

July 17, 2018

Mary Hao

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Marin County Board of Supervisors
 3501 Civic Center Drive
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SUBJECT: Tentative Agreement between the County of Marin and the Marin County Sheriff's Staff Officers' 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 Sheriff's Staff Officers' Association for a successor 1-year collective bargaining agreement and authorize the Board President to execute the Collective Bargaining Agreement.

SUMMARY: This 1-year agreement provides market-based equity adjustments to employee salaries, eliminates "hold harmless" monies, and amends health benefits to ensure affordability for its 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, 2019

Salaries (Cost of Living Adjustment): 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%).

Health Benefits Effective December 2018, 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.

The parties have entered into a side letter that confirms that the County will eliminate all hold harmless payments as of the end of the final full pay period of the July 1, 2020 – June 30, 2021 fiscal year.

Miscellaneous:

P.O.S.T Certificate:

Effective the first full pay period in July 2018, represented employees who maintain an advanced certificate awarded to them by the California Commission on Peace Officer Standards and Training will be eligible for a P.O.S.T. certificate incentive of \$475.00 per month, payable in biweekly payments of \$219.23.

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 \$93,594 in FY 2018-2019, or approximately 3.8% of pay. In addition, starting in FY 2021-22 the ongoing cost of the adjustments will be offset by a savings of approximately \$9,000 resulting from the elimination of Hold Harmless payments after the final full pay period of FY 2020-21. 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.

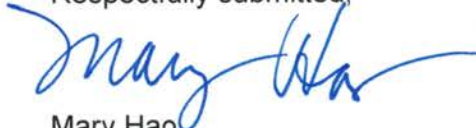
REVIEWED BY:

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

Sheriff's Staff Officers' Association - Tentative Agreement

Baseline Information

Current Salary Base	\$	1,811,160
Current Benefit Base	\$	859,149
Current Non-Pensionable Salary Base	\$	67,626
FTE		12
1% of Pay with Variable Benefits	\$	24,956
Average Base Salary	\$	150,930

Incremental Cost of Tentative Agreement

		<u>FY 2018-19</u>
Base Salary	\$	45,279
<i>(Cost Of Living Adjustment)</i>		2.5%

Wage-related fringes	\$	35,651
Non Pensionable Wages	\$	179

Health Benefits

Allowance increase	\$	4,564
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Other

P.O.S.T Certification	\$	7,922
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Total Incremental	\$	<u>93,594</u>
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Incremental Increase as % of Pay with Variable Benefits	3.8%
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Total Cumulative above FY 2017-18	3.8%
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Cumulative Baseline Increase	<u>93,594</u>
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Ongoing Increase as % of Pay with Variable Benefits	3.8%
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