

Negotiations Update

Probation Managers' Association Unit

June 7, 2018 UPDATE

As of June 7, 2018, the County of Marin and PMA representatives have held 8 bargaining sessions.

The County's proposals include the following:

1. **Wages** – The County has proposed to increase base wages for employees represented by PMA as follows:
 - July 2018 – 2.5%
 - July 2019 – 2.5%
 - July 2020 – 2%
2. **Term of the Agreement** – 3 Years (July 1, 2018 – June 30, 2021)
3. **Health** – The County is in the process of finding a sustainable and viable health plan to replace its current Anthem Blue Cross PPO medical plan, which has grown increasingly unaffordable in recent years.
4. **Fringe Benefits** – The County will adjust its health insurance contribution by 3-5% 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 all forms of 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

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

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

Effective June 30, 2021 – elimination of all cash back

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.

Effective July 1, 2018 – elimination of hold harmless monies

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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.

7. **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.

The parties continue to discuss their outstanding proposals and will return to the bargaining table on June 15.