



The following constitutes the County’s Comprehensive Proposal Packet  
Any issue not referenced in this proposal will remain status quo.

**Section XXV: Wages and Salaries**

**B. Salary Differentials**

1. County salary increases differentials between the ranks of Sergeant and the Sheriff's Lieutenant shall be maintained at no less than ~~42.5%~~ **15%** differential.
2. The Sheriff's Lieutenant who oversees the Investigations Unit shall receive a \$3.00 per hour differential/premium pay while serving in this assignment.
3. County salary differentials between the ranks of Sergeant and Chief Deputy Coroner shall be maintained at no less than 10% differential.

**C. Salary Increases**

**General Increases**

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 classes and employees shall be increased by four percent (4%) ~~two percent (2.0%)~~.

Effective the first full pay period of July ~~2026~~ 2023, the rate of pay for all classes and employees shall be increased by three and three-quarters percent (3.75%) ~~three percent (3.0%)~~.

Effective the first full pay period of July ~~2027~~ 2024, the rate of pay for all classes and employees shall be increased by three percent (3%) ~~three percent (3.0%)~~.

Equity Adjustments (new section)

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 SSOA bargaining unit:

○ <u>Sheriff's Lieutenant</u>	<u>1.03%</u>
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o <u>Chief District Attorney Investigator</u>	<u>9.03%</u>
o <u>Chief Deputy Coroner</u>	<u>18.46%</u>

**Section XVIII: Medical, Dental, Life, and Supplement Benefits Insurance**

The County provides a fringe benefits package described below. Unless expressly stated, all benefits listed in this article are prorated based upon the employee's regular hire FTE. Hours worked as a contingent hire (i.e., Extra Hire) employee, and/or hours worked in excess of a part-time regular hire FTE, and/or overtime hours do not count toward the accrual of benefits.

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 DP/Dependents and Long Term Disability Benefits.

**Biweekly Fringe Benefits.**

Fringe-Benefit Amount

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

	<u>Employee Only</u>	<u>Employee +1 Dependent</u>	<u>Employee + Family</u>
<u>Bi-weekly Fringe</u>	<u>\$540.98</u>	<u>\$ 869.46</u>	<u>\$ 1, 173.57</u>

Effective in December 2025, 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, provided that they were hired before July 1, 2018, and they received cash back as of July 1, 2018.

Adjustment to County Fringe Contribution at the Employee-Only Enrollment Level in Plan Years 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.



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**PORAC Retirement Medical Trust**

All eligible Regular Hire employees covered by this Agreement shall participate in a retiree medical expense reimbursement plan administered by the PORAC Retiree Medical Trust. The trust shall be and remain separate and apart from any Employer health insurance funding program.

Effective as soon as administratively feasible, but no later than the first full pay period of August 2025, eligible Regular Hire employees covered by this Agreement shall contribute to the Trust an amount equal to one hundred and fifty (\$150.00) per month for each month of employment which the employer shall deduct through a payroll deduction. Individuals starting employment with the County in the second pay period of a month shall have the full amount deducted from their initial check; individuals separating from employment in the first pay period of a month shall also have the full amount deducted from their final check.

To the extent authorized by law, all contributions shall be made on a pre-tax basis. The employee assumes full responsibility and liability for tax consequences related to contributions to and/or withdrawals from the PORAC Retiree Medical Trust. There shall be no employee election or option to take the contribution amount in cash.

Upon retirement of a Regular Hire employee covered by this Agreement, the County will transfer into the PORAC Retiree Medical Trust, any of the employee's vacation leave cash out subject to the applicable rules of the Trust and/or the County. The Association has the right to alter the amount of salary deduction or the percentage of vacation leave balance contribution at separation from service during the course of this Agreement, on a uniform basis, for all employees covered by the Agreement, subject to approval of its members according to the Association's bylaws and applicable laws. Until such time as amended by the Association, any employee retiring from service shall transfer zero percent (0%) of his/her vacation leave cash out into the PORAC Retiree Medical Trust.

The Association shall pay for the administrative costs arising from the enrollment of the Association in the PORAC Retiree Medical Trust. The County shall not be required to pay any fees or make any contributions on behalf of individual employees, beyond those described in this section.

**Section XXIV: Peace Officer Standards and Training (P.O.S.T.) Certificate and Educational Incentive Programs**

**A. Peace Officer Standards and Training (P.O.S.T.).**

Effective as soon as administratively possible following adoption of this agreement by the Board of Supervisors but in no event more than two full pay periods following contract adoption of this agreement by the Board of Supervisors, Regular Hire employees who possess an advanced certificate awarded to them by the California Commission on Peace Officer Standards and



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Training will be eligible for a P.O.S.T. certificate incentive of seven and one-half percent (7.5%) of base pay.

Effective as soon as administratively possible following adoption of this agreement by the Board of Supervisors but in no event more than two full pay periods following contract adoption of this agreement by the Board of Supervisors, Regular Hire employees who possess a supervisory or management certificate awarded to them by the California Commission on Peace Officer Standards and Training will be eligible for a P.O.S.T. certificate incentive of eight and one-half percent (8.5%) of base pay.

Regular Hire employees are eligible to receive incentive payments as described above for possessing the advanced, supervisory, or management P.O.S.T. certificate but not for more than one certificate at a time.

Association members receiving compensation under the P.O.S.T. Certificate Incentive Program remain eligible to participate in the Educational Incentive Program as described in Subsection B below and in PMR 42.6 and any modifications thereto.

**Section XVIII.C: Peace Officer Standards and Training (P.O.S.T.) Certificate and Educational Incentive Programs**

**C. Master Lieutenant**

Effective as soon as administratively practicable, but no later than the first full pay period following January 1, 2026, represented members are eligible for one of the following incentive pay levels passed on qualifications, education, and experience:

<b>Level</b>	<b>POST</b>	<b>Education</b>	<b>Specialties</b>	<b>Years of Service</b>	<b>Monthly Incentive Pay</b>
<b>Master Lieutenant</b>	Advanced POST or Management POST or Completed SLI	30 Educational Units* or a combination of 20 Educational Units* and 10 POST	36 Months cumulative Supervision* for listed Specialty or collateral assignments within the	15 Years of Service following Basic POST with Minimum 10 years of County of	5%



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<b>Level</b>	<b>POST</b>	<b>Education</b>	<b>Specialties</b>	<b>Years of Service</b>	<b>Monthly Incentive Pay</b>
		Training Points	last 10 years.	Marin Service	
<b>Master Lieutenant</b>	Advanced POST or Management POST or Completed SLI	AA or Higher	24 Months cumulative of Supervision* for listed Specialty or collateral assignments within the last 10	15 Years of Service following Basic POST with Minimum 10 years of County of Marin Service	<b>5%</b>

\*Qualifying Cumulative County Supervision experience of Specialty or Collateral assignments. This includes Supervision experience as a Sergeant.

- Detective
- SRT/CNT
- FTO/FTO Sergeant
- UAV/Drone Team
- Marine Patrol
- Open Space Ranger
- COPE
- SIU
- Water District Deputy
- Dive Team
- School Resource Officer
- Re-Entry/Classification
- Transportation
- Professional Standards Unit (PSU)/Training Sergeant
- Administrative Sergeant
- Public Information Officer/Sergeant
- SEU
- Honor Guard



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- Defensive Tactics Instructors
- First Aid Instructors
- Range Master
- Civil/Homeless Deputy
- Peer Support
- PAS Device Coordinator
- Fire Life Safety Instructor
- Canine Deputy
- Background Investigator (including Collateral Background Investigator)
- NCRIC

\*The Parties intend to allow qualifying Military Service to be substituted for a maximum of fifteen (15) Educational Units. The Parties will meet to determine the requirements for qualifying service and the appropriate conversion between qualifying service and educational units.

Overtime

IV.A Professional Status

All employees in the unit have professional status and are exempt from the overtime requirements of the Fair Labor Standards Act (FLSA). However, the Sheriff or designee may authorize overtime for Lieutenants at one and one-half their base payrate for overtime assignments where (1) the County is reimbursed by a third party, such as the local government, FEMA ,Cal OES, a non-profit or for-profit entity, for the overtime work,) and (2) the agreement with the third party provides that the third party reimburse the County at the Lieutenant's overtime rate.

In cases where the third party reimbursement to the County is limited to duty time, or some other subset of the deployment, the County will pay employees for the full amount of time reimbursed.

Time paid under this provision will be paid at the reimbursed rate (i.e., straight time or overtime).

In the event there are issues with third party reimbursement, the parties will meet and confer over changes to this provision to address the reimbursement.

Meetings, trainings, and/or regular work duties will not be compensated at the overtime rate. Overtime under this section must be approved by the Sheriff or bureau Captain before the overtime is worked.



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**Sick Leave  
Bereavement**

Leave with pay up to five (5) standard working days per calendar year (40 hours) per loss shall be granted by the department head in case of the death of an immediate family member as defined in California Government Code (parent, spouse, registered domestic partner, parent of a spouse or registered domestic partner, grandparent, grandchild, sibling, child, or child of a spouse or of a registered domestic partner of a regular employee as those terms are defined **in PMR 44.7 and** the California Government Code. The paid bereavement identified in this paragraph must be taken within three (3) calendar months of the death of the immediate family member. Bereavement leave in case of other persons may be granted only upon approval of the Director of Human Resources or designee.

**County Proposal Contracting Out: County modifies its April 24, 2025 proposal as follows:**

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. 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 contractors or temporary employees would not result in the elimination or reduction in hours for any existing bargaining unit position, the County may utilize contract and temporary employees to perform work traditionally performed by bargaining unit employees without advanced notice and meeting and conferring in the following situations:

1. Where (a) the need for contracted or temporary service 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 contract or temporary employees in these listed circumstances. If contracted or temporary service employees work/assignment needs to be extended beyond six (6) months, the County will provide notice of the



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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 contract or temporary 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 contractors or temporary employees

**Term**

This agreement shall be in effect from July 1, 2025 through June 30, 2028. It shall continue in effect thereafter from year to year unless either party gives (one hundred twenty) 120 days notice prior to June 30, 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.

Negotiations on the changes or amendments desired shall begin as soon as possible following receipt of this notice. Every effort shall be made to complete such negotiations prior to the end of the contract term.

**PMR cleanup**

**The parties reached Tentative Agreement on April 24, 2025 for the following:**

**Signing 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

**Sideletter Cleanup**

County and SSOA placeholder for cleanup on the sideletters.

**CAO CEO Cleanup**

County proposes to amend multiple sections to update references from "County Administrator" to "County Executive" as part of a redlined MOU.



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**For the Union**

Date: 6/5/2025

Sean McKrell AS52

**Lieutenant Sean McKrell**

Hugh Baker

**Lieutenant Hugh Baker**

Brad Kashack

**Lieutenant Brad Kashack**

**For the County**

Date: 6.5.2025

Jamie Scardina

**Sheriff Jamie Scardina**

Lisa Li

**Lisa Li,  
Director of Employee & Labor Relations**