

Agenda Date: June 17, 2010
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Continued Item: No

Board Agenda Item

TO: Air Pollution Control District Board
FROM: Terry Dressler, Air Pollution Control Officer
CONTACT: Sharyl K. Preskitt, Human Resources Officer (961-8828)
SUBJECT: Memorandum of Understanding with the Engineers and Technicians Association

RECOMMENDATION:

1. Authorize the Air Pollution Control Officer to enter into a Memorandum of Understanding (MOU) between the Santa Barbara County Air Pollution Control District (APCD) and the Engineers and Technicians Association (ETA) for the term June 28, 2010 through June 26, 2011 (Attachment 1).

DISCUSSION:

The ETA represents 24.5 employees in our technical and professional groups. Their last contract expired June 29, 2008. Consistent with parameters set by your Board, we have negotiated a one-year successor MOU.

The APCD's negotiating team, comprised of Sharyl K. Preskitt and Donald Kendig, enjoyed a collaborative spirit while jointly working toward a common goal with ETA's team of Terry Snyder, Principal Inspection Specialist; Jim Fredrickson, Emissions Inventory Planning Specialist III; David Brummond, ETA President; and Henry Bongiovi, ETA Labor Representative.

The most significant terms of this one-year agreement are as follows:

1. One- year agreement effective June 28, 2010 through June 26, 2011.
1. Effective July 22, 2010, ETA represented employees will receive a one-time non-pensionable benefit equivalent to 3% of salary in the form of a visa gift card and/or a lump sum contribution to their individual Hartford 457 deferred compensation account. Counsel for the Santa Barbara County Employees Retirement Association Board of

Retirement has confirmed that the above options would be excluded from compensation earnable as directed by your Board.

2. Added provision allowing up to 6 days of paid bereavement leave per year.
3. One-time credit of 16 hours to vacation balances.
4. Provide December 27, 2010 as a one-time holiday.
5. Provide January 3, 2011 as a one-time holiday.

Fiscal Impact

Providing a one-time non-pensionable 3% benefit would cost the APCD \$70,735 for the one year contract period. The APCD currently has \$2,129,080 in discretionary designations from which to fund this one-time non-pensionable benefit.

Providing up to 6 days of bereavement leave per year would not increase the APCD's appropriations for salaries and benefits. While highly unlikely, providing this benefit has the potential to cause the APCD to lose 1176 productive hours. Based on a productive hour cost of \$59.27 the APCD would be providing a benefit valued at \$69,702 with no direct fiscal impact.

Lastly, providing a one-time credit of 16 hours to employee vacation balances and two one-time holidays would not increase the APCD's appropriation for salaries and benefits. Providing the two additional holidays is consistent with the benefits that were negotiated with the other represented employee groups. Furthermore, closing the office for two additional days would benefit the APCD and County citizens through energy savings and reduced commute generated air pollution emissions. Based on a productive hour cost of \$59.27, the APCD would be providing a benefit valued at \$46,468 with no direct fiscal impact.

Attachments