

Agenda Date: August 20, 2009
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

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 August 20, 2009 through June 27, 2010 (Attachment 1).

DISCUSSION:

The SEIU represents 12 employees in our clerical, fiscal, and information technology groups. Their last contract expired June 28, 2009. 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, Bruce Corsaw, 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 August 20, 2009 through June 27, 2010.
2. Effective August 24, 2009, increase the employer health contribution by \$13.34 per pay period.
3. Effective August 24, 2009, provide a one-time cafeteria enhancement of \$520.
4. Provide December 24, 2009 as a one-time holiday.

5. Provide December 31, 2009 as a one-time holiday.
6. Side letter agreement (Attachment 2) that provides for an equivalent across the board compensation increase to base salaries for SEIU represented positions in the event another bargaining unit receives an across the board increase measured as a percent of payroll between June 2009-June 2010.

Fiscal Impact

Providing a \$13.34 per pay period increase to the APCD health contribution represents .4% of total compensation and would cost the APCD \$3,522. This amount was anticipated and has been budgeted in this year's appropriations. This adjustment will help offset the anticipated premium increases for the 2010 health insurance renewals.

Providing a one-time cafeteria enhancement of \$520 represents .7% of total compensation and would cost the APCD \$6,240. This amount was anticipated and has been budgeted in this year's appropriations.

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 192 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 \$51.13 the APCD would be providing a benefit valued at \$9,817 with no direct fiscal impact.

The side letter agreement has no fiscal impact in that no across the board increases to compensation were offered to other bargaining units for the period June 2009 – June 2010.

Attachments