




air pollution control district
SANTA BARBARA COUNTY

Agenda Item: D-7
Agenda Date: June 26, 2025
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, CPA, Administrative Division Manager, (805) 979-8288

SUBJECT: Memorandum of Understanding with Service Employees International Union, Local 620

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 Service Employees International Union, Local 620 (SEIU) to amend provisions of the current Memorandum of Understanding (MOU), including an extension through June 30, 2027 (Attachment A).

DISCUSSION:

SEIU represents four active employees in our Clerical and Fiscal groups. Their current contract will expire June 30, 2026. SEIU has a “me too” clause in their MOU, which states that they will receive the same compensation movement equal to the total compensation movement of the other District bargaining units (in this case Engineers and Technicians Association or ETA). Your Board is scheduled to consider the ETA side letter at the June 26, 2025 meeting and therefore the same Cost of Living Adjustment (COLA) and additional benefit contributions amounts received by ETA will automatically go into effect for SEIU represented employees. The negotiating team has been in contact with the SEIU representatives regarding items that are not covered under the “me too” clause and have negotiated a one-year extension of the MOU through June 30, 2027, under the same terms and conditions as those in the side letter with ETA.

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 SEIU 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. Continue the “Me Too” clause: the total compensation in this unit shall be adjusted to reflect total compensation movement equal to the total compensation movement of the other District bargaining units, under the same terms and conditions as their agreements.

FISCAL IMPACT:

During recent years the District has maintained staff size and seen its budget process further refined 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 based on the “me too” clause. The below outlines the fiscal impact of these changes to SEIU:

1. Providing an increase in the District paid portion of the medical plan will have an impact for the 2025-2026 Fiscal Year of \$400;

2. Providing a 6.0% COLA effective pay period 1 of Fiscal Year 2025-26 will have an impact of \$24,450.

ATTACHMENT:

- A. SEIU Side Letter.

ATTACHMENT A

SEIU 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

**Service Employees International Union (SEIU) 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

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).

Me Too Clause: 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, including the term of their agreements.

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

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.

SEIU

Laura Robinson

Laura Robinson
Bargaining Unit Representative

DATE: 06/04/2025

APPROVED AS TO FORM:
RACHEL VAN MULLEM
DISTRICT COUNSEL

By: 
JUL 10 2025 10:38 PDT

APCD

Krista Aguilar

Kristina Aguilar
Administrative Division Manager



Aeron Arlin Genet
Air Pollution Control Officer

DATE: 06/04/2025