BAAQMD (Air District) and the Employees Association (EA)

Tentative Agreement

Side Letter - Equity Adjustments and Reclassification

The parties agree that the District may proceed to implement equity adjustments and a reclassification plan as provided below. The reclassification plan will include all current employees in the classes identified below. Upon reclassification, individual employee salaries shall be set at the same or closest hourly pay rate in the proposed classification, but not less than the employees’ current hourly pay rate.

Employees reclassified to the Air Quality Specialist Series under this staffing plan may progress to the next higher classification based on performance and length of service, but not higher than the level of AQS II. This includes appointees to Assistant AQS II who will be allowed to advance to AQS I based on current practices for advancing from the I to II levels in the classification plan.

The reclassifications included in the plan below will necessitate modifications to the current classification plan for the Air Quality Specialist classification series. The implementation of the plan described below will not be in effect until the parties have agreed to the required modifications to the classification plan. Employees shall be paid and receive service credit retroactive from the first full pay period after July 1, 2021 through the first full pay period following the adoption of the revised classifications by the Board of Directors, but not exceeding nine (9) pay periods. The parties may agree to extend the retroactive period. Absent mutual agreement to extend the retroactive period, no retroactive payment shall exceed nine (9) pay periods.

From July 1, 2021 through the date upon which new and/or amended classification descriptions are approved, the Employee Association agrees not to file out-of-class assignment grievances related to any position(s) in the classes below.

|  |  |  |  |
| --- | --- | --- | --- |
| **Current Classification** | **Current Salary Range** | **Proposed Classification** | **Proposed Salary Range** |
| **Air Quality Inspector I** | **124** | **Assistant Air Quality Specialist II** | **126** |
| **Air Quality Inspector II** | **128** | **Air Quality Specialist I** | **130** |
| **Senior Air Quality Inspector** | **132** | **Air Quality Specialist II** | **134** |
| **Supervising Air Quality Inspector (no incumbents)** | **136** | **Senior Air Quality Specialist** | **138** |
| **Air Quality Instrument Specialist I** | **124** | **Assistant Air Quality Specialist II** | **126** |
| **Air Quality Instrument Specialist II** | **128** | **Air Quality Specialist I** | **130** |
| **Senior Air Quality Instrument Specialist** | **132** | **Air Quality Specialist II** | **134** |
| **Principal Air Quality Instrument Specialist** | **136** | **Principal Air Quality Specialist** | **142** |
| **Supervising Air Quality Instrument Specialist** | **136** | **Supervising Air Quality Specialist** | **142** |

The following classes shall receive equity adjustments effective the first full pay period after July 1, 2021 as noted below. Upon award of the equity adjustment in the classifications below, individual employee salaries shall be set at the same or closest hourly pay rate in the classification, but not less than the employee’s current hourly pay rate.

|  |  |  |  |
| --- | --- | --- | --- |
| **Current Classification** | **Current Salary Range** | **Proposed Classification** | **Proposed Salary Range** |
| **Air Quality Chemist I** | **127** | **Air Quality Chemist I** | **130** |
| **Air Quality Chemist II** | **131** | **Air Quality Chemist II** | **134** |
| **Senior Air Quality Chemist** | **135** | **Senior Air Quality Chemist** | **138** |
| **Principal Air Quality Chemist** | **139** | **Principal Air Quality Chemist** | **142** |
| **Accounting Assistant I** | **106** | **Accounting Assistant I** | **112** |
| **Accounting Assistant II** | **110** | **Accounting Assistant II** | **116** |
| **Senior Accounting Assistant**  | **114** | **Senior Accounting Assistant**  | **120** |
| **Accountant I** | **123** | **Accountant I** | **126** |
| **Accountant II** | **127** | **Accountant II** | **130** |
| **Principal Accountant**  | **135** | **Principal Accountant**  | **138** |
| **Fiscal Services Coordinator** | **139** | **Fiscal Services Coordinator** | **142** |
| **Public Information Officer I** | **127** | **Public Information Officer I** | **130** |
| **Public Information Officer II** | **131** | **Public Information Officer II** | **134** |
| **Senior Public Information Officer** | **135** | **Senior Public Information Officer** | **138** |
| **Supervising Public Information Officer**  | **139** | **Supervising Public Information Officer** | **142** |

By signing below, the parties agree to recommend approval of this tentative agreement.

For the Air District/Date

For the Employee Association/Date