

Impacts Bargaining March 31, 2011

County of Marin and MAPE-General Unit and MAPE-Health and Human Services Unit

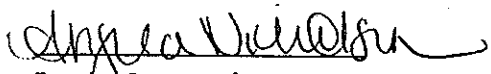
Severance package for employees being laid off effective June 24, 2011

The County of Marin and MAPE, General unit and MAPE, Health and Human Services unit met and conferred over the impacts to regular County employees who are being laid off effective June 24, 2011.

Upon receipt of reduction in force notice for June 24, 2011, if the regular hire employee is actually going to be laid off from employment with the County, the individual will receive the following benefits:

- 1) One week (40 or 37.5 hours, based on job classification) of training time to attend training at the Marin Employment Connection (MEC). This benefit will be pro-rated based on FTE (i.e. if an employee is losing .5 of a position, the employee is only eligible for 20 or 18.75 hours of training time, dependent upon job classification).
- 2) One week (40 or 37.5 hours, based upon job classification) of extra paid leave time in order to search for a new job. Again, this benefit is pro-rated, based upon the FTE.
- 3) Human Resources Staffing Analysts are available to discuss open jobs within the County and other transfer opportunities. Pursuant to section 5.2.7, all efforts will be made to transfer an employee who is being affected by the reduction in force action to a vacant position that the employee may qualify for.
- 4) Upon separation, the employee will receive one weeks pay for every continuous year (2080 or 1950 hours) worked for the County of Marin, with a maximum of \$10,000, pro-rated for partial years. The \$10,000 cap will be pro-rated based upon FTE (i.e. if an employee is losing .5 position, the employee is only eligible to receive a maximum of \$5,000).
- 5) For the two months following an employees' layoff, the County will pay employee's COBRA. This applies to employee only coverage and includes basic, medical, vision and dental benefits that are currently provided through the County. The payments will be made for the plan in which the employee is enrolled in at the time of layoff. Employees not enrolled in a County plan are not eligible for this benefit.
- 6) Employees who are laid off will continue to receive access to the County Employee Assistance Program (EAP) for three months after the effective date of the layoff.

These negotiated benefits only apply to this round of layoffs.



For the County of Marin

April 8, 2011
Date

MARIN COUNTY

APR 15 2011

HUMAN RESOURCES


For MAPE-General Unit

April 13, 2011
Date


For MAPE-H+HS Unit

4/14/11
Date