



DEPARTMENT OF

HUMAN RESOURCES

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

Angela Nicholson
INTERIM DIRECTOR

July 14, 2015

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Marin County Board of Supervisors
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SUBJECT: Tentative Agreement between Marin County and the Teamsters Local 856 (Probation Workers)

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 Teamsters, Local 856 (Probation Workers) 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), ensuring that employee salaries are at the median in the comparable labor market, and amending health benefits to ensure affordability for its employees. The Collective Bargaining Agreement with this bargaining unit expired on June 30, 2015. The agreed upon terms include:

Term: July 1, 2015 – June 30, 2018

Salaries:

Year 1:
Effective the first full pay period in July 2015, or in the first full pay period following ratification and approval, whichever is later, the rate of pay for all classes and employees 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 classes and employees 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 classes and employees shall be increased by three percent (3.0%).

Equity:

DPO Classification Series:

Effective the first full pay period in July 2015, or in the first full pay period following ratification and approval, whichever is later, the rate of pay for all employees in the Deputy Probation Officer Classification series shall be increased by one percent (1.0%)

Juvenile Corrections Officer Classification Series:

Effective the first full pay period in July 2015, or in the first full pay period following ratification and approval, whichever is later, the rate of pay for all employees in the Juvenile Correction Officer Classification series shall be increased by two percent (2.0%)

Health Benefits:

Bi-Weekly Medical Payment (BMP):

Effective the first full pay period in July 2015, or in the first full pay period following ratification and approval, whichever is later, the County will eliminate the existing BMP benefit in the agreement.

Bi-weekly fringe benefits:

Effective the first full pay period in July 2015, or in the first full pay period following ratification and approval, whichever is later, the following increases shall be made to the County's fringe benefit contributions:

Employee Plus One: Increase the Biweekly fringe amount to \$515.51 (for employees w/ annual salaries at or above \$70,000); and \$525.51 (for employees w/ annual salaries below \$70,000).

Employee Plus Family: Increase the Biweekly fringe amount to \$694.72 (for employees w/ annual salaries at or above \$70,000); and \$714.72 (for employees w/ annual salaries below \$70,000)

Effective in December 2015, 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 by three percent (3.0%) 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 in July 2015, or in the first full pay period following ratification and approval, whichever is later, employees in the employee only benefit tier and employees who waive health insurance will receive a one-time payment of \$350 in cash.

Retirement Changes:

County Contribution to Safety Retirement:

For employees hired after January 1, 2013:

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 of July 2015.

For employees hired before January 1, 2013:

The County will eliminate 2.375% of the Employer Paid Member Contribution (EPMC) as follows:

Effective the first pay period in July 2015 or the first full pay period following ratification and approval, whichever is later, the County shall reduce its contribution to 2.21% 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 1.42% 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 continue to reduce its contribution and will contribute .63% 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).

Sick Leave:

Extra-Hire Employees.

Pursuant to State Law, effective July 1, 2015, temporary employees (extra hire employees) are eligible to receive 24 hours of sick leave per year after more than 30 days of employment with the County.

One day is equivalent to 7.5 hours or 8.0 hours, dependent on the employee's job classification.

All notice requirements and rules regarding the appropriate use of sick leave apply to extra hire employees.

Miscellaneous:

Vacation Hours: (Revised vacation accrual rates)*

<u>Years</u>	<u>Accrual Rate</u>
0 to 3	10 days (.0385 per hour)
3 to 10	15 days (.0577 per hour)
10 to 20	20 days (.0770 per hour)
20 to 30	24 days (.0923 per hour)
30+	27 days (.1038 per hour)

*Employees with 0 to 3 years of service have a reduced accrual by 5 days per year. Employees at 20 to 30 years of service begin accruing 24 days per year at 20 years of service instead of 25 days at 25 years. Employees at 30 + years of service accrue 27 days per year.

Effective the first full pay period in July 2015, or in the first full pay period following ratification and approval, whichever is later, the County will increase the vacation cap for all employees in the unit from 304 work hours to 360 work hours. This modification aligns with the vacation cap for other bargaining units.

FISCAL IMPACT: These salary and benefit adjustments will result in incremental cost increases of \$338,856 in FY 2015-16, \$215,071 in FY 2016-17 and \$220,214 in FY 2017-18. Please see the attached costing summary which identifies a more detailed costing of the proposal. Funds have been allocated by the County Administrator's Office in departmental budgets for proposed adjustments.

REVIEWED BY:

- County Administrator N/A
- Department of Finance N/A
- County Counsel N/A
- Human Resources N/A

SIGNATURE:



Angela Nicholson
Interim Director of Human Resources

- cc: Mike Daly, Chief Probation Officer
Roy Given, Finance Director
Dan Eilerman, Assistant County Administrator, CAO
Mariano Zamudio, Chief Deputy Probation Officer
Roger Crawford, Deputy Director of Human Resources
Misha Miki-Ladner, Senior Personnel Analyst, Human Resources
Malia Vella, Teamsters, Local 856 (Probation Workers)

Teamsters (Probation) MOU Costing Summary

Baseline Information

Current Salary Base	\$	5,088,117
Current Benefit Base	\$	2,864,773
Current Non-Pensionable Salary Base	\$	339,630
FTE		62
1% Salary with Variable Fringe	\$	70,175

Incremental Cost of MOU

		<u>FY 2015-16</u>	<u>FY 2016-17</u>	<u>FY 2017-18</u>
Base Salary*	\$	152,644	\$ 157,223	\$ 161,939
		3%	3%	3%
Wage-related fringes	\$	58,030	\$ 59,771	\$ 61,564
Non Pensionable Wages	\$	10,189	\$ 10,495	\$ 10,809
Market Equity Adjustments	\$	91,290	\$ 2,739	\$ 2,821
		1.24%		
Reduction in County paid employee pension pickup	\$	(34,896)	\$ (39,942)	\$ (42,451)
		(-0.79%)	(-0.79%)	(-0.79%)
Health Benefits				
Allowance increase	\$	48,426	\$ 24,787	\$ 25,530
Other				
One-time payment for EE only	\$	13,173	\$ -	\$ -
Boot Allowance	\$	-	\$ -	\$ -
Bilingual Premium	\$	-	\$ -	\$ -
Total Incremental	\$	338,856	\$ 215,071	\$ 220,214
Total Cumulative above FY14-15	\$	338,856	\$ 553,928	\$ 774,141
Incremental Increase as % of Salary & Benefits		4.1%	2.5%	2.5%
Cumulative Increase as % of Salary & Benefits			6.7%	9.3%