

Agenda Date:	August 21, 2008
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:

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 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 SEIU represents 12 employees in our clerical, fiscal, and information technology 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 SEIU's team of George Green, SEIU Senior Field Representative, Mike Woods, SEIU Field Representative, Paula Iorio Permit Technician II, and Liz Zavala, Office Technician.

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 SEIU represented positions by 3%.
3. Effective December 15, 2008, increase the employer health contribution by \$25 per pay period.
4. Adding March 31<sup>st</sup> (Cesar Chavez Birthday) as a permanent holiday.
5. Adding Friday, December 26, 2008 and Friday, January 2, 2009 as one time holidays.
6. Adding a clause to re-open the contract solely limited to proposed changes to the retirement system.

### **Fiscal Impact**

The cost of a 3.0% COLA would be \$19,621 per year, funded by increases in revenues resulting from the annual Rule 210 CPI adjustment to our fees.

Providing a \$25 per pay period increase to the APCD health contribution would cost the District \$6,988 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 282 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 \$13,561 with no direct fiscal impact.

Attachments