



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: Nicci Plata, Employee Relations Manager
568-2812
SUBJECT: Service Employees International Union, Local 721 Successor Memorandum of Understanding (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 Service Employees International Union, Local 721 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 the Service Employees International Union, Local 721 (Local 721) 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 Local 721 members.

Background:

Local 721 currently represents approximately 504 employees who work primarily in the Department of Social Services, but also the Probation Department and Office of the Public Defender. The most recent MOU with Local 721 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 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 wage increases, and contributions for dependent medical insurance. Unit-wide wages are increased by 4.0% for the balance of the current fiscal year, and 3% in each of the following two fiscal years. 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.

Staff and Union negotiators identified significant existing market inequities for various positions in this bargaining unit. This agreement includes equity adjustments to partially address these inequities for the classifications of Career Employment Specialist, Career Employment Specialist Senior, Career Employment Specialist Supervisor, Eligibility Worker I/II/III, Eligibility Supervisor, Social Services Worker, Social Services Worker Senior PS/L, Social Services Practitioner, Social Services Supervisor I/II, and Public Defender Investigator I. The equity adjustments for Career Employment Specialist job classification series will total 9% over the term of the contract which includes 3% for the balance of the current fiscal year; Eligibility Worker job classification series will total 7.50% over the term of the contract which includes 4.25% for the balance of the current fiscal year; Social Services Worker job classification series will total 5% over the term of the contract which includes 1% for the balance of the current fiscal year; and Public Defender Investigator I will total 5% over the term of the contract which includes 2% beginning in January 2025.

Other new provisions of the proposed MOU include a rate of pay of time and one-half overtime for Social Services Supervisor I/II beginning in the second year of the contract; \$50 bi-weekly certification pay for Public Defender Investigators; 2.5% bi-weekly licensed pay for up to three (3) employees possessing Licensed Marriage and Family Therapist (LMFT) or Licensed Clinical Social Worker (LCSW) who are qualified to provide clinical supervision; 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 agreement is \$4,020,376 in Fiscal Year 2024-25, \$7,000,723 in Fiscal Year 2025-26, and \$9,955,125 in Fiscal Year 2026-27 and ongoing thereafter. These are almost entirely federal and State funded 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: SEIU Local 721 MOU

Attachment B: SEIU Local 721 MOU – Changes Tracked

Authored by: Nicci Plata

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