

Negotiations Update

Marin County Management Employees' Association (MCMEA)

June 19, 2018 UPDATE

As of June 19, 2018, the County of Marin and MCMEA representatives have held 18 bargaining sessions. The parties have begun packaging proposals.

The County's proposals include the following:

1. **Wages** – The County has proposed to increase base wages for employees represented by MCMEA as follows:

July 2018 – 2.5%

July 2019 – 3%

July 2020 – 2%

In addition, the County has proposed the following equity increases:

Effective the first full pay period in July 2018, or in the first full pay period following adoption of the agreement, whichever is later, the rate of pay for the following job classes will be increased as follows:

Airport Manager	2%
Emergency Medical Services Administrator	2%
Nursing Services Manager	2%
Supervising Public Health Nurse	2%
Victim Witness Program Supervisor	3.5%

Effective the first full pay period in July 2019 the rate of pay for the following job classes will be increased as follows:

Airport Manager	2%
Emergency Medical Services Administrator	2%
Nursing Services Manager	2%
Supervising Public Health Nurse	2%
Victim Witness Program Supervisor	3.5%

2. **Term of the Agreement** – 3 Years (July 1, 2018 – June 30, 2021)
3. **Health** – Since February 2018, the County has been in the process of finding a sustainable and viable health plan to replace its current Anthem Blue Cross PPO

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medical plan, which has grown increasingly unaffordable in recent years. Western Health Advantage HMO appears to be a viable option to replace the existing Anthem PPO, based on the responses the County received to its Health Care Request For Proposal (“Health RFP”).

Teamsters Local 856 would also like the County to join its trust for the purpose of offering the Trust’s Anthem PPO plan to County employees.

In response to the Teamsters, the County has proposed that for the term of July 1, 2018 through June 30, 2021 Agreement, the County would participate in the Teamsters Local Union No. 856 Health and Welfare Trust (“Teamsters Trust”) for the sole purpose of offering to its employees the Teamsters Trust’s Anthem Preferred Provider Organization plan (“Anthem PPO” or “Teamsters Plan”). The County’s participation will be effective the plan year beginning January 1, 2019 and is conditioned upon the County and the Teamsters Trust entering into a contract no later than August 17, 2018, for participation in the Anthem PPO, which shall be accomplished through reasonable, good-faith negotiation.

The County’s continued participation in the Teamsters Plan would be subject to a review of future renewal rates: Upon the County’s receipt of the renewals for its health plans for subsequent plan years (e.g., the Teamsters Trust Anthem PPO Plan (“Teamsters Plan”), Kaiser Permanente (“KP”), and Western Health Advantage (“WHA”))¹, if the Teamsters Plan’s required renewal premium rates exceed each of the competing carriers (e.g., KP and WHA) renewal rates by more than 10.0%, the Teamsters Plan will be automatically discontinued as an offering to all County of Marin participants as of January 1st of the immediately following calendar year.

4. **Fringe Benefits** – The County will adjust its health insurance contribution by 3% for the employee + 1 and employee + family levels when the premium increase to the County’s Kaiser S plan (or the County’s lowest cost HMO at the time) is at least 3%.
5. **Cash Back** – The County has proposed to gradually reduce cash back of unused fringe benefit monies for employees who receive County health benefits over the life of the new labor agreement as follows:

Effective July 1, 2018 – cap of \$100 per pay period

¹ These plans are named for comparison purposes only. Should the County offer health plans that differ from the ones listed, the 10% figure will be based upon the rates of the health plans the County intends to offer. Naming of the plans is illustrative only of the current make-up of the County health plans and is not intended to be deemed as having been bargained.

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Effective July 1, 2019 – cap of \$75 per pay period

Effective July 1, 2020 – cap of \$50 per pay period

In addition, there will be 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.

6. **Vacation** – The County has proposed to 1) eliminate the highest level of vacation accrual for employees (i.e., the 30-year accrual level where employees earn 30 vacation days per year; 2) Increase by one year the time it takes for employees to reach an increased vacation accrual level; and 3) eliminate the County's penalty payment if for business reasons, the County must rescind its approval of an employee's vacation time off.
7. **Overtime** -The County has proposed that 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.
8. **Shift Differential** – The County has proposed to clearly define swing as 4 PM to 12 midnight and graveyard as 12 midnight to 8 AM.
9. **Rental Assistance** – The County has proposed that the parties 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.
10. **Hold Harmless** – The County has proposed that effective the first full pay period July 1, 2018, or in the first full pay period following ratification, any employee who was receiving Hold Harmless payments shall be entitled to the cash equivalent of 2-years worth of Hold Harmless payments. Thereafter, Hold Harmless shall cease for any employee of the MCMEA bargaining unit.
11. **Administrative Response Compensation** – The County has proposed to add the Health and Human Services Facilities Manager to the list of classifications that are eligible to receive ARC.
12. **Salary Survey Committee** – The County has proposed for the term of the 2018-2021 contract to participate in a joint salary survey committee

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RideGreen Program – The County has advised MCMEA that it 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.

While the parties continue to bargain to reach an overall tentative agreement, the County and MCMEA have also mutually agreed to explore the use of a mediator to assist in this effort.

The parties will return to the bargaining table on June 26 at 10:00 AM