

Agenda Date: August 16, 2012
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Continued Item: No

Board Agenda Item

TO: Air Pollution Control District Board

FROM: Dave Van Mullem, Air Pollution Control Officer

CONTACT: Bob Van Beveren, Business Manager (961-8863)

SUBJECT: Memorandum of Understanding with Santa Barbara County Air Pollution Control District Employees Association

RECOMMENDATION:

Authorize the Air Pollution Control Officer to enter into a Memorandum of Understanding (MOU) between the Santa Barbara County Air Pollution Control District (APCD) and the Santa Barbara County Air Pollution Control District Employees Association (SBCAPCDEA) with an effective date of June 25, 2012 through June 23, 2013 (Attachment 1).

DISCUSSION:

The SBCAPCDEA represents 6 employees in our supervisor group. Their current contract expired June 24, 2012. Consistent with parameters set by your Board, we have negotiated a one-year successor MOU.

The APCD's negotiating team, comprised of Dave Van Mullem and Bob Van Beveren, enjoyed a collaborative spirit while jointly working toward a common goal with SBCAPCDEA's team of Ron Tan, Technology and Environmental Supervisor and Craig Strommen, Engineering and Compliance Supervisor.

The most significant terms of this one-year agreement are as follows:

1. One-year agreement effective June 25, 2012 through June 23, 2013;
2. An annual increase in vacation accrual of 5% per employee;

3. Between January 1, 2013 and June 30, 2013 the District shall contribute an additional benefit (buy down) of:
 - a. \$44.96 per month for each employee enrolled in APCD medical plan coverage and/or
 - b. \$3.99 per month for each employee enrolled in APCD dental plan coverage;
4. Implementation of the Tier III Retirement System, which is the same as the recently adopted Santa Barbara County Retirement System's Plan 7; and
5. An increase in Cafeteria dollars of \$27.72 each pay period for a total of \$162.00 per pay period in order to bring the Supervisor group closer to parity with the other employee groups.

Fiscal Impact

Providing a one-time additional contribution (buy down) of \$44.96 per month per employee enrolled in the APCD medical plan and/or \$3.99 per month per employee enrolled in the APCD dental plan for the period January 1, 2013 through June 30, 2013 only, will have a one-time fiscal impact of an amount not to exceed \$1,765.00. This is consistent with the benefits that were negotiated with the other represented employee groups.

Providing an increase in Cafeteria dollars will have an annual fiscal impact of approximately \$5,825.

Attachment