

BOARD MEETING DATE: June 5, 2015

AGENDA NO. 31

PROPOSAL: Approve Three-Year Labor Agreement with South Coast Professional Employees Association

SYNOPSIS: SCAQMD management and representatives of the South Coast Professional Employees Association, representing the Professional bargaining unit, have reached agreement on a new three-year labor agreement. The bargaining unit members have ratified the agreement, and this action is to present the proposed agreement to the Board for consideration and approval.

COMMITTEE: No Committee Review

RECOMMENDED ACTION:

Authorize the Executive Officer to sign the ratified three-year agreement for a successor 2015-2017 South Coast Professional Employees Association (SCPEA) MOU, representing the Professional bargaining unit employees. Changes to the 2015-2017 SCPEA MOU are shown in Attachment A. All other provisions remain unchanged from the previous 2011-14 MOU.

Barry R. Wallerstein, D.Env.
Executive Officer

WJ:tc

Background

Management has met and conferred with the representatives for the South Coast Professional Employees Association (SCPEA). The management negotiations team presented a Last, Best & Final Offer to SCPEA, and the SCPEA bargaining unit members have ratified the proposed agreement under the same terms as granted to the two other bargaining groups and unrepresented employees. This action is to present the proposed amendments to the 2015-2017 SCPEA MOU to the Board for final approval. The proposed SCPEA MOU changes are shown in Attachment A. All other provisions in the MOU remain the same.

Proposal

The proposed changes for a successor SCPEA MOU include a three-year term, from January 1, 2015 to December 31, 2017; annual salary increases 2%, 1.5%, and 1.5% effective the pay period encompassing January 1st of each year of the agreement; employee payment of the employee's share of the retirement contribution with offsetting increases to salary; and a reopener of the MOU in October 2015 and 2016 to discuss possible increases in health insurance premiums.

Resource Impacts

There is sufficient funding available for the first six months of the three-year agreement in the FY 2014-15 Budget. Funding for FY 2015-16 is available in the Board approved FY 2015-16 Budget. Funding for the remaining term of the labor agreement will be requested in future fiscal years' budgets.

Attachment

A - SCPEA MOU Changes

ATTACHMENT A

**SOUTH COAST AIR QUALITY
MANAGEMENT DISTRICT**

**MEMORANDUM
OF
UNDERSTANDING**

PROFESSIONAL UNIT

**July 1, 2011—December 31, 2014
January 1, 2015 – December 31, 2017**

ARTICLE 3

SALARIES

Section 1. Salaries during the term of this contract will be those in effect as of ~~July 14, 2008~~ the start of the pay period encompassing January 1st of 2015, 2016, and 2017, as listed in Appendix A.

ARTICLE 17

GROUP INSURANCE
(Health, Dental, Life and
Vision Insurance)

Section 7. No earlier than October 1, 201~~3~~5 and 2016, the parties agree to a reopener of Article 17, Section 2 of the MOU for purposes of discussing potential health insurance increases effective on or after January 1, 201~~4~~6 and 2017, respectively.

ARTICLE 21

RETIREMENT

Section 1.5

Effective the start of the pay period encompassing July 1, 2015, SCPEA bargaining unit members will contribute an additional 1.08% towards the employee retirement contribution rate and will receive a 1.08% increase to base salary. Effective the start of the pay period encompassing July 1, 2016, SCPEA bargaining unit members will contribute an additional 1.08% and will receive a 1.08% increase to base salary. Effective the start of the pay period encompassing July 1, 2017, SCPEA bargaining unit members will contribute an additional 1.08% and will receive a 1.08% increase to base salary. SCPEA bargaining unit members who have 30 years or more of retirement service credit with SBCERA, were hired on or after July 1, 2012, and those employees hired on or after the implementation of PEPRA are not eligible to receive these increases to base salary and are not required to make the additional contribution described above. At the time a SCPEA bargaining unit member reaches 30 years of SBCERA service credit, the salary increases to base salary previously received pursuant to this Section 1.5 shall be terminated and the employee's base salary will be adjusted accordingly.

ARTICLE 42

RENEGOTIATION

Section 1. The parties shall commence renegotiations under the terms of this Agreement, no later than October 1, 201~~4~~7, except as provided for in Section 2 of this Article.

ARTICLE 44

TERM OF MOU

Section 1. The term of this MOU shall commence on ~~July~~ January 1, 201~~4~~5, and shall continue for the period through December 31, 201~~4~~7.

ARTICLE 48

TELECOMMUTING
SUBCOMMITTEE

A joint labor-management telecommuting subcommittee shall be established within thirty (30) calendar days of the of the Governing Board's approval of this new article. The telecommuting subcommittee will consist of one (1) member appointed by each of the SCAQMD bargaining units as well as three (3) management representatives appointed by the Executive Officer or designee. The subcommittee will establish the eligibility criteria for participation and the criteria used to measure the effectiveness of the program. These criteria will be presented as a recommendation to the Executive Officer for consideration as part of a SCAQMD policy and program for telecommuting.

ARTICLE 489

RATIFICATION AND
EXECUTION

Section 1. SCAQMD and the Union acknowledge that this MOU shall not be in full force and effect until ratified by the Union and adopted by the SCAQMD Board. Subject to the foregoing, this MOU is hereby executed by the authorized representatives of SCAQMD and the Union and entered into this _____ day of _____, 20135.

APPENDIX A
PROFESSIONAL BARGAINING UNIT
EFFECTIVE JULY 14, 2008 WITH PAY PERIOD ENCOMPASSING JANUARY 1, 2015

		Approximate Annual 1 st Step		Approximate Annual 5 th Step	
AQ Analysis & Compliance Supv.	62F	<u>93,215</u>	<u>95,079</u>	<u>115,458</u>	<u>117,767</u>
AQ Chemist	53D	<u>72,738</u>	<u>74,193</u>	<u>90,083</u>	<u>91,885</u>
AQ Engineer I	53D	<u>72,738</u>	<u>74,193</u>	<u>90,083</u>	<u>91,885</u>
AQ Engineer II	55E	<u>77,039</u>	<u>78,580</u>	<u>95,437</u>	<u>97,346</u>
AQ Specialist	55E	<u>77,039</u>	<u>78,580</u>	<u>95,437</u>	<u>97,346</u>
Asst. AQ Chemist	46F	<u>60,555</u>	<u>61,766</u>	<u>74,991</u>	<u>76,491</u>
Asst. AQ Engineer	49E	<u>65,305</u>	<u>66,611</u>	<u>80,912</u>	<u>82,530</u>
Asst. AQ Specialist	49E	<u>65,305</u>	<u>66,611</u>	<u>80,912</u>	<u>82,530</u>
Meteorologist	54K	<u>75,899</u>	<u>77,417</u>	<u>94,012</u>	<u>95,892</u>
Principal AQ Chemist	62F	<u>93,215</u>	<u>95,079</u>	<u>115,458</u>	<u>117,767</u>
Program Supervisor	62F	<u>93,215</u>	<u>95,079</u>	<u>115,458</u>	<u>117,767</u>
Public Affairs Specialist	44H	<u>57,359</u>	<u>58,506</u>	<u>71,115</u>	<u>72,537</u>
Sr. AQ Chemist	56D	<u>78,975</u>	<u>80,555</u>	<u>97,829</u>	<u>99,786</u>
Sr. AQ Engineer	58D	<u>84,742</u>	<u>86,437</u>	<u>104,981</u>	<u>107,081</u>
Sr. Meteorologist	58B	<u>82,905</u>	<u>84,563</u>	<u>102,699</u>	<u>104,753</u>
Sr. Staff Specialist	58B	<u>82,905</u>	<u>84,563</u>	<u>102,699</u>	<u>104,753</u>
Sr. Transportation Specialist	58B	<u>82,905</u>	<u>84,563</u>	<u>102,699</u>	<u>104,753</u>
Staff Specialist	55E	<u>77,039</u>	<u>78,580</u>	<u>95,437</u>	<u>97,346</u>
Supv. AQ Engineer	62F	<u>93,215</u>	<u>95,079</u>	<u>115,458</u>	<u>117,767</u>
Tech. Info Center Librarian	46G	<u>60,435</u>	<u>61,644</u>	<u>74,874</u>	<u>76,371</u>

APPENDIX A
PROFESSIONAL BARGAINING UNIT
EFFECTIVE WITH PAY PERIOD ENCOMPASSING JANUARY 1, 2016

		<u>Approximate</u> <u>Annual</u> <u>1st Step</u>	<u>Approximate</u> <u>Annual</u> <u>5th Step</u>
<u>AQ Analysis & Compliance Supv.</u>	<u>62F</u>	<u>96,505</u>	<u>119,534</u>
<u>AQ Chemist</u>	<u>53D</u>	<u>75,306</u>	<u>93,263</u>
<u>AQ Engineer I</u>	<u>53D</u>	<u>75,306</u>	<u>93,263</u>
<u>AQ Engineer II</u>	<u>55E</u>	<u>79,758</u>	<u>98,806</u>
<u>AQ Specialist</u>	<u>55E</u>	<u>79,758</u>	<u>98,806</u>
<u>Asst. AQ Chemist</u>	<u>46F</u>	<u>62,693</u>	<u>77,638</u>
<u>Asst. AQ Engineer</u>	<u>49E</u>	<u>67,610</u>	<u>83,768</u>
<u>Asst. AQ Specialist</u>	<u>49E</u>	<u>67,610</u>	<u>83,768</u>
<u>Meteorologist</u>	<u>54K</u>	<u>78,578</u>	<u>97,331</u>
<u>Principal AQ Chemist</u>	<u>62F</u>	<u>96,505</u>	<u>119,534</u>
<u>Program Supervisor</u>	<u>62F</u>	<u>96,505</u>	<u>119,534</u>
<u>Public Affairs Specialist</u>	<u>44H</u>	<u>59,384</u>	<u>73,625</u>
<u>Sr. AQ Chemist</u>	<u>56D</u>	<u>81,763</u>	<u>101,282</u>
<u>Sr. AQ Engineer</u>	<u>58D</u>	<u>87,733</u>	<u>108,687</u>
<u>Sr. Meteorologist</u>	<u>58B</u>	<u>85,832</u>	<u>106,324</u>
<u>Sr. Staff Specialist</u>	<u>58B</u>	<u>85,832</u>	<u>106,324</u>
<u>Sr. Transportation Specialist</u>	<u>58B</u>	<u>85,832</u>	<u>106,324</u>
<u>Staff Specialist</u>	<u>55E</u>	<u>79,758</u>	<u>98,806</u>
<u>Supv. AQ Engineer</u>	<u>62F</u>	<u>96,505</u>	<u>119,534</u>
<u>Tech. Info Center Librarian</u>	<u>46G</u>	<u>62,568</u>	<u>77,517</u>

APPENDIX A
PROFESSIONAL BARGAINING UNIT
EFFECTIVE WITH PAY PERIOD ENCOMPASSING JANUARY 1, 2017

		<u>Approximate</u> <u>Annual</u> <u>1st Step</u>	<u>Approximate</u> <u>Annual</u> <u>5th Step</u>
<u>AQ Analysis & Compliance Supv.</u>	<u>62F</u>	<u>97,953</u>	<u>121,327</u>
<u>AQ Chemist</u>	<u>53D</u>	<u>76,436</u>	<u>94,662</u>
<u>AQ Engineer I</u>	<u>53D</u>	<u>76,436</u>	<u>94,662</u>
<u>AQ Engineer II</u>	<u>55E</u>	<u>80,955</u>	<u>100,288</u>
<u>AQ Specialist</u>	<u>55E</u>	<u>80,955</u>	<u>100,288</u>
<u>Asst. AQ Chemist</u>	<u>46F</u>	<u>63,633</u>	<u>78,803</u>
<u>Asst. AQ Engineer</u>	<u>49E</u>	<u>68,624</u>	<u>85,025</u>
<u>Asst. AQ Specialist</u>	<u>49E</u>	<u>68,624</u>	<u>85,025</u>
<u>Meteorologist</u>	<u>54K</u>	<u>79,757</u>	<u>98,791</u>
<u>Principal AQ Chemist</u>	<u>62F</u>	<u>97,953</u>	<u>121,327</u>
<u>Program Supervisor</u>	<u>62F</u>	<u>97,953</u>	<u>121,327</u>
<u>Public Affairs Specialist</u>	<u>44H</u>	<u>60,275</u>	<u>74,730</u>
<u>Sr. AQ Chemist</u>	<u>56D</u>	<u>82,989</u>	<u>102,802</u>
<u>Sr. AQ Engineer</u>	<u>58D</u>	<u>89,049</u>	<u>110,317</u>
<u>Sr. Meteorologist</u>	<u>58B</u>	<u>87,119</u>	<u>107,919</u>
<u>Sr. Staff Specialist</u>	<u>58B</u>	<u>87,119</u>	<u>107,919</u>
<u>Sr. Transportation Specialist</u>	<u>58B</u>	<u>87,119</u>	<u>107,919</u>
<u>Staff Specialist</u>	<u>55E</u>	<u>80,955</u>	<u>100,288</u>
<u>Supv. AQ Engineer</u>	<u>62F</u>	<u>97,953</u>	<u>121,327</u>
<u>Tech. Info Center Librarian</u>	<u>46G</u>	<u>63,507</u>	<u>78,680</u>