


## Board Agenda Item

TO: Air Pollution Control District Board

FROM: Aeron Arlin Genet, Air Pollution Control Officer 

CONTACT: Kristina Aguilar, CPA, Administrative Division Manager, (805) 979-8288

SUBJECT: Memorandum of Understanding with Engineers and Technicians Association

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### RECOMMENDATION:

Authorize the Air Pollution Control Officer (APCO) 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, 2027 (Attachment 1).

### DISCUSSION:

ETA represents 18 active employees in our Technical and Professional groups. Their current contract will expire June 30, 2026. Consistent with parameters set by your Board, we have negotiated a one-year extension of the MOU through June 30, 2027.

The District's negotiating team, comprised of Joe Pisano, Consultant, Kristina Aguilar, Administrative Division Manager, and Aeron Arlin Genet, Air Pollution Control Officer, completed a collaborative negotiation while jointly working toward a common goal with ETA's team of Bryan Wong, Air Quality Specialist III; Marina Lupini, Air Quality Specialist III; Steve Nailor, ETA President; Bree Belyea, ETA Labor Representative; and Henry Bongiovi, ETA Labor Representative.

The terms of this agreement are as follows:

1. Term – Agreement effective September 10, 2018 through June 30, 2026 will be extended through June 30, 2027;
2. Salaries – Effective pay period 1 of Fiscal Year 2025-26 (i.e., to be paid in the checks employees receive on July 3, 2025), the base salaries of all ETA represented employees shall be increased by six percent (6.0%);

3. Medical Benefits – Effective pay period 1 of Fiscal Year 2025-26 (i.e., to be paid in the checks employees receive on July 3, 2025), the District will make the following contributions to healthcare premiums:
  - Medical Contributions as follows, up to the full cost of the lowest cost plan:
    - Employee Only – \$770
    - Employee + 1 – \$1,108
    - Employee + 2 or more – \$1,218
  - Dental Contributions as follows, up to the full cost of the lowest cost plan:
    - Employee Only – \$41.61
    - Employee + 1 – \$48.74
    - Employee + 2 or more – \$66.62
  - Vision Contributions as follows, up to the full cost of the lowest cost plan:
    - Employee Only – \$7.25
    - Employee + 1 – \$7.32
    - Employee + 2 or more – \$9.82
4. 457 Plan - An employee may direct \$200 towards their 457 Plan account in lieu of receiving a medical premium contribution, as a match to the employee's contribution to the plan.
5. Vacation Policy - Effective annually beginning November 2025, subject to the availability of funds and according to procedures established by the APCO or his/her designee, employees who have vacation accrual balances of at least 200 hours may request to cash out up to 40 hours, in one-hour increments, at their base rate of pay.
6. An agreement that the District will engage a consultant by October 31, 2025 to do a total compensation survey during FY 2025-26 and will provide ETA with the comparison agencies the consultant plans to use, and with an opportunity to provide input for consideration. The District will share survey results with ETA.
7. An agreement to a re-opener on pay and medical, dental, and vision insurance premiums in March 2026, and on up to two (2) additional articles for each party during the term of this agreement.

## **FISCAL IMPACT:**

During recent years the District has maintained staff size and seen its budget process further refined with its Long-Range Fiscal Strategy and changes to Rule 210. With the adoption of the Fiscal Year 2025-2026 budget, the District is able to provide an increase in benefits and a cost of living adjustment for salary. Throughout the process, the negotiating teams worked together to create an MOU extension 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 portion of the medical plan will have an impact for the 2025-2026 Fiscal Year of \$29,420;

2. Providing a 6.0% Cost of Living Adjustment effective pay period 1 of Fiscal Year 2025-26 will have an impact of \$155,045.

**ATTACHMENT:**

- A. ETA Side Letter.

# ATTACHMENT A

## ETA Side Letter

June 26, 2025

Santa Barbara County Air Pollution Control District  
Board of Directors

260 San Antonio Road, Suite A  
Santa Barbara, California 93110

## **SIDE LETTER OF AGREEMENT**

**Between**

**Engineers and Technicians Association (ETA) and  
Santa Barbara County Air Pollution Control District (APCD)**

**June 26, 2025**

**ARTICLE 2: TERM OF AGREEMENT:** Extend the end date of the current MOU from June 30, 2026 to June 30, 2027, with reopeners on pay and contributions to medical, dental, and vision insurance premiums in March 2026 as set forth below, and on up to two (2) additional Articles for each party during the term of this agreement.

**ARTICLE 3: SALARY:** Effective June 9, 2025 (payperiod 1 of FY 2025-26), increase salaries for all APCD represented job classifications by 6.0% (i.e. to be paid in the checks employees receive on July 3, 2025).

In addition, no later than October 31, 2025, APCD will engage a consultant to do a total compensation survey during FY 2025-26 and will provide ETA with the comparison agencies the consultant plans to use, and with an opportunity to provide input for consideration. APCD will share survey results with ETA.

The parties will reopen the MOU in March 2026 concerning negotiations for potential pay adjustments to be effective in the first pay period in Fiscal Year 2026-27.

**ARTICLE 9: MEDICAL AND DENTAL:** Effective June 9, 2025 (i.e. to be paid in the checks employees receive on July 3, 2025), the District will make the following contributions to healthcare premiums:

- Medical Contributions as follows, up to the full cost of the lowest cost plan:
  - Employee Only – \$770
  - Employee + 1 – \$1108
  - Employee + 2 or more – \$1218

An employee may direct \$200 towards their 457 Plan account in lieu of receiving a medical premium contribution, as a match to the employee's contribution to the plan.

- Dental Contributions as follows, up to the full cost of the lowest cost plan:
  - Employee Only – \$41.61
  - Employee + 1 – \$48.74
  - Employee + 2 or more – \$66.62
- Vision Contributions as follows, up to the full cost of the lowest cost plan:
  - Employee Only – \$7.25
  - Employee + 1 – \$7.32
  - Employee + 2 or more – \$9.82

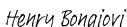
The parties agree to reopen the MOU in March 2026 concerning potential increases to healthcare premium contributions.

**ARTICLE 15: VACATION:** Effective annually beginning November 2025, subject to the availability of funds and according to procedures established by the APCO or his/her designee, employees who have vacation accrual balances of at least 200 hours may request to cash out up to 40 hours, in one-hour increments, at their base rate of pay.

**ETA**



Bryan Wong  
Bargaining Unit Representative



Henry Bongiovi  
Bargaining Unit Representative

DATE: 05/09/25

**APCD**



Kristina Aguilar  
Administrative Division Manager



Aeron Arlin Genet  
Air Pollution Control Officer

DATE: 05/07/25

APPROVED AS TO FORM:  
RACHEL VAN MULLEM  
DISTRICT COUNSEL

By: 