



DEPARTMENT OF

# HUMAN RESOURCES

Recruiting, developing and supporting the County's workforce.

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DIRECTOR

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Marin County Board of Supervisors  
3501 Civic Center Drive  
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**SUBJECT:** Tentative Agreement between the County and the SEIU 1021  
(Nurses)

Dear Board Members,

**RECOMMENDATION:** It is recommended by the Human Resources Department that your Board approve the Tentative Agreement between the County and the SEIU 1021 for a successor 3-year Collective Bargaining Agreement and authorize the Board president to execute the Collective Bargaining Agreement (CBA).

**SUMMARY:** This 3-year agreement reflects many of the County's long-term priorities, which include reducing the County's contribution towards the employee's share of pension costs, providing affordable health benefits to its employees and consolidating the number of job classifications within the County. The Collective Bargaining Agreement with this bargaining expired on June 30, 2014.

**Term** July 1, 2014 – June 30, 2017

**Salaries** Year 1: No general cost of living adjustment  
Year 2: Effective in July 2015, each employee will receive an increase of 2%-3%, based on the San Francisco/Oakland/San Jose Consumer Price Index for Urban Consumers (CPI-U).  
Year 3: Effective in July 2016, each employee will receive an increase of 2%-3%, based on the San Francisco/Oakland/San Jose CPI-U.

**Equity** The parties agreed to two specific types of equity adjustments under the agreement:

1. **Across-the-Board**<sup>1</sup>: In recognition of that fact that bargaining unit members have fallen behind the comparable agencies, all employees will receive an Across-The-Board (ATB) equity adjustment in year 1 (2%), effective at time of ratification; and in year 3 (1%), effective July 2016.

2. **Need-Based**<sup>2</sup>: In year 2 of the agreement, effective July 2015, the parties agreed to allocate an amount equivalent to %0.8 of salary costs ATB for use in the event that a classification review, which will occur as part of a Countywide classification project, results in consolidation costs.

Additionally, to address the County's need to address any recruitment and retention issues within the bargaining unit, the parties agreed to allocate in year 3 of the agreement (effective July 2016) an amount equivalent to a 1% ATB increase, to align designated classifications with the market.

Finally, effective the first pay period after ratification, all nurses in the Mental Health Nurse Classification will receive a 2% increase, as the classification study for that position is complete

## Health Benefits

### Year 1:

- In order to continue to ensure affordable healthcare, employees enrolled in the County's health insurance plan at the employee +2 level will receive an additional \$65 per pay period the first pay period after ratification.
- In December of 2014, the County will increase the contribution to fringe benefits in an amount equivalent to the October-to-October San Francisco/Oakland/San Jose CPI-U for the current year.
- Effective the first pay period after ratification, employees hired after January 1, 2013 who are no longer eligible for any County contribution towards the employee's pension costs will receive an additional \$64 per pay period to continue to ensure affordable health benefits for

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<sup>1</sup> Across-the-board means all members of the bargaining unit will receive the equity increase.

<sup>2</sup> A need-based equity adjustment means that only a certain classification (or classifications) within the bargaining unit will receive the equity adjustment.

those employees.

- The County has an interest in providing affordable health benefits to all of its employees. The County will thus increase its contribution to employees enrolled in its Affordable Care Act compliant health plan the first pay period after ratification. The County cost will go from \$100.56 per pay period to \$120.67 per pay period, which is equivalent to \$2000 per year based on current enrollment.

**Year 2:**

- In December of 2015, the County will increase the contribution to fringe benefits in an amount equivalent to the October to October San Francisco/Oakland/San Jose CPI-U for the current year.
- The Parties agreed to a reopener of the agreement to negotiate a new long-term employee benefits structure.

**Year 3:**

- In December of 2016, the County will increase the contribution to fringe benefits in an amount equivalent to the October to October San Francisco/Oakland/San Jose CPI-U for the current year.

**Retirement Changes**

In the event that the following conditions are met, the parties have reached agreement to eliminate 2% of the County's contribution toward the employee's share of their pension benefit:

1. Legal determination that the additional unused health allowance would not be pensionable;
2. Approval of the aforementioned changes by all other County bargaining units; and
3. Determination that the aforementioned changes do not result in greater pension liability than current benefit levels.

In practice, the County will reduce its contribution to each employee's (hired before 1/1/13) required employee pension in an amount equal to 2% of the employee's salary.

In the event that this occurs, the County acknowledges its interest in offering a competitive health benefits package to its employees. The County will increase each employee's health benefit allowance in an amount equal to at least 2% of the employee's salary in order to make spouse and family coverage more affordable for employees.

Cash back of the unused health allowance would be limited to 2% of salary.

**Miscellaneous**

**Mandatory Overtime Incentive Bonus:** Effective the first pay period after ratification, when the County requires a nurse to work overtime in order to meet minimum staffing requirements in Psychiatric Emergency Services or the Jail, the nurse shall be paid an additional \$175 for working the entire shift.

**Agreement on Comparable Agencies:** the parties agreed to use at least the following 5 comparable agencies for the purposes of determining wages, benefits and working conditions in future negotiations: (1) City and County of San Francisco; (2) Alameda County; (3) Contra Costa County; (4) San Mateo County; (5) Sonoma County.

**FISCAL IMPACT:** This agreement will result in additional costs of \$134,273 during fiscal year 2014/2015. In addition to the on-going costs incurred in year one, year two (fiscal year 2015/2016) will result in additional budgeted expenses ranging from \$192,866 to \$252,132 depending upon the annual CPI-U and year three will result in additional budgeted expenses ranging from \$270,761 to \$334,650 depending upon the annual CPI-U. Funds to cover these additional expenses are available in the existing budget.

**REVIEWED BY:**

<input type="checkbox"/> County Administrator	<input type="checkbox"/> N/A
<input type="checkbox"/> Department of Finance	<input type="checkbox"/> N/A
<input type="checkbox"/> County Counsel	<input type="checkbox"/> N/A
<input type="checkbox"/> Human Resources	<input type="checkbox"/> N/A

**SIGNATURE:**



Joanne Peterson  
Director of Human Resources

cc: Dan Eilerman, Deputy County Administrator, CAO  
Misha Miki-Ladner, Senior Personnel Analyst, Project MERIT  
Roger Crawford, Deputy Director of Human Resources