

Agenda Date: August 15, 2013
Agenda Placement: Admin.
Estimated Time: N/A
Continued Item: No

Board Agenda Item

TO: Air Pollution Control District Board

FROM: Dave Van Mullem, Air Pollution Control Officer

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

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

RECOMMENDATION:

1. 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 24, 2013 through June 30, 2016 (Attachment 1); and
2. Adopt a Resolution (Attachment 2) amending the APCD's Classification and Salary Plan to implement the provisions of this MOU.

DISCUSSION:

The SBCAPCDEA represents 6 employees in our supervisor group. Their current contract expired June 23, 2013. Consistent with parameters set by your Board, we have negotiated a three-year successor MOU.

The APCD's negotiating team, comprised of Bob Van Beveren and Jane Bright completed a collaborative negotiation while jointly working toward a common goal with SBCAPCDEA's team of Kaitlin McNally, Engineering Supervisor and Molly Pearson, Community Programs Supervisor.

The most significant terms of this agreement are as follows:

1. Three-year agreement effective June 24, 2013 through June 30, 2016;
2. A 2% COLA increase on September 1, 2013 and a 1% COLA increase on July 1, 2014;
3. Effective January 1, 2014 the District shall contribute an additional semi-monthly benefit of \$25.71 to the employee-only premium of the medical benefit; and an additional semi-monthly benefit of \$5.69 to the employee-only premium of the dental benefit;

4. Effective July 1, 2014 an increase in Cafeteria dollars of \$33.08 each pay period;
5. Effective January 1, 2015 an increase in Cafeteria dollars of \$4.62 each pay period;
6. An additional one-time holiday of December 31, 2013;
7. Removal of the clause which had allowed employees to request pay for Vacation hours; and
8. Effective June 30, 2015, an agreement to a re-opener on two (2) issues for each party.

Fiscal Impact

During recent years the District has reduced in size and seen its budget process further refined. Having completed an in depth analysis of the budget, realizing savings through attrition, and taking into consideration staff have not received a Cost of Living Adjustment since July 2008; with the adoption of the Fiscal Year 2013-2014 budget, the District is able to provide an increase in benefits and salary. Throughout the process, the negotiating teams worked together to create an MOU that worked for everyone, while staying within the parameters set by your Board. The below outlines the fiscal impact of these changes to SBCAPCDEA:

1. Providing an increase in the District paid employee-only portion of the medical and dental plans effective January 1, 2014 will have an impact for the current Fiscal Year of \$8,300, and then \$16,600 in subsequent Fiscal Years.
2. Providing a 2% COLA increase effective September 1, 2013 will have an impact for the current Fiscal Year of \$10,700, and then \$14,250 in subsequent Fiscal Years.
3. Providing a 1% COLA increase effective July 1, 2014 will have an annual Fiscal Year impact of \$7,100.
4. Providing an increase in Cafeteria dollars effective July 1, 2014 will have an annual Fiscal Year impact of \$7,050.
5. Providing an increase in Cafeteria dollars effective January 1, 2015 will have an impact for the 2014-2015 Fiscal Year of \$500, and then \$1,000 in subsequent Fiscal Years.
6. Lastly, providing a one-time holiday is consistent with the benefits that were negotiated with the other represented employee groups. While the holiday does not increase the APCD's appropriation for salaries and benefits, the APCD will lose 48 productive hours. However, closing the office for one additional day would benefit the APCD and County citizens through energy savings and reduced commute generated air pollution emissions. Based on an average productive hour cost of \$76.72 the APCD would be providing a benefit valued at \$3,683 with no direct fiscal impact.

Attachments (2):

Salary Resolution
SBCAPCDEA MOU