

# SANTA BARBARA COUNTY BOARD AGENDA LETTER



Clerk of the Board of Supervisors  
105 E. Anapamu Street, Suite 407  
Santa Barbara, CA 93101  
(805) 568-2240

**Agenda Number:**  
**Prepared on:** 12/8/04  
**Department Name:** Human Resources  
**Department No.:** 064  
**Agenda Date:** 12/14/04  
**Placement:** Administrative  
**Estimate Time:**  
**Continued Item:** NO  
**If Yes, date from:**

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**TO:** Board of Supervisors

**FROM:** Susan Paul, Human Resources Director  
568-2817

**STAFF CONTACT:** Lila Deeds, Employee Relations Manager  
568-2819

**SUBJECT:** Memoranda of Understanding with Recognized Employee Organizations

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## **Recommendation(s):**

That the Board of Supervisors:

- A. Approve Memorandum of Understanding with SEIU, Local 620, effective December 20, 2004, through October 7, 2007.
- B. Approve Memorandum of Understanding with the Engineers and Technicians Association, effective December 20, 2004, through October 7, 2007.
- C. Approve Memorandum of Understanding with SEIU, Local 535, effective December 20, 2004, through October 7, 2007.
- D. Adopt resolution increasing salaries for Eligibility Worker classifications by 3% effective January 3, 2005.
- E. Adopt resolution amending the Management Personnel Benefits Policy for unrepresented management and confidential employees.

## **Alignment with Board Strategic Plan:**

The recommendations are primarily aligned with Goal No. 3. A Strong, Professionally Managed County Organization.

## **Executive Summary and Discussion:**

Memoranda of Understanding (MOU's) with six employee organizations expired October 10, 2004. Representatives of the County and these organizations have been meeting and conferring in an effort to reach successor agreements on wages, hour and other terms and conditions of employment for approximately three-quarters of the County's workforce.

The County has now reached tentative agreement with three of these organizations. The three-year agreements contain a variety of changes from the previous MOU's as described in the attached summaries. Of significant note is the absence of a cost-of-living adjustment in the first year of the agreement, and an increase in benefit allowance contingent upon health insurance premium increases. The unions will notify the County of the outcome of their ratification processes prior to your Board taking action on December 14. The actual agreements will be filed with the Clerk of the Board as they become available.

Staff also recommends minor modifications to the Management Personnel Benefits Policy at this time for consistency in administration. The changes include a modified waiting period for health insurance benefits to reflect conversion from biweekly to monthly enrollment; integration of accrued leave with the recent SDI/Paid Family Leave benefit for confidential employees; removal of restrictions on outside employment for purposes of professional license reimbursement; and other minor language updates.

### **Fiscal and Facilities Impacts:**

The SEIU Local 620 agreement covers approximately 2083 employees in all County departments. There is no cost-of-living adjustment or significant economic improvements in the current fiscal year. The minimal costs in 2004-05 associated with minor cost items such as license reimbursements will be absorbed within departmental budgets. The estimated cost of compensation increases are \$3,215,750 in 2005-06; \$8,482,007 in 2006-07; and \$11,465,118 annually thereafter.

The SEIU Local 535 agreement covers approximately 430 employees in the departments of Social Services, Probation, Public Defender, Public Health, and District Attorney. There is no cost-of-living adjustment in the current fiscal year, although the parties have agreed to implement an equity increase for Eligibility Worker classifications in January 2005 funded from Federal and State allocations. The total estimated cost of compensation increases are \$150,000 in 2004-05; \$936,624 in 2005-06; \$1,859,649 in 2006-07; and \$2,353,506 annually thereafter.

The agreement with the Engineers and Technicians Association covers approximately 170 employees in various departments. There is no cost-of-living adjustment or significant economic improvements in the current fiscal year. The minimal costs in 2004-05 associated with minor cost items such as license reimbursements will be absorbed within departmental budgets. The estimated cost of compensation increases are \$295,100 in 2004-05; \$857,590 in 2006-07; and \$1,143,959 annually thereafter.

The Management Personnel Benefits Policy covers approximately 424 employees in all departments. There are no significant costs associated with the recommended action; any minor costs will be absorbed within departmental budgets.

**Special Instructions:** Please return a signed copy of the Resolution to Susan Kean, Human Resources Department

### Attachments

cc: All Department Heads  
SEIU Local 620  
SEIU Local 535  
Engineers & Technicians Association