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## **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 Engineers and Technicians Association

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### **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 Engineers and Technicians Association (ETA) for the term June 30, 2008 through June 28, 2009 (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 ETA represents 26 employees in our technical and professional groups. Their last contract expired June 29, 2008. 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 ETA's team of Terry Snyder, Principal Inspection Specialist and Fred White, Inspection Specialist III.

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

1. One- year agreement effective June 30, 2008 through June 28, 2009.
2. Effective June 30, 2008, increase the base salaries of all ETA represented positions by 3%.
3. Effective June 30, 2008, increase the biweekly cafeteria contribution by \$3.50.

4. Effective June 30, 2008, increase the biweekly employer health contribution by \$8.54. The contract includes increases in subsequent years with the goal of achieving health contribution parity with other represented groups over a three-year period.
5. Effective December 15, 2008, increase the employer health contribution by \$20 per pay period.
6. Adding March 31<sup>st</sup> (Cesar Chavez Birthday) as a permanent holiday.
7. Adding Friday, December 26, 2008 and Friday, January 2, 2009 as one-time holidays.
8. Adding a clause to re-open the contract solely limited to the issue of retirement in the event of proposed changes to the retirement system.
9. Adding a clause to the textbook tuition reimbursement section to allow employees the ability to accrue the textbook and tuition reimbursement allowance for up to three years or a maximum of \$1,500 for use in a single year.

### **Fiscal Impact**

The cost of a 3.0% COLA would be \$59,432 per year, funded by increases in revenues resulting from the annual Rule 210 CPI adjustment to our fees.

Providing an additional \$3.50 per pay period to the cafeteria contributions would cost \$2,503. Providing an additional \$8.54 to the biweekly employer health contribution would cost the District \$4,774. Health care is a substantial cost to all employee groups; therefore we are proposing a three year plan to contribute equal amounts for all represented employee groups to establish parity. While this commitment is not binding within the term of this proposed contract, years two and three would cost \$7,804 and \$10,146 respectively.

Providing a \$20 per pay period increase to the APCD health contribution would cost the District \$11,180 and has been budgeted in this year's appropriations. This adjustment will help offset the anticipated premium increases for the 2009 health insurance renewals.

Lastly, providing an additional permanent holiday and 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 District's appropriation for salaries and benefits, the District will lose 660 productive hours. However, closing the office for three additional days would benefit the District and County citizens through energy savings and reduced commute generated air pollution emissions. Based on an average productive hour cost of \$48.09 the district would be providing a benefit valued at \$31,739 with no direct fiscal impact.

Attachments