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

COUNTY OF MARIN

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August 20, 2019

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 Sheriff's Staff Officers' Association (SSOA)

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 (SSOA) 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 and builds on the 1-year successor agreement reached with the SSOA in 2018. This agreement is also consistent 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 Collective Bargaining Agreement with this bargaining unit expired on June 30, 2019.

Although not required by law, the Marin County Employees' Retirement Association (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 28, 2019 – June 30, 2022
Salaries (Cost of Living Adjustment):	**Year 1:** Effective July 28, 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%).

Year 3:
Effective the first full pay period of July 2021, the rate of pay for all classes and employees shall be increased by three percent (3%).

Equity:

Effective July 28, 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:

Sheriff's Lieutenant:	1.5%
Chief District Attorney Inspector:	1.5%
Chief Deputy Coroner:	2.0%

Health Benefits:

The County will freeze the employee-only biweekly fringe adjustment.

Effective December 2019, December 2020 and December 2021, 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 28, 2019, there will be no cash back from any remaining unused amount of an employee's bi-weekly fringe benefit package if the employee changes their benefits in such a way that reduces/eliminates cash back on unspent fringe dollars.

Hold Harmless:

Effective the last full pay period before the expiration of the 2019-2022 agreement, the County will eliminate Hold Harmless monies for all represented employees.

Miscellaneous:

Peace Officer Standards and Training (P.O.S.T) Certificate: Effective July 28, 2019, or in the in the first full pay period following adoption of the Agreement, whichever is later, the County will increase the P.O.S.T. certificate incentive to pay as follows:

Advanced-level certificate = $555.00/month;
Management-level certificate = $695.83/month.

Effective the first full pay period of July 2021, the County will increase the P.O.S.T. certificate incentive to pay as follows:

Advanced-level certificate = $575.00/month;
Management-level certificate = $715.83/month.

FISCAL IMPACT: These salary and benefit adjustments will result in incremental cost increases of $145,215 in FY 2019-20 and $80,059 in FY 2020-21, and $100,247 in FY 2021-22. The ongoing increase to the baseline budget would be 11.8 percent of pay over the three-year term with a cumulative ongoing baseline increase of $325,521. Please see the attached costing summary which presents 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:

[X] County Administrator
[   ] Department of Finance
[X] County Counsel
[X] 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

Sheriff's Staff Officers' Association Costing Summary

Baseline Information

Current Salary Base	$	2,014,064
Current Variable Benefit Base	$	700,268
Current Non-Pensionable Salary Base	$	43,804
FTE		13
1% Salary with Variable Fringe	$	27,581
Average Base Salary	$	154,928

Incremental Cost of MOU

	FY 2019-20	FY 2021-22	FY 2022-23
Base Salary*	$ 60,422	$ 52,633	$ 64,738
	3.0%	*2.5%*	*3.0%*
Equity	$ 30,826	$ -	$ -
	1.5%	*0.0%*	*0.0%*
Wage-related fringes (includes pension costs)	$ 26,549	$ 18,170	$ 22,350
Non Pensionable Wages (includes seasonal pay adj)	$ 1,985	$ 1,145	$ 1,408
Projected additional pension costs*	$ 1,700	$ 1,700	$ 1,900
POST	$ 17,627	$ -	$ 3,120
Health Benefits			
Allowance increase	$ 6,106	$ 6,411	$ 6,731
(percent of salary)	*0.3%*	*0.3%*	*0.3%*
Total Incremental	**$ 145,215**	**$ 80,059**	**$ 100,247**
Incremental Increase as % of Salary & Benefits	5.3%	2.8%	3.4%
Total Cumulative above FY 2018-19	5.3%	8.2%	11.8%

**The projected additional pension costs account for annual payments required to fund approximately $95,000 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 $9,400 annually by 2024*