

SIDE LETTER OF AGREEMENT

Between

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

July 1, 2020

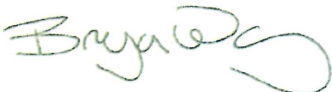
TERM OF AGREEMENT: Extend the end date of the Current MOU from June 30, 2021 to be June 30, 2023 with reopeners on two (2) Articles effective July 1, 2022.

MEDICAL: \$33.66 effective July 1, 2020 increase in the District's contribution for medical premiums to a new maximum of \$569.16 per month. Additional increase of \$30.84 effective July 1, 2021 in the District's contribution for medical premiums to a new maximum of \$600 per month.

SALARY: 3% cost of living adjustment (COLA) effective July 1, 2020. A 2.5% COLA will be effective July 1, 2021 as long as the District's operating revenue does not decrease by 15% or more after 9 months (i.e., by March 31, 2021). Due to economic uncertainties related to COVID-19, if the District recognizes a loss of operating revenue of 15% or more, both parties agree to meet and re-negotiate the July 1, 2021 salary increase.

HOLIDAY CLOSURE: District wide holiday closure between Christmas Day and New Year's Day. Employees will receive pay for normal legal holidays (Christmas Day and New Year's Day) as usual. For normal workdays within this period, employees may take accrued paid leave, voluntary leave without pay, or work/telework during the holiday closure. See attached for full holiday closure plan. The parties will meet in approximately March 2021, if needed, to determine the success of the 2020 Holiday Closure and decide whether it should be explored in future years.

ETA



Bryan Wong
Bargaining Unit Representative



Henry Bongiovi
Bargaining Unit Representative

DATE: 6/10/20

APPROVED AS TO FORM:
MICHAEL C. GHIZZONI
District Counsel

By Victoria Parks Tuttle



Kristina Aguilar
Administrative Division Manager



Aeron Arlin Genet
Air Pollution Control Officer

DATE: 06/10/2020