

Negotiations Update

Teamsters Local 856 – Probation Workers Unit

July 11, 2018 UPDATE

The County of Marin and Teamsters Local 856 Probation Workers Unit representatives reached an overall tentative agreement on July 11, 2018.

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

1. **Term of the Agreement** – 3 years (July 1, 2018 – June 30, 2021)
2. **Wages** – Base wages for Probation employees represented by Teamsters will be increased as follows:

July 2018 – 2.5%

July 2019 – 3.0%

July 2020 – 2.5%

Effective July 15, 2018, or in the first full pay period following adoption of the agreement, whichever is later, the rate of pay for all represented classifications shall be increased by 0.5%.

2. **Health** – Agreement that the County will enter negotiations with Teamsters Health and Welfare Trust regarding its Anthem PPO plan.
3. **Fringe Benefits** –
 - The County will 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).
 - The County will freeze the employee-only biweekly fringe adjustment.
4. **Cash Back** – Effective July 15, 2018, or in the first full pay period following adoption of the agreement, whichever is later, employees who are enrolled in County health benefits and receive cash back of any remaining unused fringe, shall receive up to a maximum of \$50 per pay period.

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Effective July 15, 2018, 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.

5. **Hold Harmless Payments** – The County will eliminate all hold harmless payments as of the end of the final full pay period of the 2018-2021 agreement.
6. **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 eliminate its remaining Employer Paid Member Contribution (EPMC) of .63% of an employee's bi-weekly salary towards the employee's retirement contribution.
7. **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.
8. **One Time Payments** – Effective July 15, 2018, or in the first full pay period following adoption of the agreement, whichever is later, regular hire full-time 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, shall receive a one-time, non-pensionable payment of \$500. This amount will be prorated for regular hire part-time employees based on the part-time employee's FTE.

Effective July 15, 2018, or in the first full pay period following adoption of the agreement, whichever is later, regular hire full-time employees whose combined annual compensation, inclusive of base wages and any form of cash back and exclusive of overtime, is less than \$90,000, shall receive a one-time, non-pensionable payment of \$1,000. This amount will be prorated for regular hire part-time employees based on the part-time employee's FTE.

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Effective July 15, 2018, or in the first full pay period following adoption of the agreement, whichever is later, 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

9. **Rental Assistance** – The parties will 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. **Countywide Commuter Benefits Program** – In addition, the parties reached agreement on the terms of the Countywide RideGreen program with the following benefits:

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.