

**Side Letter Agreement between
Santa Barbara County Air Pollution Control District and
Service Employees International Union Local 620
June 18, 2015**

The parties agree that the Memorandum of Understanding between the Service Employees International Union Local 620 (SEIU) 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 10 – Medical, Dental, Long-Term Disability, and EAP Coverage

B. Effective pay period 15 of 2013 the APCD shall contribute \$179.79 semi-monthly toward the cost of the premium for employee-only medical plan coverage. Effective pay period 15 of 2013 the APCD shall also contribute \$13.75 semi-monthly toward the cost of the premium for employee-only dental plan coverage. Effective September 1, 2013 (pay period 20) the APCD shall contribute \$210.63 semi-monthly toward the cost of the semi-monthly premium for employee-only medical plan coverage through June 30, 2016. The APCD shall also contribute \$19.44 semi-monthly toward the cost of the semi-monthly premium for employee-only dental plan coverage through June 30, ~~2016~~2018. 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 amount of \$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 \$235.42 semi-monthly toward the cost of the monthly premium for employee-only medical plan coverage for each employee enrolled in the APCD medical plan. Effective January 1, 2017 (pay period 1) the APCD shall contribute an additional amount of \$10.00 semi-monthly for a total contribution of \$245.42 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. 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 semi-monthly contribution shall be paid by the employee through payroll deductions.

Article 25 – Holidays

A. Holidays regularly observed by the APCD for represented employees 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 25C 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 SEIU 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.

SEIU

APCD

Mike Woods
Field Representative

Louis D. Van Mullem
Air Pollution Control Officer

Michael Willis
Bargaining Unit Representative

Kristina Aguilar
Administrative Manager

Date

Date

APPROVED AS TO FORM:

MICHAEL C. GHIZZONI
Santa Barbara County Counsel

By _____
Deputy