

June 28, 2005

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

Subject: Approval of Tentative Agreement with the Probation Managers' Association

Dear Board Members:

Recommendation: It is the recommendation of the Department of Human Resources that your Board approve a tentative agreement with the Probation Managers' Association for a successor agreement, effective July 1, 2005, as follows:

Term	Three years
General Salary Adjustments	First pay period of July 2005: 2% First pay period of July 2006, CPI-U (SF-Oakland-San Jose) 2.5 – 3% First pay period of July 2007, CPI-U (SF-Oakland-San Jose) 2.5 – 3%
Sick Leave Credit for Retirement	Effective first pay period of July 2005 or in which ratification occurs, whichever is later, increase for Safety members to 75%
Fringe Benefits	Effective January 2006, increase to the flat amount of the fringe benefit package by an amount equal to 1.5% of salary for the bargaining unit (approximately \$45 per pay period). Re-opener on fringe benefits: County reserves the right to reopen on fringe benefits during the term of this agreement to implement the ERP system and County long-term goals on County fringe benefits, including the distribution of retirement and insurance. In the event that the parties are unable to reach mutual agreement on changes, the following adjustments

	<p>will be made:</p> <p>Effective January 2007, increase to the flat amount of the fringe benefit package by an amount equal to .5% of salary for the bargaining unit.</p> <p>Effective January 2008, increase to the flat amount of the fringe benefit package by an amount equal to .5% of salary for the bargaining unit.</p>
Equity	During the life of the contract, establish a salary survey committee to study external and internal equity.
Labor-Management Committee	During the first year of this agreement, the parties agree to establish a joint Labor-Management Committee to discuss issues of mutual interest. The committee shall consist of no more than three representatives from each side.

In addition, agreement was reached on updating contract language to conform to the Personnel Management Regulations and workers' compensation law and adding the Medical Reimbursement Account (MRA) as an optional benefit.

Summary: The County and the Probation Managers' Association met several times in the past three months and successfully reached a tentative agreement which was unanimously ratified by the Association on June 16, 2005.

Fiscal Impact: The fiscal impact of the first year of the agreement is 2.75% or \$25,000; funds have been budgeted by the County Administrator's Office in the Probation Department's budget for the 2005-2006 costs as well as the on-going cost.

Reviewed by:

Respectfully submitted,

Laura Armor
Director of Human Resources

CC: Anne Wooliever, Acting Chief Probation Officer
Katie Gaier, Deputy Director of Human Resources
Liz Paris, Deputy Director of Human Resources
Donna Williamson, Liebert Cassidy Whitmore
Patrick Faulkner, County Counsel
Richard Arrow, Auditor-Controller
Danny Briones, Auditor-Controller's Office
Michael Daly, President – PMA
Mariano Zamudio, Probation
Maggie Johnston, Retirement
HR Analysts and Personnel Technicians
CAO Analysts