



**June 6, 2025
Passed via email
Comprehensive Tentative Agreement**

The following constitutes the Parties' Comprehensive Tentative Agreement. The Parties recognize that this Tentative Agreement is subject to ratification by the membership and adoption by the Board of Supervisors.

This proposal addresses equity, wage, and benefit levels for the bargaining unit, including the following:

1. Equity Adjustment to market median based on the County compensation study;
2. General Salary Increases of 4% in 2025 and 2026 and 3% in 2027;
3. Health Benefit language eliminating the two-tier benefit based on income and normalizing the County fringe benefit at the higher level.
4. 6% fringe increases in CY2026, 5% increase in CY2027 and 2028 and eliminate range

Any issue not referenced in this proposal would remain status quo.

County Proposal: Term – April 25, 2025

~~Term: October 16, 2022 – June 30, 2024~~

~~Term: June 30, 2024 – July 15, 2025~~

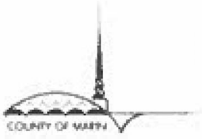
Except as may be otherwise specifically provided herein, this Agreement shall be effective July 15, 2025 to July 15, 2028.

The salaries, hours, fringe benefits, and working conditions set forth have been mutually agreed upon by the designated bargaining representatives of the County of Marin (hereinafter called "County") and the International Alliance of Theatrical Stage Employees, Local 16 and shall apply to all employees of the County working in the classification set forth herein. It shall continue in effect thereafter from year to year unless either party gives (one hundred twenty) 120 days notice prior to July 15, 2028, or any yearly anniversary date thereafter to terminate or modify this agreement. Notwithstanding any of the above, continuation of this agreement after June 30, 2028, may be voided by operation of PMR 4 and any modifications thereto.

County Proposal: Wages – Revised June 5, 2025

Section I. Wages and Salaries (Regular Hire Employees Only)

A. General Salary Increase (Regular Hire Employees Only)



Effective the pay period following the later of (1) July 1, 2025, or (2) adoption of this agreement by the Board of Supervisors, the rate of pay for all represented (regular and contingent) employees shall be increased by four percent (4%).

Effective the first pay period in July 2026, the rate of pay for all represented (regular and contingent) employees shall be increased by four percent (4%).

Effective the first pay period in July 2027, the rate of pay for all represented (regular and contingent) employees shall be increased by three percent (3%).

B. Equity Adjustment

Effective the pay period following the later of (1) July 1, 2025 or (2) adoption of this agreement by the Board of Supervisors, the County will increase the base pay for each bargaining unit classification which has base pay less than the market median reflected in the County's March 28, 2025, Benchmark Compensation Survey ("Survey"), by the percentage the survey determined the classification to be below market median in base pay.

In addition, each non-surveyed classification which is tied to a benchmark classification will receive a base wage increase sufficient to maintain the differential between the non-surveyed classification and the benchmark classification.

The Study reflects the following Equity Adjustment for the IATSE bargaining unit:

○ <u>Cultural Services Technical Coordinator</u>	<u>4.87%</u>
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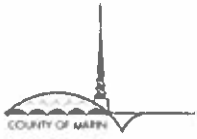
~~Effective the first full pay period following ratification by the Union and adoption of the Agreement by the Board of Supervisors, the rate of pay for Regular Hire Employees shall be increased by one percent (1.0%).~~

Revised County Proposal: Fringe Benefits – June 5, 2025

[This proposal replaces Section XXIV.A. in its entirety]

Section XXIV. Insurance

A. Medical, Dental, Life, and Supplemental Benefits



1. Biweekly Fringe Benefits

Regular Hire employees enrolled in a County medical plan receive bi-weekly fringe benefit payments for calendar year 2025 as follows:

	Employee Only	Employee + 1 Dependent	Employee + Family
Bi-weekly Fringe	\$515.25	\$869.46	\$1,173.57

Effective in December 2025 in the pay period in which there will be an increase in health insurance premiums, the County will increase the bi-weekly fringe benefit package by an amount equivalent to six percent (6%) of the Kaiser Silver Plan premium for plan year 2025 for all benefited employees at the employee plus one (1) and employee plus family benefit levels.

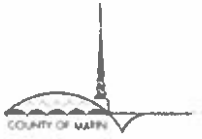
Effective in December 2026, and December 2027, in the pay period in which there will be an increase in health insurance premiums, the County will increase the bi-weekly fringe benefit package by an amount equivalent to five percent (5%) of the Kaiser Silver plan premium for the applicable prior plan year for all benefited employees at the employee plus one (1) and employee plus family benefit levels.

Any employee enrolling in County medical coverage is eligible to receive up to \$100.00 cash back of any remaining unused amount of their bi-weekly fringe benefit package with the exception as expressed below:

Elimination of Cash Back for New Hires and Employees Not Receiving Cash Back as of July 1, 2018

Effective July 1, 2018, there will be no cash back of any remaining unused amount of an employee's bi-weekly fringe benefit package for employees hired on or after July 1, 2018 and for employees who do not receive cash back as of July 1, 2018.

Adjustment to County Fringe Contribution at the Employee-Only Enrollment Level in Plan Year 2026, 2027, and 2028. If the biweekly premium at the Kaiser Silver employee-only level in plan years 2026, 2027, and/or 2028 plus mandated employee-only dental, vision, and basic life insurance exceeds the County's biweekly fringe contribution at the employee-only level (i.e., \$515.25 biweekly), the County will increase its biweekly fringe contribution at the employee-only level to an amount equal to 100% of the biweekly premiums for employee-only enrollment in Kaiser Silver and mandated employee-only dental, vision and basic life insurance, for all represented employees who enroll in employee-only medical plans.



2. **Waiver of Participation**
Any benefits eligible employee covered by this agreement may make an annual written application to the Human Resources Department for waiver of required participation in a County medical plan, except Dental Insurance, Vision Insurance, and Basic Life Insurance, if said employee provides acceptable proof of equivalent coverage in a group medical plan through other sources. An employee who waives participation under this section shall use the fringe benefit package to purchase mandated benefits and is eligible to receive up to \$100.00 cash back of any remaining unused amount of their bi-weekly fringe benefit package.
3. **Basic Life Insurance**
Effective January 1, 2026, the County will enhance the County-paid Group Term Basic Life and Death & Dismemberment Insurance increasing the benefit from \$10,000 to **\$50,000** and will also provide enhancements to the supplemental Group Life and Death & Dismemberment Insurance for Domestic Partner/Dependents and Long Term Disability Benefits.
4. Employees will be eligible to enroll in the County's long-term care insurance program, at their own cost.
5. Members shall be eligible to participate in the County Catastrophic Leave Donation Program.
6. Employees may enroll in single or double supplemental life insurance, and may use County fringe contributions towards this enrollment, where available. IRS rules governing imputed income will apply.

County Counterproposal: Maintenance – May 22, 2025

Maintenance

The parties acknowledge that routine and regular maintenance of the theatres and other facilities is essential to safe and efficient operations. The parties further acknowledge inspection, cleaning, servicing and any necessary repairs in the theatres and other facilities may be the responsibility of multiple work units at the County, and are not solely the responsibility of Local 16 bargaining unit employees. Accordingly, the Technical Coordinator shall meet with the Director of Cultural Services a minimum of twice a year, in January and again in July, to review maintenance needs and concerns and develop a maintenance plan for the following six months.



County Counterproposal: Training – May 22, 2025

Training and Professional Development

The parties acknowledge the importance of periodic training to ensure the development and maintenance of skills necessary for the performance of their duties. Accordingly, the Technical Coordinator shall meet with the Director of Cultural Services a minimum of twice a year, in January and again in July, to discuss training and professional development needs for the Local 16 bargaining unit employees. No requests for required or necessary training shall be unreasonably denied. Employees attending training sessions shall be compensated at their regular rate of pay, and the County shall provide all necessary training materials and resources at no cost the employee.

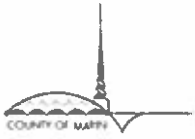
Revised County Proposal: Contracting Out – June 5, 2025

Contracting Out Bargaining Unit Work

Except as provided below, the County and the Union will meet and confer in good faith prior to any decision to contract out bargaining unit work for any existing regular hire FTE bargaining unit position. The County shall provide the Union with notice including (1) the nature of services to be contracted, (2) the reason existing personnel are unable to provide the contracted services, (3) the cost associated with those contracts, and (4) the intended duration of the contracts and expected timeframe to use contracted services. The Union may request additional information as needed. Upon request of the Union, the parties will meet and confer concerning the proposed contracting out of work or services.

The parties agree that, where the use of contracted employees would not result in the elimination or reduction in hours, the County may utilize contracted employees to perform work traditionally performed by any existing regular hire FTE bargaining unit employees without advanced notice and meeting and conferring in the following situations:

1. Where (a) the need for contracted employees services is not expected to exceed six (6) months, and (b) existing staff cannot perform the services during their normal working hours and within the required timeframe, due to: (1) emergencies or other unusual service demands, (2) position vacancies, (3) short or long-term absences, or (4) lack of the requisite expertise, capacity, or certifications among available staff. Consideration to determine operational feasibility of existing employees to work overtime, temporary promotion, or temporary special assignment pay will be given prior to the use of contracted employees in these listed circumstances. If contracted



service employees work/assignment needs to be extended beyond six (6) months, the County will provide notice of the extension and anticipated end date. If the anticipated end date is beyond nine (9) months from the start of the contracted/temporary assignment, the County will meet and confer with the union.

2. The use of contracted employees (including mutual aid, temporary extra help employees, and retired annuitants) to respond to a locally proclaimed or declared disaster, emergency, or mutual aid event.

The County will inform the Union when it uses contracted employees pursuant to this section within thirty (30) calendar days of the contracted employee(s) beginning work for the County.

County Proposal: Settlement Intent – April 25, 2025

Section XVI. Settlement Intent

~~In the event that County of Marin reaches a tentative agreement with another labor organization whose contract expires June 2022 or with MAPE if they agree to a contract extension in 2022, and the County provides that union a negotiated General Cost of Living Salary increase (not including class specific equity adjustments) and/or any additional non-unit specific one-time payments, which are greater than those to which the parties have agreed herein, the County agrees to provide the higher COLA* or one-time payment to Regular Hire employees of the I.A.T.S.E. Local 16 bargaining unit, unless the negotiated salary increase is part of a package proposal. In such an event, Regular Hire employees of the I.A.T.S.E. Local 16 bargaining unit can vote to accept the package or refuse the package but cannot receive the increase without the corresponding concession. *COLA increase received by the other bargaining units in 2021 will be included in the analysis of whether a unit has received a higher cumulative COLA.~~

~~In the event that County of Marin reaches a tentative agreement with another labor organization whose contract expires in June 2022 or with MAPE if they agree to a contract extension in 2022, and the County provides an increase to the fringe benefit package that is greater than the fringe benefit changes to which the parties have agreed herein, Regular Hire employees of the I.A.T.S.E. Local 16 bargaining unit may elect to substitute the higher Fringe Benefit Package for the fiscal years of the Agreement, unless the negotiated fringe benefit increase is part of a package proposal. In such an event, Regular Hire employees of the I.A.T.S.E. Local 16 bargaining unit can vote to accept the package or refuse the package but cannot receive the increase without the corresponding concession.~~



County Proposal: Signing Bonus – April 25, 2025

Section I. Wages and Salaries (Regular Hire Employees Only)

D. Hard to Fill Bonus

The Parties agree that the County may continue the practice of paying signing bonuses to new hires in “hard to fill” positions. The County will notify the Association before advertising or offering hiring bonuses affecting bargaining unit positions or if it intends to modify the hiring bonus program.

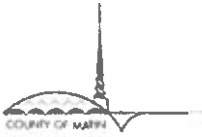
~~When a position is deemed “hard to fill”, as determined by Human Resources, new employees hired after July 1, 2022, shall be eligible for up to a \$2,500-\$10,000 signing bonus. “Hard to fill” generally means an approved open recruitment has been unfilled for six (6) months, or the approved recruitment needed to re-open more than once because the County was unable to hire a candidate for the opening, or the County can show a difficulty retaining employees in the classification due to salary concerns, or other similar agencies are offering a signing bonus for the classification. The signing bonus shall be split, and the new employee shall receive 50% of the signing bonus in the first paycheck and 50% of the bonus after successful completion of the probationary period. In any case, if the employee does not complete the first full year of employment, the employee shall reimburse the County for the signing bonus received.~~

County Proposal: Bereavement – April 25, 2025

Section XXII. Sick Leave

B. Bereavement

1. Definition. Bereavement leave is leave with pay, up to 5 (five) working days (37 ½ or 40 hours), which shall be granted by the Department Head or their manager/supervisor to be used by the employee in the case of the death of an eligible employee’s child, parent, spouse, domestic partner, sibling, grandparent, grandchild, or parent-in-law within three (3) months of the death. Bereavement leave may be granted at the sole discretion of the Human Resource Director in case of the death of other persons whose death is a matter of concern to the employee. As allowable by law, the County will maintain the confidentiality of an employee requesting leave under this Section.



2. **Eligible Employees.** All employees who have been employed by the County for at least thirty (30) days prior to the commencement of leave and elected officials are entitled to bereavement leave. Regular hire employees employed on a part-time basis are entitled to bereavement leave, but on a pro-rata basis.
3. **Documentation of Death.** The County may require the employee taking bereavement leave to provide written documentation of the death for which the bereavement leave is taken.

[**Note:** County and IATSE are currently negotiating updates to PMR 44.7, which may impact rules around bereavement leave.]

~~Leave with pay up to five (5) consecutive standard workdays shall be granted by the department head in case of the death of a mother, father, spouse, registered domestic partner, parents of a spouse or registered domestic partner, grandparents, sister, brother, son, daughter, or son or daughter of a registered domestic partner of a regular employee. Bereavement leave in case of death of other persons may be granted only upon approval of the County Administrator. Bereavement leave shall be charged against accumulated sick leave.~~

County Proposal: PMR Cleanup – April 25, 2025

The County proposes to amend multiple sections to incorporate agreed-upon changes to PMR processes and benefits as part of a redlined MOU.

County Proposal: Sideletter Cleanup – April 25, 2025

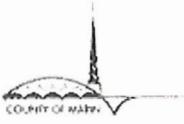
County and IATSE placeholder for cleanup on the sideletters.

Prior TAs:

- County Proposal: Term – May 22, 2025
- County Proposal: Signing Bonus – May 22, 2025
- County Proposal: Settlement Intent – May 22, 2025
- County Counterproposal: Training – June 6, 2025


County-Withdrawn Proposals:

- County Proposal Vacation for New Employees – April 25, 2025



For the Union

Date: 6/6/25



Jim Beaumonte
Business Agent
I.A.T.S.E., Local 16

For the County

Date: June 6, 2025



Lisa Li
Director of Employee & Labor Relations
County of Marin



Steve Dow
Director of Cultural Services
County of Marin