



DEPARTMENT OF
HUMAN RESOURCES

Our Mission: To create a thriving organization, providing meaningful careers in public service.

Joanne Peterson

DIRECTOR

June 18, 2013

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Board of Supervisors
County of Marin
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SUBJECT: Approval of a Parity Re-opener Agreement between the County and the Teamsters Local 856, Representing the Deputy District Attorneys Bargaining Unit

Dear Board Members:

RECOMMENDATION: It is the recommendation of the Department of Human Resources that your Board approve the terms of a Parity Re-opener Agreement between the County and the Teamsters Local 856, representing the Deputy District Attorneys Bargaining Unit.

SUMMARY: During the last round of contract negotiations between the County and the Teamsters Local 856 (Deputy District Attorneys), the parties negotiated a re-opener agreement regarding salary parity between the Deputy District Attorneys and the Deputy County Counsel classifications. The agreement required the parties to re-open the Collective Bargaining Agreement by June 30, 2013 for the purpose of negotiating the salaries of the Deputy District Attorneys. In pertinent part, the Re-opener states:

"The County and the Union agree to reopen the contract 24 months prior to the expiration of this four-year agreement to discuss parity of Marin County Deputy District Attorneys (DDAs) with County Counsel...."

The parties agreed to, and in fact did, engage in these negotiations ahead of schedule and had a shared interest in reaching an on-going equity settlement. However, due to various factors, the parties were unable to reach agreement over salary equity adjustments for the Deputy District Attorney classifications.

Given that an on-going solution was not reached, the parties reached a one-time equity solution. The County will provide each full-time regular employee of this bargaining unit in paid status as of July 7, 2013 a one-time parity/equity payment of \$1,000 (pro-rated based on FTE). This payment will

not be included in base wages and will be taxable but not pensionable. The parties agree that this fully discharges the parties obligations under the previously negotiated Parity Re-opener Side Letter, with the understanding that this settlement does not prejudice either party's position on this subject in future labor negotiations.

The collective bargaining agreement that covers the Deputy Public Defenders Bargaining Unit links the salary and lump sum payments of these employees to that of the Deputy District Attorneys. Therefore, employees of the Deputy Public Defenders Bargaining Unit (represented by MAPE) are also eligible for the \$1,000 payment under the same terms in which it is being paid to the Deputy District Attorneys.

FISCAL IMPACT: This agreement would result in additional budgeted expenses for Fiscal Year 2013/14 in an amount equal to \$40,500.

REVIEWED BY:	<input type="checkbox"/>	Finance	<input checked="" type="checkbox"/>	N/A
	<input type="checkbox"/>	County Counsel	<input checked="" type="checkbox"/>	N/A
	<input checked="" type="checkbox"/>	Human Resources	<input type="checkbox"/>	

Respectfully Submitted,



Esteban Codas
Senior Personnel Analyst

Reviewed by:



Joanne Peterson
Director of Human Resources

cc: Matthew Hymel, County Administrator
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