



DEPARTMENT OF
HUMAN RESOURCES

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

Mary Hao
DIRECTOR

August 21, 2018

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Marin County Board of Supervisors
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SUBJECT: Tentative Agreement between the County of Marin and the Teamsters Local 856 Deputy District Attorney Unit

Dear Board Members:

RECOMMENDATION: The Human Resources Department recommends that your Board approve the tentative agreement reached between the County of Marin and the Teamsters Local 856 Deputy District Attorney Unit for a successor 3-year collective bargaining agreement and authorize the Board President to execute the Collective Bargaining Agreement.

SUMMARY: This 3-year agreement reflects many of the County's long-term priorities, which include providing market-based equity adjustments to employee salaries, eliminating "hold harmless" monies, and amending health benefits to ensure affordability for represented employees. The Collective Bargaining Agreement with this bargaining unit expired on June 30, 2018.

Although not required by law, the Marin County Employee Retirement Agency (MCERA) Board has provided an actuarial impact on future retirement costs of the pensionable increases proposed in the tentative agreement. This estimate of the long-term pension liabilities is attached for review prior to the adoption of the labor agreement.

The agreed upon terms include:

Term: July 29, 2018 – June 30, 2021

Salaries (Cost of Living Adjustment): **Year 1:** Effective, July 29, 2018, or in the first full pay period following ratification and approval, whichever is later, the rate of pay for all represented employees shall be increased by two and one-half percent (2.5%).

Year 2:

Effective the first full pay period in July 2019, the rate of pay for all represented employees shall be increased by three percent (3.0%).

Year 3: Effective the first full pay period in July 2020, the rate of pay for all represented employees shall be increased by two percent (2.5%).

Equity:

Effective July 29, 2018, or in the first full pay period following ratification and approval, whichever is later, the rate of pay for represented classifications shall be increased by one and one-half percent (1.5%).

Effective the first full pay period in July 2019, the rate of pay for represented classifications shall be increased by one percent (1.0%).

Effective the first full pay period in July 2020, the rate of pay for represented classifications shall be increased by one percent (1.0%).

On-Call Law Enforcement Advisory Duty Pay:

Effective the end of the final full pay period of the 2018-2021 agreement, the County will eliminate the payment for performing the On-Call Law Enforcement Advisory duties for all represented employees.

Bilingual Differential

Effective July 29, 2018, or in the first full pay period following ratification and approval, whichever is later, employees whose positions are designated by the Department Head with the approval of the Director of Human Resources as requiring bilingual skills in a specific non-English language, and who have been certified as proficient in a non-English language shall be eligible to receive a 5% salary differential for hours worked using such skills.

Health Benefits:

Effective December 2018, December 2019, and December 2020, 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 in an amount equivalent to zero to five percent (0% to 5.0%) based on the Kaiser Silver premium increase (or the premium increase to the County's lowest cost HMO at that time) to benefited employees at the employee plus one (1) and employee plus family benefit levels.

Cash Back: Effective July 29, 2018, there will be no cash back of any remaining unused amount of an employee's bi-weekly fringe benefit package for employees hired on or after July 29, 2018 and for employees who do not receive cash back as of July 29, 2018.

Hold Harmless: The County will eliminate all hold harmless payments as of the end of the final full pay period of the 2018-2021 agreement.

Miscellaneous: **One-Time Payment:** Effective July 29, 2018, or in the first full pay period following ratification and approval, whichever is later, represented employees will receive a non-pensionable one-time payment of \$500.

Teamsters Health and Welfare Trust
The parties agree that the County will enter into negotiations with Teamsters Health and Welfare Trust regarding its Anthem PPO plan.

New Employees
On a monthly basis, the County shall provide to Teamsters an electronic copy of the employee personnel listing for the Teamsters DDA bargaining unit that includes the job title, department, work location, work, home, and cellular telephone numbers, personal email addresses on file with the County, home address, dates of employment, classification, rates of pay and terminations.

Grievance Procedure
The parties agreed to change the grievance procedure to allow for electronic signatures.

CBA Clean-Up
The parties also agreed to several clean up items, including deleting outdated language; clarifying that employees need to be in paid status the work day before and after a legal holiday in order to be paid for the legal holiday; and incorporating issues previously agreed-to during the reopener to address impacts of the modifications that are required for the County to implement its new Enterprise Resource Planning system, including changing from years to months of service associated with each level of vacation accrual.

FISCAL IMPACT: These salary and benefit adjustments will result in incremental cost increases of \$260,725 in FY 2018-19, \$242,892 in FY 2019-20 and \$222,108 in FY 2020-21. Given one-time payments of \$14,000, the ongoing increase to the baseline budget would be 12.7 percent of pay over the three-year term. The cumulative ongoing baseline increase of \$711,725 will be offset by approximately \$72,600 in savings associated with the elimination of Hold Harmless and On-Call Law Enforcement Advisory Duty payments at the end of the 2018-2021 agreement. 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.

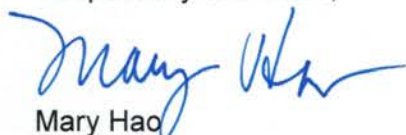
REVIEWED BY:

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
Ed Berberian, District Attorney
Dorilyn Ahana, Chief Deputy District Attorney
Rosemary Slote, Chief Deputy District Attorney

Attachments: Costing Summary
MCERA Analysis of pension liability impacts

Teamster Deputy District Attorneys

Baseline Information

Current Salary Base	\$	4,485,062
Current Benefit Base	\$	1,465,224
Current Non-Pensionable Salary Base	\$	96,459
FTE		28
1% of Pay with Variable Benefits	\$	56,208
Average Base Salary	\$	160,181

Incremental Cost of MOU

		<u>FY 2018-19</u>	<u>FY 2019-20</u>	<u>FY 2021-22</u>
Base Salary	\$	104,118	\$ 139,934	\$ 121,276
		2.5%	3.0%	2.5%
Equity	\$	62,471	\$ 46,645	\$ 48,510
		1.5%	1.0%	1.0%
Wage-related fringes	\$	38,581	\$ 43,217	\$ 39,326
Non-Pensionable Wages	\$	2,239	\$ 2,966	\$ 2,546
Bilingual Pay	\$	30,938	\$ 1,333	\$ 1,213
Health Benefits				
Allowance increase	\$	8,379	\$ 8,798	\$ 9,237
(percent of salary)		0.2%	0.2%	0.2%
Other				
One time	\$	14,000	\$ -	\$ -
Total Incremental	\$	260,725	\$ 242,892	\$ 222,108
Incremental Increase as % of Pay with Variable Benefits		4.6%	4.2%	3.7%
Total Cumulative above FY 2017-18		4.6%	9.0%	12.9%
Cumulative Baseline Increase Cost		246,725	489,617	711,725
Ongoing Increase as % of Pay with Variable Benefits				12.7%

*The projected additional pension costs account for annual payments required to fund approximately \$195,000 in increased retiree liabilities that result from the proposal exceeding the actuarial assumption of 3% annual wage inflation