October 6, 2015

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

SUBJECT: Modifications in Compensation and Benefits for Teamsters Local 856
(Probation Workers)

Dear Board Members:

RECOMMENDATION: It is the recommendation of Human Resources that your
Board approve the following adjustments for the Teamsters Local 856 (Probation
Workers), effective September 27, 2015:

Health Benefits: Institute the following adjustments to the contribution schedule
approved by your Board on July 14, 2015 for eligible Regular
Hire Employees:

Employee only: Decrease the Biweekly fringe amount from
$478.87 to $461.96 to align the employee only benefits across
bargaining units.

Employee Plus One: Increase the Biweekly fringe amount from
$515.51 to $525.51 (for employees w/ annual salaries at or
above $70,000); and from $525.51 to $535.51 (for employees w/
annual salaries below $70,000). This change represents a
$10 per pay period increase over what was approved by your
board on July 14, 2015.

Employee Plus Family: Increase the Biweekly fringe amount
from $694.72 to $704.72 (for employees w/ annual salaries at
or above $70,000); and from $714.72 to $724.72 (for
employees w/ annual salaries below $70,000). This change
represents a $10 per pay period increase over what was
approved by your board on July 14, 2015.

Effective 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
amounts by 3% - 5% (based on Kaiser Silver increase).

One Time Payment: Each regular hire employee who is
eligible for medical coverage and is enrolled in either EE only
or who waives County medical coverage will receive a one-
time payment of $50.00.
Effective the first full pay period in July of 2016 each regular hire employee who is eligible for medical coverage and is enrolled in either EE only or who waives County medical coverage will receive a one-time payment of $200.00.

These payments are not pensionable as it is a payment in lieu of medical benefits.

Health Reimbursement Arrangement: In January 2016, each employee in the unit will receive a one-time contribution of $200 to a Health Reimbursement Arrangement (HRA). An HRA is a plan that allows employees to be reimbursed for out-of-pocket medical expenses and health premiums.

SUMMARY: It has been your Board’s practice to provide adjustments for represented employees consistent with those of other represented employees in the area of health benefits. This ensures consistency among classifications in the merit system, ease of administration for our health plans and fairness amongst employees. Although one labor group is still in negotiations, we are presenting this package now in order to ensure that these adjustments are effective at the same time they are effective for some represented bargaining units.

FISCAL IMPACT: These contract enhancements will cost the County $21,449 in FY 15/16, $24,410 in FY 16/17 and $18,223 in FY 17/18. Please see the attached costing summary (Attachment A) which identifies a more detailed costing of this proposal. Funds have been allocated by the County Administrator’s Office in departmental budgets for the proposed adjustments.

SIGNATURE:

Angela Nicholson
Assistant County Administrator
Interim Director of Human Resources

cc: Mike Daly, Chief Probation Officer
    Roy Given, Director of Finance
    Dan Eilerman, Assistant County Administrator, CAO
    Mariano Zamuilo, 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)