

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 Santa Barbara County Air Pollution Control District Employees 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 Santa Barbara County Air Pollution Control District Employees Association (SBCAPCDEA) to amend provisions of the current Memorandum of Understanding (MOU), including an extension through June 30, 2021 (Attachment 1).

DISCUSSION:

SBCAPCDEA represents 5 active employees in our Supervisor group. Their current contract will expire June 30, 2018. Consistent with parameters set by your Board, we have negotiated a three-year extension of the MOU through June 30, 2021.

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 SBCAPCDEA's team of David Harris, Engineering Supervisor and Joel Cordes, Information Technology & Monitoring Supervisor.

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, 2021;
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)); and

3. Cafeteria Dollars – Effective January 1, 2018 the District shall contribute an additional bi-weekly benefit of \$20.61 to cafeteria dollars to help fund health care benefits; and
4. An agreement of a “me too clause,” which states: “Each year the total compensation, in this unit, shall be adjusted to reflect total compensation movement equal to the total compensation movement of the other APCD bargaining units. Total compensation shall include across the board, salary movement, medical contribution, cafeteria, and pension. Each year at the conclusion of negotiations with the other collective bargaining units the parties shall meet to consult regarding the allocation of the total compensation settlement.”

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 one-time 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 SBCAPCDEA:

1. Providing an increase in the District cafeteria dollars for health benefits effective January 1, 2018 will have an impact for the 2017-2018 Fiscal Year of \$1,950, and then \$3,900 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 \$10,000.

ATTACHMENT:

- SBCAPCDEA Side Letter

SIDE LETTER OF AGREEMENT
BETWEEN
Santa Barbara County Air Pollution Control District
AND
Santa Barbara County Air Pollution Control District Employees Association
August 31, 2017

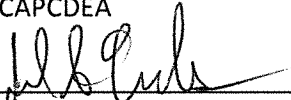
TERM OF AGREEMENT: Extend Current MOU from July 1, 2018 to June 30, 2021

ME TOO CLAUSE: Each year the total compensation, in this unit, shall be adjusted to reflect total compensation movement equal to the total compensation movement of the other APCD bargaining units. Total compensation shall include across the board, salary movement, medical contribution, cafeteria, and pension. Each year at the conclusion of negotiations with the other collective bargaining units the parties shall meet to consult regarding the allocation of the total compensation settlement.

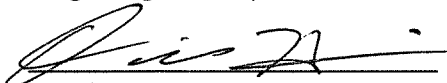
SALARY: \$2,000 paid to each unit member, one time, effective Pay Period 1 (12-18-17 to 12-31-17) payable January 11, 2018.

CAFETERIA DOLLARS: \$44.66 per month will be allocated as cafeteria dollars effective January 1, 2018.

SBCAPCDEA



Joel Cordes
Bargaining Unit Representative



David Harris
Bargaining Unit Representative

10/9/17
Date

APCD

Aeron Arlin Genet
Air Pollution Control Officer



Kristina Aguilar
Administrative Manager

Date

APPROVED AS TO FORM:

MICHAEL C. GHIZZONI
Santa Barbara County Counsel

By Victoria Parks Tuttle
Deputy