

DEPARTMENT OF  
**HUMAN RESOURCES**

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

Mary Hao  
DIRECTOR

August 6, 2019

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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 Marin Association of Public Employees (MAPE), Nurses' 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 Marin Association of Public Employees (MAPE), Nurses' Unit for a successor 2-year collective bargaining agreement and authorize the Board President to execute the Collective Bargaining Agreement.

**SUMMARY:** This 2-year agreement reflects many of the County's long-term priorities and is consistent with agreements reached with other miscellaneous units in 2018, including providing market-based equity adjustments to employee salaries, eliminating "hold harmless" monies, and amending health benefits to ensure affordability for represented employees. The current Collective Bargaining Agreement with this bargaining unit expired on June 30, 2019.

Although not required by law, the Marin County Employees' Retirement Association (MCERA) 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 1, 2019 – June 30, 2021

**Salaries (Cost of Living Adjustment):** **Year 1:** Effective the first full pay period of July 2019, or in the in the first full pay period following adoption of the Agreement, whichever is later, the rate of pay for all job classes and employees shall be increased by three percent (3%).

**Year 2:**

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

**Equity:**

Effective the first full pay period of July 2019, or in the first full pay period following adoption of the Agreement, whichever is later, the rate of pay for the classifications listed below shall be increased as follows:

- Clinic Registered Nurse I: 1.32%
- Clinic Registered Nurse I – Bilingual: 1.32%
- Clinic Registered Nurse II: 1.32%
- Clinic Registered Nurse II – Bilingual: 1.32%
- Senior Registered Nurse: 2.0%
  
- Detention Registered Nurse: 4.77%
  
- Mental Health Nurse Practitioner: 5.0%
- Detention Nurse Practitioner: 5.0%
- Nurse Practitioner: 5.0%
- Nurse Practitioner – Bilingual: 5.0%
  
- Public Health Nurse I: 2.48%
- Public Health Nurse I – Bilingual: 2.48%
- Public Health Nurse II: 2.48%
- Public Health Nurse II – Bilingual: 2.48%
- Senior Public Health Nurse: 3.0%
- Senior Public Health Nurse – Bilingual: 3.0%
  
- Mental Health Registered Nurse: 2.0%
  
- Detention Licensed Vocational Nurse: 6.19%

**Health Benefits:**

Employee-Only: In July 2019, the County will make a one-time adjustment to the health benefits fringe contribution of the employee-only plan level to bring represented nurses to the same level as other MAPE-represented employees. After this one-time adjustment, the County will freeze the employee-only biweekly fringe adjustment.

Effective 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.

The County will increase the salary threshold for fringe differentiation from \$70,000 to \$74,000 for plan year beginning January 2020.

**Cash Back:**

Effective July 2019, eligible represented employees who enroll in County health benefits may receive up to \$100 of any unused fringe monies ("cash back"). Employees who were hired on or after July 1, 2014 and/or employees who do not receive cash back as of July 1, 2019 are ineligible to receive cash back.

**Hold Harmless:**

Effective July 2019, the County will resume hold harmless payments to represented employees who had received these payments as of June 30, 2017.

Effective the last full pay period before the expiration of the 2019-2021 agreement, the County will eliminate Hold Harmless monies for all represented employees.

**Reimbursement for required licenses and certificates:**

The County agrees to reimburse the cost of the following required licenses and certifications:

- CPR certificate
- Licensed Vocational Nurse (LVN) license Renewal – every two years
- Registered Nurse (RN) license renewal – every two years
- Nurse Practitioner (NP) license renewal – every two years
- Nurse Practitioner (NP) Furnishing Number Renewal – every two years
- Public Health Nurse (PHN) license renewal – every two years
- Psychiatric/Mental Health Nurse license renewal – every two years
- Nurse Practitioners DEA Number – every three years

**Miscellaneous:**

**Temporary Promotions:**

Employees who are temporarily promoted, in excess of 10 days, to assume the duties of a position in a higher classification will be paid for all hours in paid status at the rate that is closest to, but not less than five percent (5%) above his or her base hourly rate in the classification in which he/she holds regular status at the time he/she is temporarily promoted. Employees in a temporary promotional status will retain the full-time work schedule of his/her underlying classification. An employee's eligibility for overtime and leave accrual shall be pursuant to his/her regular classification.

**Temporary Special Assignment Pay:**

An employee who is working on a temporary special assignment shall receive a five percent (5%) differential for hours worked on the special assignment.

**New Employee Orientation/Union Dues/Agency Fees:**

The County shall provide the Union written notice of county-wide new employee orientations, remit union dues and remove reference to agency shop fees in accordance with applicable state and federal laws.

**Grievance Procedure:**

Only the Union may advance grievances to step 3 of the Grievance Procedure for matters related to provisions of the parties' collective bargaining agreement and existing practices affecting the status of working conditions of County employees. An individual grievant may advance to step 3 any other grievance.

**Labor Management/Professional Performance Committee:**

The parties agreed to consolidate existing committees (i.e., Professional Performance, Safety, and Labor Management) and form one Labor Management/Professional Performance Committee.

**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; retitling Professional Leave to Professional/Educational Leave and adding clarifying language that when there is a provision of the County's Personnel Management Regulations ("PMRs") that is in conflict with a provision of the parties' collective bargaining agreement, the collective bargaining agreement shall be controlling.

**FISCAL IMPACT:** These salary and benefit adjustments will result in incremental cost increases of \$439,479 in FY 2019-20 and \$189,432 in FY 2020-21. The ongoing increase to the baseline budget would be 9.4 percent of pay over the two-year term with a cumulative ongoing baseline increase of \$628,911. 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.

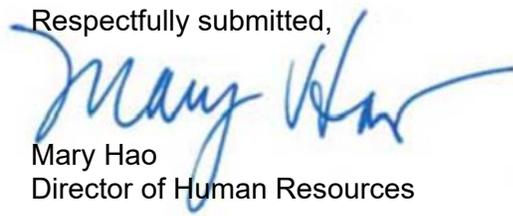
**REVIEWED BY:**

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

Attachments: Costing Summary  
MCERA Analysis of pension liability impacts

# Marin Association of Public Employees - Nurses Unit

## Baseline Information

Current Salary Base	\$	5,109,433
Current Variable Benefit Base	\$	1,185,490
Current Non-Pensionable Salary Base	\$	408,702
FTE		39
1% Salary with Variable Fringe	\$	67,036
Average Base Salary	\$	130,011

## Incremental Cost of MOU

		<u>FY 2019-20</u>		<u>FY 2021-22</u>
Base Salary*	\$	153,283	\$	136,300
(percent of salary)		3.0%		2.5%
Equity	\$	189,287	\$	-
(percent of salary)		3.7%		0.0%
Wage-related fringes (includes pension costs)	\$	38,427	\$	30,598
Non Pensionable Wages (includes seasonal pay adj)	\$	27,402	\$	10,903
Hold Harmless	\$	3,100		
Projected additional pension costs*	\$	1,800	\$	1,800
<b>Health Benefits</b>				
Allowance increase	\$	26,180	\$	9,831
(percent of salary)		0.5%		0.2%
<b>Other</b>				
	\$	-	\$	-
<b>Total Incremental</b>	<b>\$</b>	<b>439,479</b>	<b>\$</b>	<b>189,432</b>
Incremental Increase as % of Salary & Benefits		6.6%		2.7%
Total Cumulative above FY 2018-19		6.6%		9.4%

*\*The projected additional pension costs account for annual payments required to fund approximately \$100,000 in increased retiree liabilities that result from the proposal exceeding the actuarial assumption of 3% annual wage inflation. Ongoing payments for unfunded liabilities will be phased in over 5 years and are expected to be \$9,900 annually by 2024*