

Negotiations Update

Teamsters Local 856 – Probation Workers Unit

June 29, 2018 UPDATE

As of June 29, 2018, the County of Marin and Teamsters representatives have held 16 bargaining sessions.

The County's proposals include the following:

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

July 2018 – 2.5%

July 2019 – 3.0%

July 2020 – 2.5%

Effective the first full pay period of July 2018, or in the first full pay period following adoption of the agreement, whichever is later, all employees in the Probation Workers' Unit shall receive an increase to rate of pay equivalent to the savings in cash back from fringe dollars in the first year.

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 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

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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 15.0%, 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 3-5% 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, or in the first full pay period following adoption of the agreement, whichever is later – 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. **Hold Harmless Buyout** – Effective July 1, 2018, or in the first full pay period following adoption of the agreement, whichever is later, the County will eliminate hold harmless monies for all represented employees. Represented employees who receive "hold harmless" payments as of June 30, 2018, will receive a one-time, non-pensionable payment equivalent to 2 years' of each employee's respective hold harmless amount.

¹ These plans are named for comparison purposes only. Should the County offer health plans that differ from the ones listed, the 15% 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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7. **EPMC** – Effective the first pay period in July 2018, or in the first full pay period following adoption of the agreement, whichever is later, the County will reduce its remaining Employer Paid Member Contribution (EPMC) to .315% of an employee's bi-weekly salary towards the employee's retirement contribution and effective the first pay period in July 2019, EPMC will be eliminated.

8. **Salary Upon Promotion** – Recognizing that the Probation Department does not intend to fill additional Bilingual Deputy Probation Officer (DPO) II positions, employees in the Bilingual DPO II classification as of July 1, 2018, (or in the first full pay period following adoption of the agreement, whichever is later), who are promoted to a position in the Senior DPO classification and are eligible to receive a bilingual differential in the new classification, shall receive a minimum of a five percent (5%) increase, inclusive of the bilingual differential in the Senior DPO class, above the employee's base salary in the Bilingual DPO II classification. After the promotion, the employee will be Y-rated until the classification pay rate catches up to the employee's salary.

9. **Ratification Bonus** – Effective the first full pay period of July 2018, or in the first full pay period following adoption of the agreement, whichever is later, regular-hire employees whose combined annual compensation, inclusive of base wages and any form of cash back is equal to or greater than \$90,000, and exclusive of overtime shall receive a one-time, non-pensionable payment of \$500.

Effective the first full pay period of July 2018, or in the first full pay period following adoption of the agreement, whichever is later, regular-hire employees whose combined annual compensation, inclusive of base wages and any form of cash back is less than \$90,000, and exclusive of overtime shall receive a one-time, non-pensionable payment of \$1000.

10. **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.

RideGreen Program – The County has advised Teamsters 856 that it intends to increase commuter incentives for **all** benefits eligible County employees (RideGreen is a countywide program) as follows:

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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 Teamsters 856 Probation Workers have also mutually agreed to engage the services of a mediator to assist in this effort. Our first day of mediation will be July 11.