

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 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 28, 2010 through June 26, 2011 (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 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 SEIU's team of Mike Woods, SEIU Field Representative; Liz Zavala, Office Technician; and Janice Robinson, Payroll Technician II.

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

1. One- year agreement effective June 28, 2010 through June 26, 2011.

2. Effective July 22, 2010, employees will receive a one-time non-pensionable benefit equivalent to 3% of salary in the form of a visa gift card, reduction in health insurance premiums, and/or a reduction in the employee portion of the SBCERS contributions. 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.
3. Added provision allowing up to 6 days of paid bereavement leave per year.
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 \$25,055 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 516 productive hours. Based on a productive hour cost of \$49.44 the APCD would be providing a benefit valued at \$25,511 with no direct fiscal impact.

Providing two one-time holidays is consistent with the benefits that were negotiated with the other represented employee groups. While the holidays do not increase the APCD's appropriation for salaries and benefits, the APCD will lose 172 productive hours. However, 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 an average productive hour cost of \$49.44 the APCD would be providing a benefit valued at \$8,504 with no direct fiscal impact.

Attachments