



DEPARTMENT OF
HUMAN RESOURCES

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

Angela Nicholson
INTERIM DIRECTOR

July 14, 2015

Marin County Civic Center
3501 Civic Center Drive
Suite 415
San Rafael, CA 94903
415 473 6104 T
415 473 5960 F
415 473 5780 TTY
www.marincounty.org/hr

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

SUBJECT: Tentative Agreement between Marin County and the Probation Managers Association (PMA).

Dear Board Members,

RECOMMENDATION: It is recommended by the Human Resources Department that your Board approve the Tentative Agreement between the County and the Marin County Probation Managers Association 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 significant County long-term priorities, which include reducing the County's contribution towards the employee's share of pension costs (EPMC), providing market driven cost of living adjustments, providing affordable health benefits to its employees, and reducing vacation accruals. The Collective Bargaining Agreement with this bargaining unit expired on June 30, 2015. The terms include the following:

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%).

Equity: **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 the following classifications will be adjusted:

Director of Probation Services	1.0%
Probation Supervisor	1.0%

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 BMP from 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 \$515.51 (for employees w/ annual salaries at or above \$70,000); and \$525.51 (for employees w/ annual salaries below \$70,000).

Employee Plus Family: Increase the Biweekly fringe amount to \$694.72 (for employees w/ annual salaries at or above \$70,000); and \$714.72 (for employees w/ annual salaries below \$70,000)

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 \$350 in cash.

Retirement Changes:

For employees hired after January 1, 2013:

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.

For employees hired before January 1, 2013:

The County will eliminate 2.375% of the EPMC for the entire bargaining unit 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 and contribute 2.21% 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 contribute 1.42% 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 continue to reduce its contribution and contribute .63% 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).

Training Differential:

Clarify the training differential language such that there is a 5% Differential for conducting formal training for County employees. Limited to when providing direct training.

Sick Leave:

Extra-Hire Employees.

Pursuant to State Law, effective July 1, 2015, temporary employees (extra hire employees) are eligible to receive 24 hours of sick leave per year after more than 30 days of employment with the County.

One day is equivalent to 7.5 hours or 8.0 hours, dependent on the employee's job classification.

All notice requirements and rules regarding the appropriate use of sick leave apply to extra hire employees.

Miscellaneous:

Vacation Hours: (Revised vacation accrual rates)*

<u>Years</u>	<u>Accrual Rate</u>
0 to 3	10 days (.0385 per hour)
3 to 10	15 days (.0577 per hour)
10 to 20	20 days (.0770 per hour)
20 to 30	24 days (.0923 per hour)
30+	27 days (.1038 per hour)

*Employees at 20 to 30 years of service reduced from 25 days to 24 days per year. Employees at 30 + years of service reduced from 30 days to 27 days per year.

FISCAL IMPACT: These salary and benefit adjustments will result in incremental cost increases of \$102,558 in FY 2015-16, \$68,312 in FY 2016-17 and \$69,918 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:

- County Administrator N/A
- Department of Finance N/A
- County Counsel N/A
- Human Resources N/A

SIGNATURE:



Angela Nicholson
Interim Director of Human Resources

- cc: Mike Daly, Chief Probation Officer
- Roy Given, Director of Finance
- Dan Eilerman, Assistant County Administrator
- Roger Crawford, Deputy Director of Human Resources
- Mariano Zamudio, Chief Deputy Probation Officer
- Misha Miki-Ladner, Senior Personnel Analyst
- Alisha Krupinsky, Director of Probation Services
- Matt Perry, Director of Probation Services

Probation Managers Association MOU Costing Summary

Baseline Information

Current Salary Base	\$	1,739,483
Current Benefit Base	\$	923,565
Current Non-Pensionable Salary Base	\$	7,557
FTE		17
1% Salary with Variable Fringe	\$	24,067

Incremental Cost of MOU

		<u>FY 2015-16</u>	<u>FY 2016-17</u>	<u>FY 2017-18</u>
Base Salary*	\$	52,184	\$ 53,750	\$ 55,363
		3%	3%	3%
Wage-related fringes	\$	19,792	\$ 20,385	\$ 20,997
Non Pensionable Wages	\$	227	\$ 234	\$ 241
Market Equity Adjustments	\$	24,068	\$ 722	\$ 744
Reduction in County paid employee pension pickup	\$	(12,057)	\$ (13,571)	\$ (14,421)
		(-0.79%)	(-0.79%)	(-0.79%)
Health Benefits				
Allowance increase	\$	14,732	\$ 6,792	\$ 6,995
Other				
One-time payment for EE only	\$	3,612	\$ -	\$ -
Boot Allowance	\$	-	\$ -	\$ -
Bilingual Premium	\$	-	\$ -	\$ -
Total Incremental	\$	102,558	\$ 68,312	\$ 69,918
Total Cumulative above FY14-15	\$	102,558	\$ 170,870	\$ 240,788
Incremental Increase as % of Salary & Benefits		3.8%	2.5%	2.5%
Cumulative Increase as % of Salary & Benefits			6.4%	9.0%