


## 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, 2029 (Attachment 1).

### DISCUSSION:

ETA represents 18 active employees in our Technical and Professional groups. Their current contract will expire June 30, 2027. Consistent with parameters set by your Board, we have negotiated an extension of the MOU through June 30, 2029.

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 Dave Myers, ETA Labor Representative.

The terms of this agreement are as follows:

1. Term – Agreement effective September 10, 2018 through June 30, 2027 will be extended through June 30, 2029;
2. Salaries – Effective pay period 1 of Fiscal Year 2026-27 (i.e., to be paid in the checks employees receive on July 2, 2026), the base salaries of all ETA represented employees shall be increased by three percent (3.0%) for a cost-of-living adjustment. Based on the

Gallagher Compensation report, certain job classifications were identified as being under the median market when focusing on base salary. Due to this report, the following positions were below median market base salary, and will be receiving equity adjustments to bring them up to the median market equity, the Air Quality Specialist position salary adjustment will be split over two years to reach the median market equity found in the Gallagher report:

- a. Permit Technician I/II – 3.1%, and
- b. Air Quality Specialist I/II/III – 7%.

Effective pay period 1 of Fiscal Year 2027-28, the base salaries of all ETA represented employees shall be increased by three percent (3.0%) for a cost-of-living adjustment. Based on the Gallagher Compensation report, certain job classifications were identified as being under the median market when focusing on base salary. Due to this report the following positions will be receiving equity adjustments to bring them up to median market equity:

- c. Air Quality Specialist I/II/III – 6.7%.

3. Medical Benefits – Effective pay period 1 of Fiscal Year 2026-27 (i.e., to be paid in the checks employees receive on July 2, 2026), the District will make the following monthly contributions to healthcare premiums:

- Medical Contributions as follows, up to the full cost of the lowest cost plan:
  - Employee Only – \$877
  - Employee + 1 – \$1,263
  - Employee + 2 or more – \$1,386
- 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

Effective pay period 1 of Fiscal Year 2027-28, the District will make the following monthly contributions to healthcare premiums:

- Medical Contributions as follows, up to the full cost of the lowest cost plan:
  - Employee Only – \$956
  - Employee + 1 – \$1,377
  - Employee + 2 or more – \$1,511
- 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 - Effective pay period 1 of Fiscal Year 2026-27 (i.e., to be paid in the checks employees receive on July 2, 2026), if an employee directs a minimum of \$125 monthly towards their 457 Plan account in lieu of receiving a medical premium contribution, the District will match \$225 monthly to the employee’s contribution to the plan.

Effective pay period 1 of Fiscal Year 2027-28, if an employee directs a minimum of \$125 monthly towards their 457 Plan account in lieu of receiving a medical premium contribution, the District will match \$250 monthly to the employee’s contribution to the plan.

5. An agreement to reopen the MOU in March 2028 concerning potential increases to healthcare premium contributions at the beginning of FY 2028-29. Each party agrees to meet and confer upon request regarding up to two (2) issues, excluding wages and benefits, during each fiscal year of 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 2026-2027 budget, the District is able to provide an increase in benefits, equity adjustments 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 2026-2027 Fiscal Year of \$23,132 and \$25,214 for the 2027-2028 Fiscal Year;
2. Providing equity adjustments and a cost-of-living adjustment effective pay period 1 of Fiscal Year 2026-27 will have an impact of \$209,447 and \$219,402 for the 2027-2028 Fiscal Year.

**ATTACHMENT:**

- A. ETA Side Letter.

ATTACHMENT A

ETA Side Letter

June 25, 2026

Santa Barbara County Air Pollution Control District  
Board of Directors

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

1011 West McCoy Lane  
Santa Maria, CA 93455

## **SIDE LETTER OF AGREEMENT**

**Between**

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

**June 12, 2026**

ETA and APCD have met and conferred in good faith and entered into a tentative agreement for a side letter extending the current Memorandum of Understanding (MOU) between the parties with the changes to terms and conditions of employment set forth below.

**This agreement will not be binding on the parties unless and until ratified by the ETA membership and approved by the APCD Board.**

**ARTICLE 2: TERM OF AGREEMENT:** Extend the end date of the current MOU from June 30, 2027 to June 30, 2029, with reopeners on pay and contributions to medical, dental, and vision insurance premiums in March 2028 as set forth below, and on up to two (2) additional issues for each party each fiscal year during the term of this agreement.

### **ARTICLE 3: SALARY**

Effective in the 1st pay period (PP) in FY 2026-27, or as soon as practicable thereafter:

- Provide a 3.1% equity increase for the Permit Technician job class series,
- Provide a 7.0% equity increase for the Air Quality Specialist job class series, and
- Increase salaries for all ETA represented job classifications by 3.0% for cost-of-living adjustment.

Effective in the 1st PP in FY 2027-28:

- Provide a 6.7% equity increase for the Air Quality Specialist job class series, and
- Increase salaries for all ETA represented job classifications by 3.0% for cost-of-living adjustment.

The parties will reopen the MOU in March 2028 concerning negotiations for potential pay adjustments to be effective in the first pay period in Fiscal Year 2028-29.

### **ARTICLE 9: MEDICAL AND DENTAL**

Effective in the 1st PP in FY 2026-27, or as soon as practicable thereafter, the District will make the following changes to contributions to medical premiums:

- Increase monthly Medical Contributions as follows, up to the full cost of the lowest cost plan at each level of enrollment:
  - Employee Only from \$770 to \$877,
  - Employee + 1 from \$1,108 to \$1,263, and
  - Employee + 2 or more from \$1,218 to \$1,386.
- An employee may direct \$125 monthly towards their 457 Plan account and receive a District contribution of \$225 to the plan in lieu of receiving a medical premium contribution.

Effective in the 1st PP in FY 2027-28, the District will make the following changes to contributions to medical premiums:

- Increase monthly Medical Contributions as follows, up to the full cost of the lowest cost plan at each level of enrollment:
  - Employee Only from \$877 to \$956,
  - Employee + 1 from \$1,263 to \$1,377, and
  - Employee + 2 or more from \$1,386 to \$1,511.
- An employee may direct \$125 monthly towards their 457 Plan account and receive a District contribution of \$250 to the plan in lieu of receiving a medical premium contribution.

In Fiscal Year 2026-27 and 2027-28, the District will continue to make the following monthly contributions to the cost of employee dental and vision premiums:

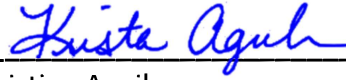
- Dental Contributions as follows, up to the full cost of the PPO plan at each level of enrollment; these District contributions can be applied up to the full cost of the HMO Plan at each level of enrollment:
  - Employee Only – \$41.61,
  - Employee + 1 – \$48.74, and
  - Employee + 2 or more – \$66.62.
- Vision Contributions as follows, up to the full cost of the lowest cost plan:
  - Employee Only – \$7.25,
  - Employee + 1 – \$7.32, and
  - Employee + 2 or more – \$9.82.

The parties agree to reopen the MOU in March 2028 concerning potential increases to healthcare premium contributions at the beginning of FY 2028-29.

Each party agrees to meet and confer upon request regarding up to two (2) issues, excluding wages and benefits, during each fiscal year of the term of this agreement.

**ETA**

**APCD**



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Bryan Wong  
Bargaining Unit Representative

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Kristina Aguilar  
Administrative Division Manager

DATE: 17/06/26

DATE: 06/16/2026

  
Dave Myers (Jun 22, 2026 13:29:22 PDT)


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David P. Myers  
Bargaining Unit Representative

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Aeron Arlin Genet  
Air Pollution Control Officer

DATE: 22/09/26

DATE: 16/06/26

APPROVED AS TO FORM:  
RACHEL VAN MULLEM  
DISTRICT COUNSEL

By:   
J. Richardson (Jun 16, 2026 12:21:09 PDT)