



DEPARTMENT OF
HUMAN RESOURCES

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

Mary Hao
DIRECTOR

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Marin County Board of Supervisors
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SUBJECT: Tentative Agreement between the County of Marin and the International Alliance of Theatrical Stage Employees (IATSE), Local 16

Dear Board Members:

RECOMMENDATION: The Human Resources Department recommends that your Board approve the tentative agreement reached between the County of Marin and IATSE, Local 16 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 July 14, 2018.

The agreed upon terms include:

Term: July 29, 2018 – July 14, 2021

Salaries (Cost of Living Adjustment) for Regular Hire Employees:

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 regular hire classes and 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 regular hire classes and 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 regular hire classes and employees shall be increased by two and one-half percent (2.5%).

Salaries (Cost of Living Adjustment) for Contingent Hire Employees:

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 contingent hire 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 contingent hire employees shall be increased by two and one-half percent (2.5%).

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

Health Benefits for Regular Hire Employees:

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.

Health Benefits for Contingent Hire Employees:

Effective the first full pay period in July 2019, the County will increase its contribution to the IATSE Health and Welfare Trust Fund by one-half of one percent (0.5%)

Overtime for Contingent Hire Employees

New language that provides that staff will not be replaced when working on a show that has cue-to-cue activities simply to avoid overtime while preserving the County's right to determine appropriate staffing levels.

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.

Effective the pay period which begins July 29, 2018, or in the first full pay period following adoption of the agreement, whichever is later, contingent hire employees who do not have a regular hire appointment will receive the following one-time payment based on hours worked in the July 1, 2017-June 30, 2018 fiscal year:

1,000 hours or more but less than 1,800 hours: \$250

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.

Rental Assistance

The parties agree to meet no later than September 30, 2018 to develop a countywide pilot rental assistance program using the \$250,000 that the County has allocated for this program.

Head of Department

Add the first technician in each department to the list of positions designated as Head of Department.

Minimum Call

Codify practice of 5-hour minimum call for the Showcase Theatre Head of Department.

New language that ensures that the Department retains the flexibility to assign staff to perform cross-functions without being subject to the minimum call requirements.

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 \$21,420 in FY 2018-19, \$25,025 in FY 2019-20 and \$22,163 in FY 2020-21. Given one-time payments of \$2,000, the ongoing increase to the baseline budget would be 8.2 percent of pay over the three-year term. 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
Gabriella Calicchio, Director Cultural Services

Attachments: Costing Summary

IATSE Costing Summary

Baseline Information

Current Regular Hire Salary Base	\$	91,894
Current Regular Hire Benefit Base	\$	50,464
Current Contingent Hire Compensation Base	\$	681,463
Regular Hire FTE		1
1% of Pay with Variable Benefits	\$	7,954

Incremental Cost of MOU

	<u>FY 2018-19</u>	<u>FY 2019-20</u>	<u>FY 2021-22</u>
Regular Hire Base Salary	\$ 2,121 2.5%	\$ 2,826 3.0%	\$ 2,425 2.5%
Wage-related fringes	\$ 813	\$ 1,084	\$ 930
Contingent Hire Salary	\$ 13,845	\$ 15,373	\$ 15,757
Contingent Hire Health Trust	\$ 1,880	\$ 4,944	\$ 2,212
Health Benefits			
Regular Hire Allowance increase <i>(percent of salary)</i>	\$ 761 0.6%	\$ 799 0.6%	\$ 839 0.6%
Other			
One time	\$ 2,000	\$ -	\$ -
Total Incremental	\$ 21,420	\$ 25,025	\$ 22,163
Incremental Increase as % of Pay with Variable Benefits	2.6%	3.0%	2.6%
Total Cumulative above FY 2017-18	2.6%	5.7%	8.5%
Cumulative Ongoing Baseline Increase Cost	19,420	44,446	66,609
Ongoing Increase as % of Pay with Variable Benefits			8.2%