

Grievance Settlement Agreement

Between

Bay Area Air Quality Management District (Air District) and  
Bay Area Air Quality Management District Employees' Association, Inc. (EA)  
September 15, 2015

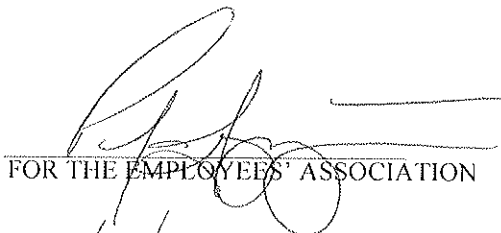
The following terms and conditions of this Grievance Settlement Agreement (Agreement) shall constitute a full and final resolution of Re-Classification of Represented Positions Grievance dated August 29, 2014 (Grievance). This Grievance is currently in settlement efforts following mediation. This settlement agreement shall not be considered precedential, and is limited only to the settlement of the instant grievance.

The parties agree to the following:

1. Upon approval of the adoption by the Air District Board and EA membership of a new class series of Staff Specialists (Staff Specialist I/II, Senior Staff Specialist, Supervising Staff Specialist), along with salaries as provided on the attachments, the EA agrees to withdraw Grievance, and the matter shall be considered finally resolved.
2. The EA and the Air District staff agree to recommend to the Air District Board and the EA membership of the adoption of a new class series of Staff Specialists (Staff Specialist I/II, Senior Staff Specialist, Supervising Staff Specialist), along with salaries as provided on the attachments. (Class descriptions Attachment A; Salaries Attachment B). The Staff Specialist classifications should be included along with the existing classifications as part of the class plan during the classification study now being conducted by Koff and Associates.
3. It is understood that the Staff Specialist series is distinct and separate from the Air Quality Specialist series with regard to general purpose, work orientation, typical duties, minimum qualifications, and job requirements.
4. The Air District agrees to reclassify two Air Quality Specialist I positions assigned to the Strategic Incentives Division to the Staff Specialist I, and to reclassify one Supervising Air Quality Specialist position assigned to the Strategic Incentives Division to Supervising Staff Specialist.
5. The Air District and the EA agree that no promises, representation, or warranties have been made by any party other than those that are expressly contained herein. The parties further agree that this Agreement sets forth the entire agreement between the parties and fully supersedes any and all prior agreements between the parties, oral, or written, pertaining in this matter.

  
FOR THE DISTRICT

9/21/15  
DATE

  
FOR THE EMPLOYEES' ASSOCIATION

9/15/15  
DATE