



DEPARTMENT OF
HUMAN RESOURCES

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

Angela Nicholson
INTERIM DIRECTOR

August 11, 2015

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Marin County Board of Supervisors
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SUBJECT: Tentative Agreement between Marin County and the Marin County Sheriff Staff Officers Association (SSOA)

Dear Board Members,

RECOMMENDATION: It is recommended by the Human Resources Department that your Board approve the Tentative Agreement between the County of Marin and Sheriff Staff Officers Association (SSOA) for a successor 3-year Collective Bargaining Agreement and authorize the Board president to execute the Collective Bargaining Agreement (CBA).

SUMMARY: This 3-year agreement reflects many of the County's long-term priorities, which include eliminating the County's contribution towards the employee's share of pension costs (EPMC), and amending health benefits to ensure affordability for its employees. The Collective Bargaining Agreement with this bargaining unit expired on June 30, 2015. The agreed upon terms include:

Term: July 1, 2015 – June 30, 2018

Salaries:

Year 1:
Effective the first full pay period in July 2015, or in the first full pay period following ratification and approval, whichever is later, the rate of pay for all classes and employees shall be increased by three percent (3.0%).

Year 2:
Effective the first full pay period in July 2016, the rate of pay for all classes and employees shall be increased by three percent (3.0%).

Year 3: Effective the first full pay period in July 2017, the rate of pay for all classes and employees shall be increased by three percent (3.0%).

Health Benefits:

Bi-Weekly Medical Payment (BMP):

Effective the first full pay period in July 2015, or in the first full pay period following ratification and approval, whichever is later, the County will eliminate the existing BMP benefit in the agreement.

Bi-weekly fringe benefits:

Effective the first full pay period in July 2015, or in the first full pay period following ratification and approval, whichever is later, the following increases and adjustments shall be made to the County's fringe benefit contributions:

Employee Only: Realignment of biweekly fringe amount to \$461.96

Employee Plus One: Increase the Biweekly fringe amount to \$525.51

Employee Plus Family: Increase the Biweekly fringe amount to \$704.72.

Effective in December 2015, December 2016, and December 2017, 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 by three percent (3.0%) for all benefited employees (employee only, employee plus one (1) and employee plus two (2) benefit levels).

One-Time Payment:

Effective the first full pay period in July 2015, or in the first full pay period following ratification and approval, whichever is later, employees in the employee only benefit tier and employees who waive health insurance will receive a one-time payment of \$400 in cash.

Effective in the first full pay period in July 2016, employees in the employee only benefit tier and employees who waive health insurance will receive a one-time payment of \$200.

Retirement Changes:

For new employees hired after January 1, 2013 without reciprocity from another public retirement system:

In compliance with the State of California's Pension Reform Act of 2013, the County will make no contribution towards the employee's retirement contribution. This change will be effective the first full pay period of July 2015, or upon ratification and

approval, whichever is later.

For employees hired before January 1, 2013:

The County will eliminate 3% of the Employer Paid Member Contribution (EPMC) as follows:

Effective the first pay period in July 2015 or the first full pay period following ratification and approval, whichever is later, the County shall terminate the 3% contribution of an employee's bi-weekly salary towards the employee's retirement contribution.

Miscellaneous:

Management Certificate (Peace Officers Standards and Training (P.O.S.T.))

Effective the first full pay period in July 2015, or in the first full pay period following ratification and approval, whichever is later, the County will pay an additional \$32 per pay period for employees with a POST Management Certificate. This amount will be paid in addition to the \$193 per pay period employees currently receive for maintaining an advanced certificate. The total an employee will be eligible to receive is of \$225 per pay period.

One-Time Payment

Effective the first full pay period in July 2015, or in the first full pay period following ratification and approval, whichever is later, the County will provide each member of the bargaining unit with a one-time, non-pensionable payment of \$1400.

FISCAL IMPACT: These salary and benefit adjustments will result in incremental cost increases of \$ 68,977 in FY 2015-16, \$85,104 in FY 2016-17 and \$86,024 in FY 2017-18. Please see the attached costing summary which identifies a more detailed costing of the proposal. Funds have been allocated by the County Administrator's Office in departmental budgets for proposed adjustments.

REVIEWED BY:

- | | |
|----------------------------------------------------------|-----------------------------------------|
| <input checked="" type="checkbox"/> County Administrator | <input type="checkbox"/> N/A |
| <input type="checkbox"/> Department of Finance | <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 |

SIGNATURE:



Angela Nicholson
Interim Director of Human Resources

cc: Robert Doyle, Sheriff
Roy Given, Finance Director
Dan Eilerman, Assistant County Administrator, CAO
Mike Ridgeway, Undersheriff
Roger Crawford, Deputy Director of Human Resources
Misha Miki-Ladner, Senior Personnel Analyst, Human Resources
Lt. Don Wick, SSOA
Lt. Jeff Edwards, SSOA
Lt. Jamie Scardina, SSOA

Sheriff Staff Officers Association Costing

Baseline Information

Current Salary Base	\$	1,828,986
Current Benefit Base	\$	916,165
Current Non-Pensionable Salary Base	\$	12,071
FTE		13
1% Salary with Variable Fringe	\$	22,968

Incremental Cost of MOU

		<u>FY 2015-16</u>		<u>FY 2016-17</u>		<u>FY 2017-18</u>
Base Salary*	\$	54,870	\$	56,516	\$	58,211
		3%		3%		3%
Wage-related fringes	\$	20,812	\$	21,436	\$	22,079
Non Pensionable Wages	\$	362	\$	373	\$	384
POST Management Certificate	\$	14,926	\$	-	\$	-
Reduction in County paid employee pension pickup	\$	(54,870)	\$	-	\$	-
		(-3.00%)				
Health Benefits						
Allowance increase	\$	11,505	\$	5,194	\$	5,349
Other						
One-time contribution in lieu of health	\$	3,172	\$	1,586	\$	-
One-time, non pensionable	\$	18,200	\$	-	\$	-
Total Incremental	\$	68,977	\$	85,104	\$	86,024
Total Cumulative above FY14-15	\$	68,977	\$	154,081	\$	240,105
Incremental Increase as % of Salary & Benefits		2.5%		3.1%		3.0%
Cumulative Increase as % of Salary & Benefits				5.6%		8.7%

*Pensionable Costs - Increased pension contributions are included in the estimated costs