



DEPARTMENT OF

# HUMAN RESOURCES

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

July 17, 2018

Mary Hao  
DIRECTOR

Marin County Civic Center  
3501 Civic Center Drive  
Suite 415  
San Rafael, CA 94903  
415 473 6104 T  
415 473 5960 F  
415 473 5780 TTY  
[www.marincounty.org/hr](http://www.marincounty.org/hr)

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

**SUBJECT:** Tentative Agreement between the County of Marin and the Marin County Probation Managers' Association

Dear Board Members:

**RECOMMENDATION:** The Human Resources Department recommends that your Board approve the tentative agreement reached between the County of Marin and the Marin County Probation Managers' Association 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 eliminating the County's contribution towards the employee's share of pension costs ("EPMC," or Employer Paid Member Contribution), 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.

The agreed upon terms include:

**Term:** July 1, 2018 – June 30, 2021

**Salaries (Cost of Living Adjustment):**

**Year 1:**

Effective, the first full pay period in July 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%).

**Retirement Changes:**

**For employees hired before January 1, 2013:**

Effective the first full pay period in July 2018, the County shall reduce its remaining contribution towards the employee's retirement contribution from .63% to .315% of an employee's bi-weekly salary.

Effective the first pay period in July 2019, the County shall eliminate the .315% contribution of an employee's bi-weekly salary towards the employee's retirement contribution.

**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 1, 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 1, 2018 and for employees who do not receive cash back as of July 1, 2018.

**Hold Harmless:**

Effective July 1, 2018 the County will eliminate hold harmless monies for all represented employees. Represented employees who receive "hold harmless" payments as of June 30, 2018, will receive a one-time, non-pensionable payment equivalent to 2 years' of each employee's respective hold harmless amount.

**Miscellaneous:**

**One-Time Payment:**

Effective the first full pay period in July 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.

**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.

**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 how seniority will be calculated and 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 \$73,970 in FY 2018-19, \$69,443 in FY 2019-20 and \$70,392 in FY 2020-21. Given one-time payments of \$19,445, including the payment for hold harmless amounts, the ongoing increase to the baseline budget would be \$194,360 or 7.9% of pay. 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.

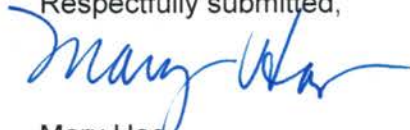
**REVIEWED BY:**

County Administrator  
 Department of Finance

County Counsel  
 Human Resources

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

Respectfully submitted,



Mary Had  
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  
Susan Lewitt, Deputy Director of Human Resources  
Megan Numair, Senior Personnel Analyst, Human Resources

## Probation Managers Association - Tentative Agreement

### Baseline Information

Current Salary Base	\$	1,781,894
Current Benefit Base	\$	965,934
Current Non-Pensionable Salary Base	\$	3,147
FTE		16
1% of Pay with Variable Benefits	\$	24,684
Average Base Salary	\$	111,368

### Incremental Cost of Tentative Agreement

		<u>FY 2018-19</u>		<u>FY 2019-20</u>		<u>FY 2020-21</u>
Base Salary	\$	44,547	\$	54,793	\$	47,031
<i>(Cost Of Living Adjustments)</i>		2.5%		3.0%		2.5%
Wage-related fringes	\$	17,049	\$	20,971	\$	18,000
Non Pensionable Wages	\$	79	\$	97	\$	83
EPMC	\$	(11,939)	\$	-	\$	-

#### **Health Benefits**

Allowance increase	\$	4,788	\$	5,027	\$	5,279
<i>(percent of salary)</i>		0.2%		0.2%		0.2%

#### **Other**

One time	\$	8,000	\$	-	\$	-
Hold Harmless	\$	11,445	\$	(11,445)	\$	-
<b>Total Incremental</b>	<b>\$</b>	<b>73,970</b>	<b>\$</b>	<b>69,443</b>	<b>\$</b>	<b>70,392</b>

Incremental Increase as % of Pay with Variable Benefits	3.0%	2.8%	2.9%
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Total Cumulative above FY 2017-18	3.0%	5.8%	8.7%
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Cumulative Baseline Ongoing Increase	54,525	123,967	194,360
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Ongoing Increase as % of Pay with Variable Benefits			7.9%
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