

Agenda Date: June 20, 2011  
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 the Service Employees International Union, Local 620

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### 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 Service Employees International Union, Local 620 (SEIU) for the term June 27, 2011 through June 24, 2012 (Attachment 1).

### DISCUSSION:

The SEIU represents 10.75 employees in our clerical, fiscal, and information technology groups. Their current contract is scheduled to expire June 26, 2011. 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 SEIU's team of Cynthia Goena, SEIU Field Representative; Mike Woods, SEIU Field Representative, Liz Zavala, Office Technician; and Janice Robinson, Accounting Technician II.

The most significant changes are as follows:

1. Provide December 23, 2011 as a one-time holiday.

2. Provide December 30, 2011 as a one-time holiday.
3. Provide one-time credit of 24 hours to employee vacation balances.
4. Side letter agreement to discuss alternate benefit structures and/or cost savings measures that could reduce the employee portion of the cost for health insurance (Attachment 2).

### **Fiscal Impact**

Providing, a one-time credit of 24 hours to employee vacation balances and two one-time holidays would not increase the APCD's appropriation for salaries and benefits. 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 \$40.83, the APCD would be providing a benefit valued at \$15,924 with no direct fiscal impact.

Lastly, the side letter agreement has no fiscal impact in that it simply affirms the APCD's intentions to discuss alternatives for reducing the cost of health insurance to employees.

Attachments (2)