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BOARD OF SUPERVISORS RATIFY NEW LABOR AGREEMENTS WITH LARGEST COUNTY UNION, RESULTING IN SIGNIFICANT ANNUAL SAVINGS

San Rafael, CA- The Marin County Board of Supervisors ratified two labor agreements today which cover 1,430 represented County employees over the next two years; one with the Marin Association of Public Employees (MAPE), representing the General Unit employees; and one with MAPE, representing the Health and Human Services Unit employees. The MAPE organization represents approximately 68% of all County employees.

“These agreements are responsive to the economic times and fair to our employees”, said Board of Supervisors President Susan Adams. “They are part of our long-term restructuring efforts and are necessary for the future stability of County finances.”

In this tough economy, the agreements include several changes that reduce County costs and long-term liabilities. Such changes include no cost-of-living increase for two years, a new lower-cost retirement tier for new employees, elimination of daily overtime,

and changes to the health plan choices offered to Marin County employees and retirees. The agreements also include modest increases in the employer paid health benefit allowance during the contract period.

The changes to the County's health plan offerings would reduce the number of Kaiser Plan options and provide a more cost-effective Blue Cross alternative. These changes would result in an annual savings to the County of \$525,000 in retiree health costs and produce benefit plans that more closely mirror benefit plans offered elsewhere in the public sector.

In addition, a new lower-cost pension formula that increases the age at which employees can maximize their benefits from 55 to 61¼ years will save the County millions of dollars over the longer term. Although there will not be substantial savings in the short-term because the new plan will only apply to new hires, the savings will steadily increase and will save approximately \$600,000 annually in 35 years.

For more information, the staff report to the Board of Supervisors can be found here:
<http://www.co.marin.ca.us/efiles/BS/AgMn/agdocs/110111/110111-11-HR-ltr-LTR.pdf>

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