




air pollution control district
SANTA BARBARA COUNTY

Agenda Item: E-9
Agenda Date: August 18, 2022
Agenda Placement: Admin.
Estimated Time: N/A
Continued Item: No

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 Engineers and Technicians Association

RECOMMENDATION:

Authorize the Air Pollution Control Officer to enter into a side letter agreement between the Santa Barbara County Air Pollution Control District (District) and the Engineers and Technicians Association (ETA) to amend provisions of the current Memorandum of Understanding (MOU), including an extension through June 30, 2026 (Attachment 1).

DISCUSSION:

ETA represents 18 active employees in our Technical and Professional groups. Their current contract will expire June 30, 2023. Consistent with parameters set by your Board, we have negotiated a three-year extension of the MOU through June 30, 2026.

The District's negotiating team, comprised of Draza Mrvichin, Consultant, and Kristina Aguilar, Administrative Division Manager, completed a collaborative negotiation while jointly working toward a common goal with ETA's team of Bryan Wong, Air Quality Specialist III; Steve Nailor, ETA President; and Henry Bongiovi, ETA Labor Representative.

The terms of this agreement are as follows:

1. Term – Agreement effective September 10, 2018 through June 30, 2023 will be extended through June 30, 2026;
2. Salaries –3.5% cost of living adjustment (COLA) effective July 1, 2022. A 2.0% COLA will be effective July 1, 2023 and another 2.0% effective July 1, 2024, as long as the District's operating revenue does not decrease by 15% or more. Due to economic uncertainties, if the District recognizes a loss of operating revenue of 15% or more, both parties agree to meet and re-negotiate the July 1, 2023 or 2024 salary increase;

Aeron Arlin Genet, Air Pollution Control Officer

3. Medical Benefits – \$50.00 effective July 1, 2022 increase in the District’s contribution for medical premiums to a new maximum of \$650.00 per month. An employee may direct the additional \$50 towards their 457 Plan account in lieu of receiving the medical buy down, as a match to personal funds. The new maximum 457 contribution would be \$119.58 per month. Additional increase of \$25.00 effective January 1, 2023 in the District’s contribution for medical premiums to a new maximum of \$675 per month. An employee may direct the additional \$25 towards their 457 Plan account in lieu of receiving the medical buy down, as a match to personal funds. The new maximum 457 contribution would be \$144.58 per month. Additional increase of \$28.00 effective January 1, 2024 in the District’s contribution for medical premiums to a new maximum of \$703 per month. An employee may direct the additional \$28 towards their 457 Plan account in lieu of receiving the medical buy down, as a match to personal funds. The new maximum 457 contribution would be \$172.58 per month;
4. Holidays – Starting in 2023 the District will add Juneteenth (June 19th) to the list of holidays that are observed by District staff; and,
5. An agreement to a re-opener on two (2) issues for each party in the last year of the extension with the MOU expiring June 30, 2026.

FISCAL IMPACT:

During recent years, the District has reduced in staff size and seen its budget process further refined. With the adoption of the Fiscal Year 2022-2023 budget, the District is able to provide an increase in benefits and a cost of living adjustment for salary. Throughout the process, the negotiating teams worked together to create an MOU extension that worked for everyone, while staying within the parameters set by your Board. The below outlines the fiscal impact of these changes to ETA:

1. Providing an increase in the District paid employee-only portion of the medical plan will have an impact for the 2022-2023 Fiscal Year of \$8,100, \$5,724 for the 2023-2024 Fiscal Year and \$6,048 for the 2024-2025 Fiscal Year.
2. Providing a 3.5% COLA effective July 1, 2022, will have an impact for the 2022-2023 Fiscal Year of \$96,350, the negotiated 2.0% COLA for the 2023-2024 Fiscal Year has an approximate \$55,050 impact, and the negotiated 2.0% COLA for the 2024-2025 Fiscal Year has an approximate \$56,000 impact.

ATTACHMENT:

- A. ETA Side Letter

ATTACHMENT A

ETA Side Letter

August 18, 2022

Santa Barbara County Air Pollution Control District
Board of Directors

260 San Antonio Road, Suite A
Santa Barbara, California 93110

SIDE LETTER OF AGREEMENT

Between

Engineers and Technicians Association and Santa Barbara County Air Pollution Control District

July 1, 2022

TERM OF AGREEMENT: Extend the end date of the Current MOU from June 30, 2023 to be June 30, 2026 with reopeners on two (2) Articles for each party, effective July 1, 2025.

MEDICAL: \$50.00 effective July 1, 2022 increase in the District's contribution for medical premiums to a new maximum of \$650.00 per month. An employee may direct the additional \$50 towards their 457 Plan account in lieu of receiving the medical buy down, as a match to personal funds. The new maximum 457 contribution would be \$119.58 per month. Additional increase of \$25.00 effective January 1, 2023 in the District's contribution for medical premiums to a new maximum of \$675 per month. An employee may direct the additional \$25 towards their 457 Plan account in lieu of receiving the medical buy down, as a match to personal funds. The new maximum 457 contribution would be \$144.58 per month. Additional increase of \$28.00 effective January 1, 2024 in the District's contribution for medical premiums to a new maximum of \$703 per month. An employee may direct the additional \$28 towards their 457 Plan account in lieu of receiving the medical buy down, as a match to personal funds. The new maximum 457 contribution would be \$172.58 per month.

SALARY: 3.5% cost of living adjustment (COLA) effective July 1, 2022. A 2.0% COLA will be effective July 1, 2023 and July 1, 2024 as long as the District's operating revenue does not decrease by 15% or more. Due to economic uncertainties, if the District recognizes a loss of operating revenue of 15% or more, both parties agree to meet and re-negotiate the July 1, 2023 or July 1, 2024 salary increase.

HOLIDAYS: Starting in 2023 the District will add Juneteenth (June 19th) to the list of holidays that are observed by District staff.

ETA



Bryan Wong
Bargaining Unit Representative



Henry J Bongiovi (Aug 4, 2022 09:19 PDT)

Henry Bongiovi
Bargaining Unit Representative

DATE: 08/03/2022



Kristina Aguilar
Administrative Division Manager



Aeron Arlin Genet
Air Pollution Control Officer

DATE: 08/08/2022

APPROVED AS TO FORM:

RACHEL VAN MULLEM

District Counsel



By