

Agenda Date: August 17, 2006
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

SUBJECT: Memorandum of Understanding with Service Employees International Union
Local 620

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 Service Employees International Union Local 620 (SEIU) for the term July 3, 2006 through June 29, 2008 (Attachment 1).
2. Adopt a resolution (Attachment 2) amending the APCD's Classification and Salary Plan to implement the provisions of this MOU.

DISCUSSION:

The SEIU represents 12 employees in our clerical, fiscal, and information technology groups. Their last contract expired July 2, 2006. Consistent with parameters set by your Board, we have negotiated a two-year successor MOU incorporating changes that are part of a plan to bring APCD expenditures and revenues into alignment.

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 George Green, SEIU Senior Field Representative, Silvia Rodriguez, SEIU Field Representative, Paula Iorio Permit Technician I, and Sharon Krummerich, Office Technician.

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

1. Effective July 3, 2006 the base salaries of all SEIU represented positions shall be increased by 3.4%.
2. Effective July 2, 2007 the base salaries of all SEIU represented positions shall be increased by a proportion of the Rule 210 CPI over the base salaries in effect on the preceding day. Said factor shall not be lower than 0.79.
3. Effective December 18, 2006, increase employee cafeteria dollars by \$20 per pay period in the event the January 2007 health insurance premiums increase 5% over the January 2006 premiums.
4. Effective December 17, 2007 increase employee cafeteria dollars by \$20 per pay period in the event the January 2008 health insurance premiums increase 5% over the January 2007 premiums.
5. Adding a one time credit of eight (8) hours holiday leave to be credited to employees' vacation bank effective December 18, 2006.
6. Adding a mechanism for the SEIU to request classification studies throughout the term of the multi-year contract.
7. Added language to reflect Paid Family Leave benefits.
8. Revised SDI language to better define employee responsibilities while receiving State wage replacement.
9. Increased bilingual allowance.
10. Development of a substance abuse policy during the term of the contract.
11. Provision to allow the SEIU use of APCD computer resources for the purpose of conducting official union business.

FISCAL IMPACT

The cost of a 3.4% COLA will be \$20,800 for the first fiscal year , funded by increases in revenues resulting from the annual Rule 210 CPI adjustment to our fees and would result in a \$0 fiscal impact. Year two COLA will be a portion of Rule 210 CPI adjustments, such that they would equal and result in a \$0 fiscal impact.

Providing a \$20 per pay period unit cash increase in year one and two will cost the District \$3,055 in year one and \$6,110 in year two. As indicated above the \$20 will be added only if health insurance premiums increase over 5% and the cost would be offset by the resulting COLA to CPI ratio in year two.

Lastly, providing the one-time floating holiday provided an additional incentive for the SEIU to enter into a two-year contract. While this does not increase the District's appropriation for salaries and benefits, the District will lose 94 productive hours. Based on an average productive hour cost of \$34 the district will be providing an employee benefit valued at \$3,188 with no direct fiscal impact.

Attachments