

Agenda Date: October 19, 2017
Agenda Placement: Admin.
Estimated Time: N/A
Continued Item: No

Board Agenda Item

TO: Air Pollution Control District Board

FROM: Aeron Arlin Genet, Air Pollution Control Officer

CONTACT: Kristina Aguilar, Administrative Manager (961-8813)

SUBJECT: Memorandum of Understanding with Engineers and Technicians Association

RECOMMENDATION:

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, 2020 (Attachment 1).

DISCUSSION:

ETA represents 19 active employees in our Technical and Professional groups. Their current contract will expire June 30, 2018. Consistent with parameters set by your Board, we have negotiated a two-year extension of the MOU through June 30, 2020.

The District's negotiating team, comprised of Draza Mrvichin, Consultant, and Kristina Aguilar, Administrative Manager, completed a collaborative negotiation while jointly working toward a common goal with ETA's team of Jim Fredrickson, Air Quality 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, 2018 will be extended through June 30, 2020;
2. Salaries – A \$2,000 one-time payment will be made to each member of the unit effective Pay Period 1 of 2018, with a pay date of January 11, 2018. This payment will be considered compensation earnable for employees enrolled in the legacy retirement tiers (Gov. Code § 31461) and not considered pensionable compensation for those employees

enrolled in PEPRA (Gov. Code § 7522.34 (c)(3) & (c)(10));

3. Medical Benefits – Effective January 1, 2018 the District shall contribute an additional semi-monthly benefit of \$22.33 to the employee-only premium of the medical benefit; and
4. An agreement to a re-opener on two (2) issues for each party in both years of the extension with the MOU expiring June 30, 2020.

FISCAL IMPACT:

During recent years the District has reduced in staff size and seen its budget process further refined. With the adoption of the Fiscal Year 2017-2018 budget, the District is able to provide an increase in benefits and a onetime payment for 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 January 1, 2018 will have an impact for the 2017-2018 Fiscal Year of \$5,100, and then \$10,200 in subsequent Fiscal Years; and
2. Providing a \$2,000 one-time payment effective Pay Period 1 of 2018, with a pay date of January 11, 2018 will have an impact for the 2017-2018 Fiscal Year of \$38,000.

ATTACHMENT:

- ETA Side Letter

SIDE LETTER OF AGREEMENT

Between

Engineers and Technicians Association and Santa Barbara County Air Pollution Control District

August 31, 2017

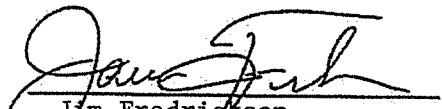
TERM OF AGREEMENT: Extend Current MOU from July 1, 2018 to June 30, 2020 with reopeners on two (2) Articles each per year.


MEDICAL: \$44.66 effective January 1, 2018 increase in the Districts contribution for medical premiums to a new maximum of \$535.50 per month.

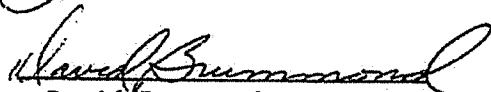
SALARY: \$2,000 paid to each unit member, one time, effective Pay Period 1 (12-18-17 to 12-31-17) payable January 11, 2018.

ETA

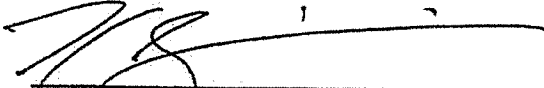
APCD


Jim Fredrickson


Kristina Aguilar


David Brummond

Aeron Arlin Genet


Henry Biongiovi

DATE: 10/4/17

DATE: _____

APPROVED AS TO FORM:

MICHAEL C. GHIZZONI
Santa Barbara County Counsel

By Victoria Parks Tuttle
Deputy