


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 Service Employees International Union, Local 620

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 Service Employees International Union, Local 620 (SEIU) to amend provisions of the current Memorandum of Understanding (MOU), including an extension through June 30, 2026 (Attachment A).

DISCUSSION:

SEIU represents four active employees in our Clerical and Fiscal groups. Their current contract will expire June 30, 2023. SEIU has a “me too” clause in their MOU, which states that they will receive the same compensation movement equal to the total compensation movement of the other APCD bargaining units (in this case Engineers and Technicians Association or ETA). Your Board is scheduled to approved the ETA side letter at the August 18, 2022 meeting and therefore the same COLA and additional benefit contributions amounts received by ETA will automatically go into effect for SEIU represented employees. The negotiating team has been in contact with the SEIU representatives regarding items that are not covered under the “me too” clause and have negotiated a three-year extension of the MOU through June 30, 2026, under the same terms and conditions as those in the side letter with ETA.

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

3. Salaries – July 1, 2022 the base salaries of all SEIU employees shall be increased by three and a half percent (3.5%). A 2.0% Cost of Living Adjustment (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; and,
4. Continue the “me too” clause: the total compensation in this unit shall be adjusted to reflect total compensation movement equal to the total compensation movement of the other APCD bargaining units, under the same terms and conditions as their agreements.

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 based on the “me too” clause. The below outlines the fiscal impact of these changes to SEIU:

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 \$1,800, \$1,272 for the 2023-2024 Fiscal Year and \$1,344 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 \$21,412, the negotiated 2.0% COLA for the 2023-2024 Fiscal Year has an approximate \$12,235 impact, and the negotiated 2.0% COLA for the 2024-2025 Fiscal Year has an approximate \$12,445 impact.

ATTACHMENTS:

- A. SEIU Side Letter

ATTACHMENT A

SEIU 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

Service Employees International Union (SEIU), Local 620 and Santa Barbara County Air Pollution Control District

July 1, 2022

TERM OF AGREEMENT: Extend Current MOU from June 30, 2023 to June 30, 2026

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: July 1, 2022 the base salaries of all SEIU employees shall be increased by three and a half percent (3.5%). A 2.0% Cost of Living Adjustment (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.

Me Too Clause: The total compensation in this unit shall be adjusted to reflect total compensation movement equal to the total compensation movement of the other APCD bargaining units, including the term of their agreements.

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

SEIU



Maria Sales
Bargaining Unit Representative



[Rob Adam Perry \(Aug 8, 2022 11:49 PDT\)](#)

Rob Perry
Bargaining Unit Representative

DATE: 08/08/2022



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 _____