Side Letter Agreement between
Santa Barbara County Air Pollution Control District and
Santa Barbara County Air Pollution Control District Employees Association
(SBCAPCDEA)
June 18, 2015

The parties agree that the Memorandum of Understanding between the Santa Barbara County
Air Pollution Control District Employees Association (SBCAPCDEA) and the Santa Barbara
County Air Pollution Control District (APCD) scheduled to expire on June 30, 2016 shall be
extended to June 30, 2018 with all provisions in full force and effect, except what is provided
herein.

The parties agree to the following modifications (strike-out/underlined) to the respective Articles
of the MOU:

Article 2 – Term of Agreement

No sooner than July 1, 2017 the parties may reopen negotiations regarding one (1) issue for
each party.

Article 3 – Salaries

Effective January 1, 2016 (pay period 1) the base salaries of all position classifications
represented by SEIU shall be increased by two percent (2%).

Effective January 1, 2017 (pay period 1) the base salaries of all position classifications
represented by SEIU shall be increased by two percent (2%).

Article 9 – Medical and Dental, Long-Term Disability, Employee Assistance Plans, and
Management Life

H. Effective January 1, 2014 (pay period 2) the APCD shall contribute $185.63 semi-
monthly toward the cost of the monthly premium for employee-only medical plan coverage
through June 30, 2016. Effective January 1, 2014 (pay period 2) the APCD shall also contribute
$19.44 semi-monthly toward the cost of the monthly premium for employee-only dental plan
coverage through June 30, 2016. For the period between January 1, 2015 and June 30,
2015 the District shall contribute an additional amount of $14.79 semi-monthly toward the cost
of the monthly medical plan premium for employee-only medical plan coverage for each
employee enrolled in the APCD medical plan. Effective July 1, 2015 (pay period 14) the APCD
shall continue to contribute the additional $14.79 semi-monthly toward the cost of the monthly
premium for employee-only medical plan coverage. The APCD shall also contribute an
additional amount of $10.00 semi-monthly for a total contribution of $210.42 semi-monthly
toward the cost of the monthly premium for employee-only medical plan coverage for each
employee enrolled in the APCD medical plan. Alternately, employees may direct that the
combined additional $24.79 semi-monthly amount be applied to their existing 457 Deferred
Compensation account or open a new account with a minimum contribution of $24.79 semi-
monthly and the APCD will match the $24.79 semi-monthly contribution. Effective January 1,
2017 (pay period 1) the APCD shall contribute an additional amount of $10.00 semi-monthly for
a total contribution of $220.42 semi-monthly toward the cost of the monthly premium for
employee-only medical plan coverage for each employee enrolled in the APCD medical plan
through June 30, 2018. Alternately, employees may direct that the additional $10.00 semi-
monthly amount be applied to their existing 457 Deferred Compensation account or open a new
account with a minimum contribution of $10.00 semi-monthly and the APCD will match the $10.00 semi-monthly contribution. These contributions are based on full-time employment; part-time employees shall receive a prorated contribution based on their percentage of full-time employment status. Insurance plan premiums that exceed the APCD’s contribution shall be paid by the employee through payroll deductions.

Article 18 – Stand-by-Duty Reserved

Employees assigned to stand-by-duty by the APCO shall be compensated and governed by the following:

A. Stand-by-duty requires that employees so assigned:
   1. Be ready and able to take immediate steps to respond to calls for their services within a reasonable amount of time;
   2. Be available by telephone or paging device;
   3. Remain within a specified distance or time from their work stations, and;
   4. Refrain from activities which might impair their ability to perform their assigned duties.

B. Compensation shall be at the rate of $2.00 per hour for each hour on such stand-by-duty and shall be paid at the same time as scheduled for the pay period in which the stand-by-duty was performed.

C. Stand-by-pay, when properly authorized, shall be paid for a minimum of one hour.

D. No employee or other qualified person shall be paid for stand-by-duty time and other compensable-duty time simultaneously.

Article 20 – Holidays

A. Holidays regularly observed by the APCD for employees represented by this agreement are:

   New Year’s Day, January 1
   Martin Luther King Jr.’s Birthday, 3rd Monday in January
   President’s Day, 3rd Monday in February
   Cesar Chavez Day, (March 31)
   Memorial Day, last Monday in May
   Independence Day, July 4
   Labor Day, 1st Monday in September
   Veteran’s Day, November 11
   Thanksgiving Day, 4th Thursday in November
   Thanksgiving Day Friday, 4th Friday in November
   Christmas Day, December 25
   Floating Holiday (see Section 20C below)
   December 28, 29, 30 and 31 for 2015*
   December 27, 28, 29, 30 for 2016*

*These dates will sunset as of December of 2016.
The parties stipulate that this agreement shall not be binding upon the parties either in whole or in part unless and until ratified by the SBCAPCDEA and formally approved by a majority vote of the APCD Board of Directors.

The intent of the parties is that this Side Letter Agreement appear on the APCD Board of Directors agenda for potential approval on June 18, 2015.

SBCAPCDEA

Kaitlin McNally
Bargaining Unit Representative

APCD

Louis D. Van Mullem
Air Pollution Control Officer

Molly Pearson
Bargaining Unit Representative

Kristina Aguilar
Administrative Manager

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Date: 6-3-15

APPROVED AS TO FORM:

MICHAEL C. GHIZZONI
Santa Barbara County Counsel

By Victoria Parks Tuttle
Deputy

Date: June 5, 2015