

Negotiations Update

Fire Battalion Chiefs' Association

June 17, 2019 UPDATE

The County of Marin and Fire Battalion Chiefs' Association representatives conducted their sixth bargaining session on May 29.

The County's proposals include the following:

1. **Term of the Agreement** - 3 Years (July 1, 2019 – June 30, 2022)
2. **Wages** -
 - Year 1 – 3.0%
 - Year 2 – 2.5%
 - Year 3 – 2.5%
3. **Fringe Benefits** – The County has proposed the following:
 - Adjust its health insurance contribution in December of each year of the contract by 0-5% for the employee + 1 and employee + family plan levels when the premium increases to the County's Kaiser S plan (or the County's lowest cost HMO at the time).
 - Freeze the employee-only biweekly fringe adjustment.
4. **Cash Back** – Similar to recent agreements with other labor units, the County has proposed to eliminate cash back of unused fringe benefits for the following:
 - Employees hired on or after July 1, 2019,
 - Employees who do not receive cash back as of July 1, 2019, and
 - Employees who change their benefits in such a way that reduces/eliminates cash back will not be eligible for cash back in the future.
5. **Hold Harmless** – The County has proposed to eliminate Hold Harmless payments for all represented employees.
6. **Vacation Cap** – The County has proposed to reduce the annual vacation cap for Operations Battalion Chiefs from 504 hours to 360 hours to align with the cap for Administrative Battalion Chiefs.

The parties will return to the bargaining table on June 21 at 1:30 pm.