



HUMAN RESOURCES DEPARTMENT

LAURA S. ARMOR
Director

August 7, 2007

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

SUBJECT: Tentative agreement with International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators (IATSE) Local 16

Dear Board Members:

RECOMMENDATION: It is the recommendation of the Department of Human Resources that your Board approve a three year successor agreement with IATSE Local 16 and authorize the Board President to execute the Memorandum of Understanding. This bargaining unit represents approximately 1 regular employee and 95 extra hire employees in various job classes, including Cultural & Visitors Services Technical Coordinator, Master Stage Technician, Stagehand, and Spotlight Operator in the Cultural Services Department. The bargaining unit ratified the agreement within the pay period of July 15 – July 28, 2007.

SUMMARY:

Term	July 15, 2007 – July 14, 2010.
General Salary Adjustments	<p>July 15, 2007: 4.0 %.</p> <p>First pay period July 2008: General adjustment of 3.0% – 4.0% based on the April to April CPI-U for San Francisco-Oakland-San Jose.</p> <p>First pay period July 2009: General adjustment of 3.0% – 5.0% based on the April to April CPI-U for San Francisco-Oakland-San Jose.</p>

<p>Biweekly Fringe Benefit Package (including Deputy Public Defenders)</p>	<p>December 16, 2007: Increase fringe benefit package to \$345.00 plus 2% of salary biweekly.</p> <p>December 16, 2007: Any employee whose fringe benefit package amount under new formula is less than the prior package amount will have the prior package amount frozen; and, if currently receiving cash back, cash back will continue. New employees will not be eligible for cash back except as noted under Waiver of Participation (\$100 per biweekly pay period). Fringe benefit mode of distribution shall change from "A" to "B" (insurance first) where applicable.</p> <p>December, 2008: Increase fringe benefit package to \$370.00 plus 2% of salary biweekly.</p> <p>December, 2009: Increase fringe benefit package to \$410.00 plus 2% of salary biweekly.</p>
<p>Monies Available for Equity Increases</p>	<p>Year 1: up to .6% of the annual salary of the bargaining unit.</p> <p>Year 2: .5% of the annual salary of the bargaining unit.</p> <p>Year 3: .25% of the annual salary of the bargaining unit.</p>
<p>Retirement</p>	<p>Retirement eligibility age for all miscellaneous employees hired after January 1, 2008 will be 55.</p>
<p>Retiree Health Benefit Plan IV</p>	<p>Effective January 1, 2008, new hires will be enrolled in Retiree Health Benefit Plan IV which requires five years of credited County service and five years of continuity of coverage in the plan at the time of retirement. The level of benefit for medical and dental premiums subject to years of credited County service (exclusive of golden handshakes and public service buybacks) will be an allocation factor of \$150.00 per year to a maximum of twenty years of service (\$3,000) annually. Dependent coverage will continue to be available - paid by the retiree.</p>

Quarterly Medical Reimbursement	Reimbursement amounts will be modified in accordance with adjustments to fringe benefit formulas.
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In addition to the economic items listed above, agreement was also reached on:



- A joint Labor-Management Benefits Advisory Committee that will begin meeting no later than September 15, 2007 and make recommendations no later than March 1, 2008.
- Waiver of participation in a county health plan amended to require proof of equivalent coverage in a group versus an individual health plan.

FISCAL IMPACT: The estimated full cost for the first year is \$5,935. The estimated annual full cost is \$7,963.

REVIEWED BY:

<input type="checkbox"/>	Auditor	<input checked="" type="checkbox"/> N/A
<input type="checkbox"/>	County Counsel	<input checked="" type="checkbox"/> N/A
<input checked="" type="checkbox"/>	Human Resources	<input type="checkbox"/> N/A

Respectfully submitted,



Laura Armor
Director of Human Resources

cc: Janet Bosnich, Principal Personnel Analyst, Human Resources
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