

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 Santa Barbara County Air Pollution Control District Employees Association

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 Santa Barbara County Air Pollution Control District Employees Association (SBCAPCDEA) for the term June 29, 2009 through June 27, 2010.

DISCUSSION:

The SBCAPCDEA represents 4 employees in our supervisor group. 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 SBCAPCDEA's team of Brian Shafritz, Air Quality Engineering Supervisor and Michael Broughton, Air Pollution Inspector Supervisor.

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

1. One- year agreement effective June 29, 2009 through June 27, 2010.
2. Effective June 29, 2009, increase cafeteria contribution by \$11.32.
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.

Fiscal Impact

Providing an additional \$11.32 per pay period to the cafeteria contributions represents .2% of total compensation and would cost the APCD \$1,177. This adjustment will help offset the anticipated premium increases for the 2010 health insurance renewals and has been budgeted in this year's appropriations.

Providing a one-time cafeteria enhancement of \$520 represents .3% of total compensation and would cost the APCD \$2,080. This was anticipated and has been budgeted in this year's appropriations.

Lastly, 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 64 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 \$3,272 with no direct fiscal impact.

Attachment