December 11, 2012

Board of Supervisors
County of Marin
3501 Civic Center Drive
San Rafael, CA 94903

SUBJECT: Approval of a Tentative Agreement with the International Association of Theatrical Stage Employees, Local 16

Dear Board Members:

RECOMMENDATION: It is the recommendation of the Department of Human Resources that your Board approve the Tentative Agreement between the County and the International Association of Theatrical Stage Employees (IATSE), Local 16 and authorize the Board president to execute the new Collective Bargaining Agreement (CBA). The Agreement will begin upon ratification and will expire on July 14, 2015.

SUMMARY: This tentative agreement is the result of the regular bargaining process and is consistent with the County's priorities and with other collective bargaining agreements that have successfully been ratified over the past eight months. This group accepted the terms of the modified IRS125 plan and the cap on County contribution towards the employee's share of retirement costs prior to the completion of bargaining in order to stay consistent with other labor groups. Those modifications went into effect for all County employees in July 2012. The main terms of the agreement include: adjustment of the County's payroll schedule in July 2013, lump sum payments upon ratification and in July 2013, COLA adjustment in 2014, mandated increase in contribution to extra hire employee pension fund, and addition of existing practices to the CBA to promote clarity. This is a unique bargaining unit, as there is only one regular hire employee and the remaining employees are extra hire employees working on an as needed basis.

A summary of the Tentative Agreement is listed below:

Biweekly Fringe Benefits

Effective the first pay period of fiscal year 2012/2013, the County will implement the new IRS 125 plan. Miscellaneous employees will receive a flat $426.93 to be used for all eligible benefits. This flat amount will increase each year based upon the October to October San Francisco-Oakland-San Jose CPI-U. Additionally, employees will be eligible for up to $100 cash back if he/she has an unused portion of their fringe benefit allocation.
Employees who are made worse off because of this new plan will be made whole by the County within the existing fringe benefits budget.

**Retirement**

The employers' contribution to the regular hire employees' mandatory pension contribution will be capped at 2% for miscellaneous employees.

**Cost of Living Adjustment**

Consistent with the cost of living adjustments bargained with other units, the parties agreed that in July 2014, this group would receive a COLA of 1.5-2% based upon the April 2013-April 2014 San Francisco-Oakland-San Jose CPI-U.

**Payroll Efficiencies**

In order to gain efficiencies, the County will alter its pay cycle in July, 2013, postponing it by one week. In consideration for this change, each regular full-time employee in the IATSE shall receive a lump sum payment of $500, which is not pensionable, upon ratification of this agreement.

**Lump Sum Equivalent**

In recognition for deferring and limiting their COLA to 1.5%-2%, this group was given an identical lump sum payment to what other units received. Each regular full-time employee shall receive $1,000 on July 12, 2013. This amount isn't pensionable.

**Taft Hartley Fund**

The Union pension fund, which the County contributes to on behalf of the extra hire employees in this unit, is currently under a federal rehabilitation plan. Under this mandated plan the County is required to increase its contribution to 10.9% on top of the wages earned by each extra hire employee.

**Administrative Technologies of Marin**

The parties agreed to a re-opener between October 2013 and March 2014 to meet and confer on the decision and/or impacts related to the implementation of the new Enterprise Resource Planning system.

**Hybrid**

The parties agreed to a re-opener discussion if the County elects to pursue the creation of a Hybrid pension option.

**Position Clarification**

While the CBA currently includes three work titles under which extra hire employees can be hired to work, the parties clarified and included descriptions of these job titles. The salaries for two of the titles, Head of Department and Key Personnel, were exchanged, as is consistent in the market.
FISCAL IMPACT: The fiscal impact of the lump sum payment upon ratification is $500.00 and the impact of the lump sum payment in 2013 is $1,000. The cost of the bump in the fringe allocation will be $355.00 for 2013 and will increase in 2014 and 2015 based upon CPI-U. The increase in pension costs for extra hire employees will cost the County $20,425 per year. Finally, the Cost of Living Adjustment will cost between $12,908 and $17,211 depending on the CPI-U in April 2014.

REVIEWED BY:  
[ ] Finance  [x] N/A
[ ] County Counsel  [x] N/A
[x] Human Resources  [ ]

Respectfully Submitted,

[Signature]
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