

Agenda Date: June 17, 2010
Agenda Placement: Admin
Estimated Time: N/A
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 Santa Barbara County Air Pollution Control District Employees Association

RECOMMENDATION:

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 Santa Barbara County Air Pollution Control District Employees Association (SBCAPCDEA) for the term June 28, 2010 through June 26, 2011 (Attachment 1).

DISCUSSION:

The SBCAPCDEA represents 6 employees in our supervisor group. Their current contract is due to expire June 27, 2010. 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 SBCAPCDEA's team of Brian Shafritz, Air Quality Engineering Supervisor; and Molly Pearson, Community Programs Supervisor.

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, SBCAPCDEA represented employees will receive a one-time non-pensionable benefit equivalent of 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 8 hours to vacation balances.
4. Provide December 27, 2010 as a one-time holiday.
5. Provide January 3, 2011 as a one-time holiday.
6. Side letter agreement re-affirming the APCD's intentions to achieve health contribution equity among all represented groups.

Fiscal Impact

Providing a one-time non-pensionable 3% benefit would cost the APCD \$22,284 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 288 productive hours. Based on a productive hour cost of \$75.15 the APCD would be providing a benefit valued at \$21,643 with no direct fiscal impact.

Providing a one-time credit of 8 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 \$75.15 the APCD would be providing a benefit valued at \$10,822 with no direct fiscal impact.

Lastly, the side letter agreement has no fiscal impact in that it simply re-affirms the APCD's future intentions to contribute equal health contribution amounts to all represented employees.

Attachments