


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, 2029 (Attachment A).

DISCUSSION:

SEIU represents four active employees in our Clerical and Fiscal groups. Their current contract will expire June 30, 2027. 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 25, 2026 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 an extension of the MOU through June 30, 2029, 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, 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 SEIU represented employees

shall be increased by three percent (3.0%) for COLA. Based on the results of the Gallagher Compensation report, all employees represented by SEIU are compensated at a competitive rate within the median market value.

Effective pay period 1 of Fiscal Year 2027-28, the base salaries of all SEIU represented employees shall be increased by three percent (3.0%) for COLA.

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. 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 2026-2027 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 2026-2027 Fiscal Year of \$2,019 and \$2,200 for the 2027-2028 Fiscal Year;
2. Providing a 3.0% COLA effective pay period 1 of Fiscal Year 2026-27 and pay period 1 of Fiscal Year 2027-28 will have an impact of \$12,181 and \$12,547 respectively.

ATTACHMENT:

- A. SEIU Side Letter.

ATTACHMENT A

SEIU 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

Service Employees International Union (SEIU) and
Santa Barbara County Air Pollution Control District (APCD)

June 25, 2026

ARTICLE 2: TERM OF AGREEMENT: Extend the end date of the current MOU from June 30, 2026 to June 30, 2029

ARTICLE 3: SALARY: Effective in the first pay period (PP) in Fiscal Year (FY) 2026-27, or as soon as practicable thereafter increase salaries for all APCD represented job classifications by 3.0% (i.e., to be paid in the checks employees receive on July 2, 2026) for cost-of-living adjustments.

Effective in the 1st PP in FY 2027-28, or as soon as practicable thereafter increase salaries for all APCD represented job classifications by 3.0% for cost-of-living adjustments.

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 in the 1st PP in FY 2026-27 (i.e., to be paid in the checks employees receive on July 2, 2026), 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 – \$877
 - Employee + 1 – \$1,263
 - Employee + 2 or more – \$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.

- 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
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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:
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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.

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SEIU

Bargaining Unit Representative

Laura Robinson

Laura Robinson
Bargaining Unit Representative

DATE: 06/17/26

APCD

Kristina Aguilar

Kristina Aguilar
Administrative Division Manager

Aeron Arlin Genet

Aeron Arlin Genet
Air Pollution Control Officer

DATE: 06/17/26

APPROVED AS TO FORM:
RACHEL VAN MULLEM
DISTRICT COUNSEL

By: *RM*
