

DEPARTMENT OF

HUMAN RESOURCES

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

Mary Hao
DIRECTOR

July 19, 2016

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

SUBJECT: Tentative Agreement between the County of Marin and the Service Employees' International Union 1021, Nurses

Dear Board Members:

RECOMMENDATION: The Human Resources Department recommends that your Board approve the tentative agreement reached between the County of Marin and the Service Employees International Union 1021, Nurses on the limited wage reopener in the parties' 2014-2017 Collective Bargaining Agreement.

SUMMARY: During negotiations for the of the 2014-2017 Collective Bargaining Agreement, the parties agreed to a limited wage reopener to bargain over additional need-based equity adjustments for the bargaining unit to be allocated for recruitment and retention purposes and other factors the parties may agree upon. The parties agreed that the total cost to the County would not be less than the equivalent of 1% across-the-board for all covered employees plus any amount of the 0.8% increase remaining from the classification review process. The limited wage adjustment would be effective the first pay period of July 2016. The parties have since met and agreed that the County will allocate the equivalent of 1% of total payroll equally to all represented classifications for recruitment and retention purposes, and will allocate the equivalent of 0.8% of total payroll equally to all classifications, but for the Mental Health Nurses and the Licensed Vocational Nurses, for need-based, equity adjustments and recruitment and retention purposes. The pay increases will be implemented effective the first full pay period of July 2016.

FISCAL IMPACT: These salary adjustments will result in an incremental cost increase of \$123,513 in FY 2016-2017. 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:

County Administrator

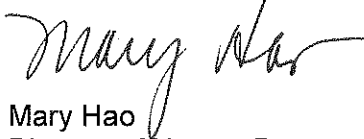
Department of Finance

County Counsel

Human Resources

Please let me know if you have any questions or concerns.

Respectfully submitted,



Mary Hao
Director of Human Resources

cc: Matthew Hymel, County Administrator
Angela Nicholson, Assistant County Administrator, CAO
Roy Given, Director of Finance
Jeff Wickman, Retirement Administrator, MCERA
Jessica Sutherland, Deputy Director of Human Resources
Cynthia Brown, Personnel Analyst II, Human Resources

County of Marin Fiscal Impact Projections

Service Employees' International Union 1021 Nurses

Baseline Information

Current Salary Base	\$ 5,070,756
Current Benefit Base	\$ 1,321,857
Current Non-Pensionable Salary Base	\$ 382,837
FTE	43
1% Salary with Variable Fringe	\$ 67,755
Average Regular Salary	\$ 114,940

Incremental Cost of MOU

	FY 2016-17
Across the Board Equity	\$ 50,708
<i>(annual % change)</i>	<i>1.0%</i>
Need Based Equity	\$ 43,629
<i>(annual % change)</i>	<i>0.8%</i>
Wage-related fringes*	\$ 25,348
Non Pensionable Wages	\$ 3,828
Total Incremental Change	<u><u>\$ 123,513</u></u>
Annual incremental change	1.8%

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