

Agenda Date: June 18, 2015  
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: Kristina Aguilar, Administrative Manager (961-8813)

SUBJECT: Memorandum of Understanding with the Engineers and Technicians Association

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### RECOMMENDATION:

1. Authorize the Air Pollution Control Officer to enter into a side letter agreement between the Santa Barbara County Air Pollution Control District (District) and the Engineers and Technicians Association (ETA) to amend provisions of the current Memorandum of Understanding (MOU), including an extension through June 30, 2018 (Attachment 1); and
2. Adopt a Resolution (Attachment 2) amending the District's Classification and Salary Plan to implement the provisions of this side letter.

### DISCUSSION:

ETA represents 25 employees in our technical and professional groups. Their current contract will expire June 30, 2016. Consistent with parameters set by your Board, we have negotiated a two-year extension of the three-year successor MOU through June 30, 2018.

The District's negotiating team, comprised of Draza Mrvichin, Consultant, and Jane Bright, Interim Human Resources Officer, completed a collaborative negotiation while jointly working toward a common goal with ETA's team of Jim Fredrickson, Emissions Inventory Planning Specialist III; David Brummond, ETA President; and Henry Bongiovi, ETA Labor Representative.

The most significant terms of this agreement are as follows:

1. Term – Agreement effective June 24, 2013 through June 30, 2016 will be extended through June 30, 2018;
2. Salaries – A 2% COLA increase effective January 1, 2016 and a 2% COLA increase effective January 1, 2017; Inspection Specialist II/III class to receive a one-time payment of \$1,000 effective July 1, 2015;
3. Benefits – Effective July 1, 2015 the District shall contribute an additional semi-monthly benefit of \$24.79 to the employee-only premium of the medical benefit; effective January 1, 2017 the District shall contribute an additional semi-monthly benefit of \$10.00 to the employee-only premium of the medical benefit;
4. Holiday Break – Holidays for the dates December 28, 29, 30 and 31 for 2015; and holidays for the dates December 27, 28, 29 and 30 for 2016; this provision will sunset December 31, 2016;
5. Removal of the clause stipulating a Salary Inequity Study; and
6. Effective July 1, 2017 an agreement to a re-opener on one (1) issue for each party with the MOU expiring June 30, 2018.

#### **FISCAL IMPACT:**

During recent years the District has reduced in size and seen its budget process further refined. With the adoption of the Fiscal Year 2015-2016 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 ETA:

1. Providing an increase in the District-paid employee-only portion of the medical plan effective July 1, 2015 will have an annual impact of \$16,100;
2. Providing an increase in the District paid employee-only portion of the medical plan effective January 1, 2017 will have an impact for the 2016-2017 Fiscal Year of \$3,000, and then \$6,000 in subsequent Fiscal Years;
3. Providing a 2% COLA increase effective January 1, 2016 will have an impact for the 2015-2016 Fiscal Year of \$23,800, and then \$47,600 in subsequent Fiscal Years;
4. Providing a 2% COLA increase effective January 1, 2017 will have an impact for the 2016-2017 Fiscal Year of \$24,300, and then \$48,600 in subsequent Fiscal Years;
5. Providing a one-time \$1,000 payment to Inspection Specialist II/III classes on July 1, 2015 will have an impact for the 2015-2016 Fiscal Year of \$4,000; and

6. Lastly, providing eight additional holidays for 2015 and 2016 is consistent with the benefits that were negotiated with the other represented employee groups. While the holidays do not increase the District's appropriation for salaries and benefits, the District will lose productive hours. However, closing the office for eight additional days over the two year agreement, would benefit the District and county citizen's through energy savings and reduced commute-generated air pollution emissions. Based on an average productive hour cost of \$62.50 the District would be providing a benefit valued at \$50,000 per year, with no direct fiscal impact.

**ATTACHMENTS (2):**

- Salary Resolution
- ETA Side Letter