



DEPARTMENT OF

HUMAN RESOURCES

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

Angela Nicholson
INTERIM DIRECTOR

December 15, 2015

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Marin County Board of Supervisors
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SUBJECT: Tentative Agreement between Marin County and the International Alliance of Theatrical Stage Employees (IATSE)

Dear Board Members,

RECOMMENDATION: It is recommended by the Human Resources Department that your Board approve the Tentative Agreement between the County of Marin and the International Alliance of Theatrical Stage Employees (IATSE) 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 (EPMC) and amending health benefits to ensure affordability for its employees. The Collective Bargaining Agreement with this bargaining unit expired on July 14, 2015. The agreed upon terms include:

Term: July 15, 2015 – July 14, 2018

For Regular Hire Employees: **The following changes in compensation and benefits shall only apply to regular hire employees covered under the agreement:**

Salaries:

Year 1:

Effective on December 6, 2015, the rate of pay for all classifications shall be increased by three percent (3.0%).

Year 2:

Effective the first full pay period in July 2016, the rate of pay for all classifications shall be increased by three percent (3.0%).

Year 3:

Effective the first full pay period in July 2017, the rate of pay for all classifications shall be increased by three percent (3.0%).

Health Benefits:

Bi-Weekly Medical Payment (BMP):

Effective on December 6, 2015, the County will eliminate the existing BMP benefit in the agreement.

Bi-weekly fringe benefits:

Effective on December 6, 2015, the following increases shall be made to the County's fringe benefit contributions:

Employee Plus One: Increase the Biweekly fringe amount to \$525.51 (for employees w/ annual salaries at or above \$70,000); and \$535.51 (for employees w/ annual salaries below \$70,000).

Employee Plus Family: Increase the Biweekly fringe amount to \$704.72 (for employees w/ annual salaries at or above \$70,000); and \$724.72 (for employees w/ annual salaries below \$70,000)

Effective in December 2015, in the pay period in which there will be an increase in health insurance premiums, the County will increase the bi-weekly fringe benefit package by three percent (3.0%) for all benefited employees (employee only, employee plus one (1) and employee plus two (2) benefit levels).

Effective in December 2016, and December 2017, in the pay period in which there will be an increase in health insurance premiums, the County will increase the bi-weekly fringe benefit package within a range of three percent to five percent (3.0% - 5.0%) based on the rates for the County's Kaiser Silver plan (or the lowest-cost HMO plan offered to employees at that time) for all benefited employees (employee only, employee plus one (1) and employee plus two (2) benefit levels).

One-Time Payment:

Effective the first full pay period following ratification and approval, employees in the employee only benefit tier and employees who waive health insurance will receive a non-pensionable one-time payment of \$400.

Effective in the first full pay period in July 2016, employees in the employee only benefit tier and employees who waive health insurance will receive a non-pensionable one-time payment of \$200.

Health Reimbursement Arrangement:

Effective the first full pay period in January 2016, the County shall make a one-time \$200 contribution (pro-rated for less than full-time employees) into a health reimbursement arrangement on behalf of each benefit eligible employee of this bargaining unit.

Retirement Changes:

For new employees hired after January 1, 2013 without reciprocity from another public retirement system:

In compliance with the State of California's Pension Reform Act of 2013, the County will make no contribution towards the employee's retirement contribution. This change will be effective the first full pay period following ratification and approval.

For employees hired before January 1, 2013:

The County will eliminate 2% of the Employer Paid Member Contribution (EPMC) as follows:

Effective on December 6, 2015, the County shall reduce its contribution to 1.33% of an employee's bi-weekly salary towards the employee's retirement contribution. The payment will be made directly to the Marin County Employee Retirement Association (MCERA).

Effective the first pay period in July 2016, the County shall continue to reduce its contribution and will contribute .66% of an employee's bi-weekly salary towards the employee's retirement contribution. The payment will be made directly to the Marin County Employee Retirement Association (MCERA).

Effective the first pay period in July 2017, the County shall terminate the .66% contribution of an employee's bi-weekly salary towards the employee's retirement contribution.

For Temporary (Extra Hire) Employees:

The following changes in compensation and benefits shall only apply to temporary (extra hire) employees covered under the agreement:

Salaries:

Year 1:

Effective on December 6, 2015, the rate of pay for all temporary employees shall be increased by one-and-six tenths of a percent (1.6%).

Year 2:

Effective the first full pay period in July 2016, the rate of pay for all temporary employees shall be increased by one-and-one-half percent (1.5%).

Year 3:

Effective the first full pay period in July 2017, the rate of pay for all temporary employees shall be increased by one-and-one-half percent (1.5%).

Fringe Benefits:

Year 1:

Effective December 6, 2015 the County's contribution on behalf of temporary employees to the IATSE pension trust fund shall be increased by nine-tenths of one percent (.9%) to ten and four tenths of a percent (10.4%) of all gross wages including vacation pay.

Year 2:

Effective the first full pay period in July 2016, the County's contribution on behalf of temporary employees to the IATSE health and welfare trust fund shall be increased by one percent (1%) to fourteen percent (14%) of all gross wages including vacation pay.

Year 3:

Effective the first full pay period in July 2017, the County's contribution to the IATSE health and welfare trust fund shall be increased by one percent (1%) to fifteen percent (15%) of all gross wages including vacation pay.

FISCAL IMPACT: These salary and benefit adjustments will result in incremental cost increases of \$18,953 in FY 2015-16, \$18,027 in FY 2016-17 and \$18,222 in FY 2017-18. Please see the attached costing summary which identifies a more detailed fiscal impact of the proposal. Funds have been allocated by the County Administrator's Office in departmental budgets for the proposed adjustments.

REVIEWED BY:

<input checked="" type="checkbox"/> County Administrator	<input type="checkbox"/> N/A
<input type="checkbox"/> Department of 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"/> N/A

SIGNATURE:



Angela Nicholson
Interim Director of Human Resources

cc: Gabriella Calicchio, Director, Cultural and Visitor Services
Dan Eilerman, Assistant County Administrator, CAO
Roger Crawford, Deputy Director of Human Resources
Misha Miki-Ladner, Senior Personnel Analyst, Human Resources
Tony Taubert, IATSE
Steve Lutge, IATSE

IATSE MOU Fiscal Impact

Baseline Information

Current Salary Base	\$	84,094
Current Benefit Base	\$	140,845
Current Non-Pensionable Salary Base	\$	519,180
FTE		1

Incremental Cost of MOU

		<u>FY 2015-16</u>	<u>FY 2016-17</u>	<u>FY 2017-18</u>
Base Salary*	\$	1,337	\$ 3,784	\$ 2,676
		3%	3%	3%
Wage-related fringes	\$	333	\$ 943	\$ 667
Extra Hire Salary Costs (non pensionable)	\$	4,403	\$ 11,817	\$ 8,031
Market Equity Adjustments	\$	-	\$ -	\$ -
		0.0%	0.0%	0.0%
Reduction in County Pension Contribution	\$	(281)	\$ (812)	\$ (589)
		(-0.67%)	(-0.67%)	(-0.67%)
Health Benefits				
Allowance increase	\$	905	\$ 1,385	\$ 715
Other				
Increased County Contribution to Extra Hire Pension	\$	2,668	\$ 3,114	\$ 759
Increased County Contribution to Extra Hire Healthcare	\$	520	\$ 6,264	\$ 5,962
One Time Health Contribution	\$	400	\$ 200	
Total Incremental	\$	10,285	\$ 26,694	\$ 18,222
Total Cumulative above FY14-15	\$	10,285	\$ 36,979	\$ 55,202
Incremental Increase as % of Salary & Benefits		1.4%	3.5%	2.3%
Cumulative Increase as % of Salary & Benefits			5.0%	7.4%

*Pensionable Costs - Increased pension contributions are included in the estimated costs