



Midpeninsula Regional
Open Space District

R-11-41
Meeting 11-07
March 23, 2011

AGENDA ITEM 9

AGENDA ITEM

Approval to extend the Memorandum of Agreement (MOA) with Midpeninsula Regional Open Space District Field Employees Association (FEA) with the same terms and conditions as set forth in the 2006/2011 MOA, for fifteen (15) months beginning April 1, 2011, and ending June 30, 2012 and approving continuation of the same compensation terms for non-represented employees for Fiscal Year 2011-12.

GENERAL MANAGER'S RECOMMENDATIONS

1. Adopt the accompanying resolution approving a fifteen (15) month Status Quo extension of the MOA with the Midpeninsula Regional Open Space District FEA for a term beginning April 1, 2011 and ending June 30, 2012.
2. Adopt the accompanying resolution approving no Cost of Living Adjustment (COLA) for the FEA and non-represented Office, Supervisory and Administrative employees effective April 1, 2011 for Fiscal Year 2011-12 (FY2011-12).

SUMMARY

The District entered into official contract negotiations on December 10, 2010, with the Midpeninsula Regional Open Space District FEA, the exclusive bargaining representative for field staff for the purpose of collective bargaining for the District's Open Space Technicians, Lead Open Space Technicians, Rangers, Equipment Mechanic-Operators, and Farm Maintenance Worker. Based on the results of the 5-Year Budget Forecast presented to the Board Administration and Budget Committee on January 25 and 27 and February 1 and 3, 2011, the District presented the FEA with a proposal to extend the MOA for fifteen (15) months with all the same terms and conditions as set forth in the 2006/2011 MOA. The result of this action would be no increase in salaries and no change in benefits for a 15 month period. The FEA agreed and both parties signed the agreement on February 23, 2011.

DISCUSSION

The District began preparation to negotiate a new agreement with the FEA in the fall of 2010 with the intention of using interest based bargaining and subsequently provided training to all negotiating staff to support that approach. However, as Calendar Year 2010 came to a close,

District property tax growth remained flat and a newly developed 5-year budget model showed that District budget guidelines could not be sustained in FY2011-12 if any cost of living increases were implemented. The model also suggested that the projected increase in property tax growth in the District service area in years that followed, FY2012-13 through FY2015-16, would provide enough budget relief to allow for modest staff and salary growth. In view of these near term budgetary realities and the growing uncertainty about public employee salaries and benefits statewide, District management proposed to hold over the terms and conditions of the MOA for an additional 15 months. The result of this action would be no increase in salaries and no change in benefits for that 15 month period. Additionally, all eligible Board appointees and Department Managers would forego consideration for merit awards during that same period of time. Consequently, the District would be able to continue with its mission of purchasing and preserving open space land in the Santa Cruz Mountains while maintaining the existing staff compliment.

The FEA's negotiating team included Labor Representative Tim Cantillon, Rangers Anthony Correia, Elisa Stanton and Brad Pennington, and Equipment Mechanic Operator Grant Kern. The District's negotiating team included Labor Relations Specialist Deborah Glasser-Kolly, Management Analyst – HR Annetta Spiegel, Operations Manager David Sanguinetti, Senior Accounting Specialist Bunny Congdon, and Human Resources Technician Sonya Siebe. Both negotiating teams approved to the terms of agreement, described above, on February 23, 2011.

FISCAL IMPACT

There are no unbudgeted or unfunded impacts to the budget as a result of the recommended action. The agreement between the District and the FEA that extends the terms of the current MOA supports the District in maintaining fiscal discipline and meeting all District budget guidelines for FY2011-12.

PUBLIC NOTICE

Public notice was provided as required by the Brown Act. No additional notice is required

CEQA COMPLIANCE

This proposed action is not a project under the California Environmental Quality Act (CEQA) and no environmental review is required.

NEXT STEPS

If approved, it is anticipated that the FEA and the District will restart negotiations in early 2012.

Attachment

1. Resolution

Prepared by:

Annetta Spiegel

Management Analyst, Human Resources

Contact person:

Same as above.

RESOLUTION NO. 11-XX

**RESOLUTION OF THE BOARD OF DIRECTORS OF THE
MIDPENINSULA REGIONAL OPEN SPACE DISTRICT TO
APPROVE EXTENSION OF THE MIDPENINSULA
REGIONAL OPEN SPACE DISTRICT FIELD EMPLOYEE
ASSOCIATION MEMORANDUM OF AGREEMENT
CONTRACT INCLUDING A ZERO COST OF LIVING
ADJUSTMENT EFFECTIVE APRIL 1, 2011, ENDING JUNE
30, 2012 AND APPROVING A ZERO COST OF LIVING
ADJUSTMENT FOR THE DISTRICT'S UNREPRESENTED
EMPLOYEES FOR FISCAL YEAR 2011-2012**

WHEREAS, the District must maintain a balanced budget; and

WHEREAS, the District must provide sustainable salaries and benefits for employees now and in the future;

NOW, THEREFORE, BE IT RESOLVED that the Board of Directors of the Midpeninsula Regional Open Space District, has approved a fifteen (15) month Memorandum of Agreement extension, including a zero Cost of Living Adjustment, effective April 1, 2011, ending June 30, 2012, for both the Midpeninsula Regional Open Space District Field Employee Association and approves a zero Cost of Living Adjustment for all District non-represented employees for Fiscal Year 2011-2012.

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