



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
3501 Civic Center Drive
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SUBJECT: Tentative Agreement between Marin County and the Teamsters Local 856 (Deputy District Attorneys)

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 the Teamsters, Local 856 (Deputy District Attorneys) 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 reducing 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 shall be made to the County's fringe benefit contributions:

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 in the first full pay period following ratification and approval, whichever is later.

For employees hired before January 1, 2013:

The County will eliminate 2% 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 reduce its contribution to 1.33% of an employee's bi-weekly salary towards the employee's retirement contribution. The payment will be made directly to the Marin County Employee Retirement Association (MCERA).

Effective the first pay period in July 2016, the County shall continue to reduce its contribution and will contribute .66% of an employee's bi-weekly salary towards the employee's retirement contribution. The payment will be made directly to the Marin County Employee Retirement Association (MCERA).

Effective the first pay period in July 2017, the County shall terminate the .66% contribution of an employee's bi-weekly salary towards the employee's retirement contribution.

Miscellaneous:

Settlement intent side letter

Until the end of 2015 or until approval of a successor agreement with all bargaining units currently in negotiations with the County of Marin, whichever is sooner, any COLA, increase in fringe benefit allocation, cash payment, or one-time payment will be applied to members of this unit unless the additional compensation is part of a package proposal. In such an event, Teamsters can vote to accept the package or refuse the package, but cannot accept the compensation increase without the corresponding concession. Equity increases for other represented bargaining units do not trigger this language. In addition, this language is only triggered where the additional compensation is greater than what is currently allocated to the Teamsters DA's in the agreement. The effective date of any increase pursuant to this clause will be the first full pay period following the approval by the Board of Supervisors of the comparable bargaining unit agreement.

FISCAL IMPACT: These salary and benefit adjustments will result in incremental cost increases of \$176,506 in FY 2015-16, \$144,659 in FY 2016-17 and \$148,564 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: Ed Berberian, District Attorney
Roy Given, Finance Director
Dan Eilerman, Assistant County Administrator, CAO
Barry Borden, Deputy District Attorney
Roger Crawford, Deputy Director of Human Resources
Misha Miki-Ladner, Senior Personnel Analyst, Human Resources
Matthew Finnegan, (Deputy District Attorneys)

District Attorney Costing Summary

Baseline Information

| | | |
|-------------------------------------|----|-----------|
| Current Salary Base | \$ | 4,168,341 |
| Current Benefit Base | \$ | 1,469,772 |
| Current Non-Pensionable Salary Base | \$ | - |
| FTE | | 29 |
| 1% Salary with Variable Fringe | \$ | 52,071 |

Incremental Cost of MOU

| | | <u>FY 2015-16</u> | <u>FY 2016-17</u> | <u>FY 2017-18</u> |
|--|-----------|-------------------|-------------------|-------------------|
| Base Salary* | \$ | 125,050 | \$ 128,802 | \$ 132,666 |
| | | 3% | 3% | 3% |
| Wage-related fringes | \$ | 31,163 | \$ 32,097 | \$ 33,060 |
| Non Pensionable Wages | \$ | - | \$ - | \$ - |
| Market Equity Adjustments | \$ | - | \$ - | \$ - |
| | | 0.0% | 0.0% | 0.0% |
| Reduction in County paid employee pension pickup | \$ | (26,265) | \$ (27,916) | \$ (29,186) |
| | | (-0.67%) | (-0.67%) | (-0.67%) |
| Health Benefits | | | | |
| Allowance increase | \$ | 41,558 | \$ 11,676 | \$ 12,024 |
| Other | | | | |
| One-time HSA contribution | \$ | - | | |
| Boot Allowance | \$ | - | \$ - | \$ - |
| Bilingual Premium | \$ | - | \$ - | \$ - |
| Other | | | | |
| One-time non-pensionable cash allowance | | 7076 | 3538 | |
| Total Incremental | \$ | 171,506 | \$ 144,659 | \$ 148,564 |
| Total Cumulative above FY14-15 | | | \$ 316,166 | \$ 464,729 |
| Incremental Increase as % of Salary & Benefits | | 3.0% | 2.5% | 2.5% |
| Cumulative Increase as % of Salary & Benefits | | | 5.6% | 8.2% |

