



NEWS RELEASE

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County of Marin reaches Tentative Agreement with Marin Association of Public Employees

Agreement continues pay freeze for two years and shows progress on pension reform.

San Rafael, CA –The County of Marin and the Marin Association of Public Employees (MAPE), the County's largest bargaining unit, reached a tentative agreement for a three year contract extension on February 29, 2012, which MAPE's members ratified last week. The tentative agreement covers the two groups represented by MAPE: the General Unit, which includes 1097 employees and the Health and Human Services Unit, which includes 238 employees.

The tentative agreement, which was ratified by MAPE's members on March 13-15, will go to the Board of Supervisors for ratification on March 27, 2012. The agreement includes limited contractual modifications and makes progress on pension sustainability by allowing the parties to continue to bargain during the term of the agreement on legislative pension reform measures, such as a hybrid plan. During the last contract negotiations, occurring during 2010, all non-safety employee unions, including MAPE, had already agreed to a lower pension benefit formula ("2@% at 61 ¼") for new members.

Other contractual modifications include revision of the County's benefit plan. This change will cap the amount that the County pays towards an employee's share of pension costs to 2% of salary. This change will allow uniformity, consistency and place new limits on pension contributions.

The agreement provides no cost of living adjustment for the next two years in recognition of the current economic climate and the desire to reduce the need for employee layoffs. In the third year of the agreement (2014-2015), the parties agree to a 2-3% cost of living adjustment for each employee. This increase will be MAPE's first general cost of living increase since July 2009.

In exchange for future cost saving efficiencies, the new agreement also includes one-time employee payments of \$500 per employee to be paid in the first year, and

\$1,000 per employee to be paid in the second year of the contract. Due to the one-time nature of this payment, it will not compound into future costs.

"The parties came together to find common solutions. This is an excellent example of true collaboration between the County and MAPE", said Angela Nicholson, Deputy Director, Human Resources.

Nicholson continued, "It demonstrates there is a common understanding of the economic situation we're all facing, our shared need for financial sustainability and a desire to adapt to the circumstances."

Philip Thomas, President of MAPE, said, "We're disappointed that the County didn't provide sufficient funds for needed pay raises the next two fiscal years, but we're pleased that we could reach a peaceful resolution with annual cash payments, benefit protections and a salary increase within the life of this contract in return for our union and members' cooperation on cost-saving efficiencies."

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