

Negotiations Update

Marin County Management Employees' Association (MCMEA)

July 6, 2018 UPDATE

The County of Marin and MCMEA representatives reached an overall tentative agreement on June 29, 2018.

The parties have agreed to terms for a three-year successor agreement. For further details about the agreement, please see below.

1. **Wages** – Increase base wages for employees represented by MCMEA as follows:

July 2018 – 2.5%

July 2019 – 3%

July 2020 – 2.5%

2. **Market-based Adjustments:**

In addition to the general base wage increases, the classifications listed below will receive the following increases effective July 2018:

Assistant Chief Fiscal Officer-H&HS	1.05%
Audit Manager	1.05%
Chief Deputy Public Administrator	1.05%
Chief Deputy Recorder-County Clerk	1.05%
Chief Investigator Special Investigations Unit	1.42%
Chief of Sheriff's Fiscal Services	1.05%
Collections Manager	1.05%
BHRS Division Director	1.42%
BHRS Program Manager	1.42%
Epidemiology Manager	1.42%
Public Health Division Director	1.42%
Public Health Program Manager	1.42%
Social Services Division Director	1.42%
Social Services Program Manager	1.42%
Senior Librarian	2.07%
Principal Landscape Architect	2.52%
Quality Improvement Coordinator	2.30%
Supervising Public Health Nurse	5.53%

Negotiations Update

Airport Manager	2.70%
Emergency Medical Services Administrator	2.73%
Nursing Services Manager	2.73%
Supervising Registered Nurse	2.73%
Victim Witness Program Supervisor	5.63%

In July 2019, the classifications listed below will receive the following increases:

Airport Manager	2.68%
Emergency Medical Services Administrator	2.72%
Nursing Services Manager	2.72%
Supervising Registered Nurse	2.72%
Victim Witness Program Supervisor	5.62%

3. **Term of the Agreement** – 3 Years (July 1, 2018 – June 30, 2021)
4. **Health** – Agreement that the County will enter negotiations with Teamsters Health and Welfare Trust regarding its Anthem PPO plan.
5. **Fringe Benefits** –
 - Increase the salary threshold for fringe differentiation from \$70,000 to \$74,000 for plan year beginning January 2019.
 - The County will adjust its health insurance contribution by 0-5% for the employee + 1 and employee + family levels based on the premium increase to the County's Kaiser S plan (or the County's lowest cost HMO at the time).
6. **Cash Back** – No cash back for employees hired on or after July 1, 2018 and for employees who do not receive cash back as of July 1, 2018.
7. **Hold Harmless Payments** – Effective the last full pay period before the expiration of the 2018-2021 agreement, the County will eliminate Hold Harmless monies for all represented employees.
8. **Overtime** - Overtime will be paid based on actual hours worked (instead of hours in paid status) in excess of 40 or 37.5 hours per week.
 - **For the following classifications only, in the Road Maintenance Division in the Department of Public Works**, overtime shall be defined as time in paid status in excess of the full-time work week of 37.5 or 40 hours:

Negotiations Update

Chief of Construction (only when assigned to Roads)
Engineering Assistant (only when assigned to Roads)
Road Maintenance Superintendent
Road Maintenance Supervisor
Senior Road Maintenance Supervisor
Traffic Safety Maintenance Supervisor

- **For the following classifications only, who work exclusively in the Department of Public Works**, overtime shall be defined as time worked in excess of 40 hours per work week (or 37.5 hours for 75-hour employees). For the purposes of calculating overtime eligibility, holidays and paid sick leave shall be considered time worked. In addition, employees who work alternative work schedules and use paid time off to supplement legal holidays shall have such paid time off hours considered as time worked.

Airport Manager
Assistant Engineer
Building and Maintenance Manager
Building and Maintenance Supervisor
Chief Real Property Agent
Chief of Construction (When **NOT** assigned to Roads)
Communications Engineering Manager
Custodial Supervisor
Engineering Assistant (When **NOT** assigned to Roads)
Fleet Manager
Fleet Supervisor
Junior Engineer
Principal Transportation Planner
Public Works Program Manager
Stormwater Program Administrator
Supervising Communications Technician
Supervising Hazardous Materials Specialist
Supervising Purchaser
Supervising Reprographic Technician

9. **Shift Differential** – Clearly define swing shift as 4 PM to 12 midnight and graveyard shift as 12 midnight to 8 AM.
10. **Rental Assistance** – The parties agree to meet no later than September 30, 2018 to develop a countywide pilot rental assistance program using the \$250,000 that the County has allocated for this program.

Negotiations Update

11. **Administrative Response Compensation** – Addition of the Health and Human Services Facilities Manager classification to the list of classifications that are eligible to receive ARC.
12. **Salary Survey Committee** – For the term of the 2018-2021 contract the parties will participate in a joint salary survey committee
13. **Ratification Bonus** - Effective July 2018, employees will receive a one-time, non-pensionable payment as follows:
 - \$500 for employees whose combined annual compensation, inclusive of base wages and any form of cash back and exclusive of overtime, that is equal to or greater than \$90,000. Prorated for regular hire part-time employees.
 - \$1000 for employees whose combined annual compensation, inclusive of base wages and any form of cash back and exclusive of overtime, that is less than \$90,000. Prorated for regular hire part-time employees.
 - Contingent hire employees who do not have a regular hire appointment will receive the following one-time payment based on hours worked in the July 1, 2017-June 30, 2018 fiscal year:
 - 1,000 hours or more but less than 1,800 hours: \$250
 - 1,800 hours or more: \$500
14. **License Renewal Reimbursement** – Addition of the Quality Improvement Coordinator classification to the list of classifications that are eligible to receive the reimbursement
15. **RideGreen Program** – The County intends to increase commuter incentives for **all** benefits eligible County employees (RideGreen is a countywide program) as follows:

Bike Incentive:	\$40 per month
Carpool Incentive:	\$40 per month
Transit Incentive:	County will match employee contributions up to \$40 per month
Electric Vehicle Charging:	Reduce daily fee for charging electric vehicles for employees from \$4.00 to \$2.00.

Negotiations Update