

Negotiations Update

Fire Battalion Chiefs' Association

June 21, 2019 UPDATE

The County of Marin and Fire Battalion Chiefs' Association representatives conducted their seventh bargaining session on June 21.

The County's June 21 package proposal includes 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 – 3.0%

3. **Equity Adjustments** – Represented employees in the Administrative Battalion Chief classifications shall receive 1.92% equity in year 1 to align with the Operations Battalion Chiefs annual compensation

4. **Fringe Benefits** – The County has proposed to:
 - 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.

5. **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.
6. **Hold Harmless** – The County has proposed to eliminate hold harmless payments for all represented employees by the end of the contract, June 30, 2022.
 7. **Vacation Cap** – The County has proposed to reduction the vacation cap for Operations Battalion Chiefs from 504 hours to 360 hours to align with the cap for Administrative Battalion Chiefs.
 8. **Personal Leave** – Elimination of personal leave for Operations Battalion Chiefs to align with Administrative Battalion Chiefs.

The parties will return to the bargaining table the week of June 24.