

BAY AREA AIR QUALITY MANAGEMENT DISTRICT

Resolution No. 2023 - 21

A Resolution to Approve a Successor Memorandum of Understanding Between the Air District and the Bay Area Air Quality Management District Employees' Association, Salaries and Benefits for Represented and Non-Represented Employees, and a Revised Salary Schedule for Fiscal Year Ending 2024

WHEREAS, the Board of Directors of the Bay Area Air Quality Management District ("Board") has the authority and the responsibility to adopt and approve salaries and benefits for Air District employees, either through approval of collective bargaining agreements and/or through approval of a resolution(s) establishing or modifying salaries and benefits for employees not covered by collective bargaining agreements;

WHEREAS, the Board of Directors established salary ranges on June 10, 1962, pursuant to Resolution No. 270 and has from time to time amended those salary ranges;

WHEREAS, the Executive Officer/Air Pollution Control Officer is responsible for the preparation and recommendation to the Board of updates to the salaries and benefits for represented and non-represented employees;

WHEREAS, the Air District Budget for Fiscal Year Ending 2024 includes funds for Board of Directors' discretionary use in adjusting salaries and benefits for Air District employees;

WHEREAS, Title 2 of the California Code of Regulations, section 570.5, requires that public agencies' governing boards approve and adopt pay schedules as standalone documents detailing their pay rates;

WHEREAS, the current Memorandum of Understanding (MOU) between the Bay Area Air Quality Management District ("Air District") and the Bay Area Air Quality Management District Employees' Association ("EA") representing the Technical/General representation group and the Professional representation group (collectively, the "Representation Groups") was approved by the Board on June 16, 2021, by Resolution No. 2021-06 and said MOU having an expiration date of June 30, 2023;

WHEREAS, representatives of the Air District, as authorized by this Board, have met and conferred in good faith with representatives of the EA regarding salaries and other terms and conditions of employment for the represented employees;

WHEREAS, the Air District and EA negotiators reached an Agreement for a new Memorandum of Understanding from July 1, 2023 through June 30, 2025; the attached MOU reflects the changes agreed to by the Air District and the EA; the Agreement as reflected in the attached MOU has been duly ratified by the membership of the EA;

NOW, THEREFORE, BE IT RESOLVED that the Board of Director approves the MOU between the Air District and the EA attached hereto as Attachment A.

BE IT FURTHER RESOLVED that the Board of Directors approves the salaries and benefits to represented and non-represented employees and approves one-time lump sum payment for twelve weeks equivalent to five percent of salaries to include temporary employees attached hereto as Attachment B.

BE IT FURTHER RESOLVED that the Board of Directors approves the revised salary schedule attached hereto as Attachment C.

BE IT FURTHER RESOLVED that the Board of Directors approves the one-time payment to temporary employees.

The foregoing resolution was duly and regularly introduced, passed and adopted at a regular meeting of the Board of Directors of the Bay Area Air Quality Management District on the Motion of VICE CHAIR HURT, seconded by DIRECTOR CARLSON, on the 1st day of NOVEMBER, 2023 by the following vote of the Board:

AYES: JOHN J. BAUTERS, KEN CARLSON, NOELIA CORZO, JOELLE GALLAGHER, JOHN GIOIA, JUAN GONZALEZ, ERIN HANNIGAN, LYNDA HOPKINS, DAVID HUDSON, DAVINA HURT, TYRONE JUE, OTTO LEE, SERGIO LOPEZ, MYRNA MELGAR, NATE MILEY, MARK ROSS, VICKI VEENKER, SHAMANN WALTON, STEVE YOUNG.

NOES: NONE.

ABSTAIN: NONE.

ABSENT: MARGARET ABE-KOGA, BRIAN BARNACLE, DAVID HAUBERT, RAY MUELLER, KATIE RICE.



John J. Bauters
Chairperson of the Board of Directors

ATTEST:



Lynda Hopkins