benefits Plan for Management, Appointed Executive, and Confidential Unrepresented Employees (Resolution 24-155, as amended), as recommended, will reflect equivalent County contributions to employee medical plans.

Other new provisions of the proposed MOU include a \$1.00 per hour increase to the special duty pay for classifications not regularly assigned to a locked facility for hours worked in a locked facility; creation of trilingual pay of \$135 per pay period for up to three (3) employees in the Public Health Department who provide vital services to the Mixtec population utilizing trilingual skills in English, Spanish and Mixtec; a 5% special duty allowance for employees regularly assigned to the Behavioral Wellness Mobile Crisis Unit; a 5% special duty allowance for Administrative Office Professionals regularly assigned to the Jail and Juvenile Hall; an increase to the Emergency Medical Technician certification pay received by Park Rangers from \$50 to \$75 per pay period, as well as expansion of this certification pay from Park Rangers at Cachuma Lake and Jalama Beach to all Rangers possessing valid certification; creation of “evening shift” differential pay of \$3.00 per hour that will replace existing “swing shift” and “graveyard shift” differentials; 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.

In accordance with provisions of the Compensation and Benefits Plan for Management, Appointed Executive, and Confidential Unrepresented Employees (Resolution 24-155, as amended) general salary increase of the “same percentage amount to mirror the across the board wage increase for the largest employee union group” (SEIU Local 620) will be applied to executives, managers and confidential unrepresented employees (approximately 412 County employees). This does not include Deputy Fire Chief, Fire Division Chief, Fire Battalion Chief, Chief Deputy Probation Officer, Probation Manager, or Undersheriff, whose wages are determined by separate provision.

Additionally, approval of this successor MOU with SEIU Local 620 will trigger “me-too” provisions of the County’s recently approved successor contracts with the Civil Attorneys Association and Deputy District Attorneys Association. As a result, first year base salary increases for employees represented by those associations (approximately 81 County employees) will be increased by 0.2%. These increases will also be applied to unrepresented attorneys (Unit 36). Base salary increases for years 2 and 3 will remain unchanged.

Fiscal and Facilities Impacts:

Budgeted: Partially*

Fiscal Analysis:

The estimated cost of the SEIU Local 620 agreement is \$14,151,797 for Fiscal Year 2024-25, \$23,184,200 in Fiscal Year 2025-26, and \$32,139,431 in Fiscal Year 2026-27 and ongoing thereafter. These are almost 40% General Fund Costs. The FY 2024-25 Adopted Budget included a 3% general salary increase for employee compensation increases, as well as funds set-aside anticipated for this purpose. 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.

The estimated cost of equivalent general salary increases and County contributions to dependent health care coverage for executives, managers and confidential unrepresented employees is \$453,382 for the remainder of Fiscal Year 2024-25. This reflects a 0.5% increase to first year base salaries above the 4.5% already approved by the Board of Supervisors on 7/30/24. There is no change to County contributions to dependent health care, and associated costs, for Plan Years 2024 and 2025. The estimated cost of equivalent general salary increases and County contributions to dependent health care coverage is \$7,771,388 for Fiscal Year 2025-26, and \$10,333,198 for Fiscal Year 2026-27. Approximately half of these amounts are General Fund Costs.

The estimated cost of the increasing base salaries for the Civil Attorneys Association, and unrepresented attorneys (Unit 36) in amount equivalent to that received by Deputy Public Defenders is \$15,052 for Fiscal Year 2024-25. These are almost entirely General Fund Costs.

The estimated cost of the increasing base salaries for the Deputy District Attorneys Association in amount equivalent to that received by Deputy Public Defenders is \$25,329 for Fiscal Year 2024-25. These are entirely General Fund Costs.

Attachments:

Attachment A: SEIU Local 620 MOU

Attachment B: SEIU Local 620 MOU – Changes Tracked

Attachment C: Compensation and Benefits Plan for Management, Appointed Executive, and Confidential Unrepresented Employees

Attachment D: Compensation and Benefits Plan for Management, Appointed Executive, and Confidential Unrepresented Employees – Changes Tracked

Authored by: Carlos Silvas

cc: Mona Miyasato, County Executive Officer
Rachel Van Mullem, County Counsel
Betsy Schaffer, Auditor Controller
Department Heads
Assistant CEOs