

**Parties' Joint Recommendation
July 21, 2025**

The following summary represents the parties' comprehensive term sheet.

The following terms do not represent the proposal of either party. Instead, they represent a set of compromises which each party can recommend to its principals as the basis for a total tentative agreement.

Any and all proposals or elements of proposals or counterproposals that are not specifically identified herein are excluded from this Joint Recommendation and will remain status quo.

1. Wages (Salary and Equity)

Article 5: Salaries

The rate of pay for all classes and employees shall be increased as follows:

5.1 Salaries [Modify existing language as follows]

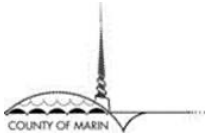
Effective the pay period following the later of (1) July 1, 2025 or (2) adoption of this agreement by the Board of Supervisors ~~October 16, 2022~~, the rate of pay for all represented employees shall be increased by four percent (4.0%) ~~two percent (2.0%)~~.

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

Effective the first full pay period of July ~~2027~~ 2023, the rate of pay for all represented employees shall be increased by three percent (3.0%).

5.2. Equity Adjustments [Replace existing section with the following:]

- a. Effective the pay period following adoption of this agreement by the Board of Supervisors, the County will increase the base pay for bargaining unit classifications as set forth below. These adjustments reflect the Parties' mutual agreement as to the appropriate equity increases needed to address market alignment and internal relationships.



○ <u>Fire Captain</u>	<u>2.76%</u>
○ <u>Fire Dispatcher</u>	<u>0.99%</u>

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.

c. Market-based equity adjustments are independent of the General Salary Increases and will be implemented in an additive (non-compounded) fashion.

2. **EMD Pay** (Sec. 5.3)

Modify Section 5.3 as follows:

5.3 Emergency Medical Technician and Emergency Medical Dispatch Pay

Effective the first full pay period following Board adoption of the CBA in 2025, October 16, 2022, all Regular Hire full-time employees in fire suppression, medical, and administrative who have a current California Emergency Medical Technician (EMT) Certification will receive additional pay of ~~two percent (2.0%)~~ three and one quarter percent (3.25%). Employees must maintain their EMT Certification to continue receiving this benefit.

Effective the pay period following July 1, 2026, all Regular Hire full-time employees in the Fire Dispatcher Series who have a current Emergency Medical Dispatcher (EMD) Certification will receive additional pay of one percent (1.0%). Effective the pay period following July 1, 2027, EMD pay will be increased by an additional one percent (1%) for a total of two percent (2.0%). Employees must maintain their EMD Certification to continue receiving this benefit. Fire Dispatch positions do not qualify for EMT pay.

3. **Unit** (Sec. 2.1)

See Attached.

4. **Bonuses** (Sec. 5.4-5.6)

See Attached.

5. **Work Period and Duty Week** (Sec. 6.1 & 6.2)

See Attached.



6. **Overtime Admin** (Sec. 6.4.1)
See Attached.
7. **Vacation** (Sec. 7.1)
See Attached.
8. **Trade Policy** (Sec. 7.1.6)
See Attached.
9. **Holidays** (Sec. 7.2)
See Attached.
10. **Bereavement Leave** (Sec. 7.4.2)
See Attached.
11. **Uniforms** (Sec. 7.7)
County 4/2 Proposal.
12. **Rotation of Personnel** (New)

Add the following new provision:

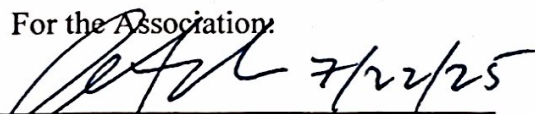
Upon ratification of this agreement in 2025, anyone promoted to the rank of Fire Captain will participate in a rotation. The details of the rotation will be determined within one year of the contract ratification. Incumbent's holding the rank of Fire Captain prior to ratification in 2025 will not be affected by this agreement.

13. **Pre-2009 Dispatch Sideletter**
See Attached

All existing TA's

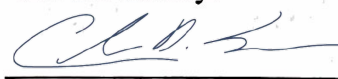
- Sec. 5.8 Wage Adjustment for Holiday Reduction (6/23/25)
- Sec. 5.9 Fire Heavy Equipment Operator Pay (6/23/25)
- Sec. 6.3 Wallet Calendars (6/23/25)
- Sec. 7.3 Health and Welfare Benefits (6/23/25)
- Sec. 7.4 Sick Leave
- Sec. 7.8.5 Education Incentive

For the Association:



Gregg Adam Date 7/22/25
Chief Spokesperson

For the County:



Charles Sakai Date 7/22/25
Chief Spokesperson



Tentative Agreement on 40-Hour Positions

Article 2: Recognition

Modify Section 2.1 as follows

2.1 County hereby recognizes Association as the bargaining representative for the purpose of establishing salaries, hours, fringe benefits, and working conditions for all employees within the Fire Fighters' Supervisory, Non-Supervisory and Seasonal Units as established by the Personnel Commission April 18, 1974, and as modified by the Personnel Commission on April 10, 1978 and April 21, 2004.

SUPERVISORY

- Fire Captain (40 Hour and 56 Hour)
- Senior Fire Captain (56 Hour)

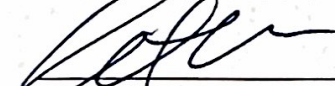
NON-SUPERVISORY

- Fire Dispatcher (40 hour employees assigned to a 56-hour schedule)
- Fire Engineer (40 Hour and 56 Hour)
- Fire Engineer Paramedic (40 Hour and 56 Hour)
- Fire Fighter (40 Hour and 56 Hour)
- Fire Fighter Paramedic (40 Hour and 56 Hour)
- Fire Heavy Equipment Operator (40 Hour and 56 Hour)
- Fire Inspector (40 hour)

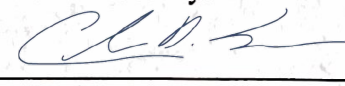
SEASONAL

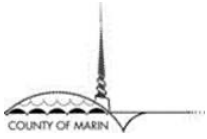
- Firefighter – Seasonal (40 Hour and ~~56~~ 72 Hour)
- Fire Dispatcher Assistant
- Wildfire Defensible Space Inspector

For the Association:

 7/22/25
 Gregg Adam Date
 Chief Spokesperson

For the County:


 Charles Sakai Date 7/22/25
 Chief Spokesperson



Tentative Agreement on Bonuses

Article 5: Salaries

[Modify Sections 5.4 – 5.6 as follows:]

~~5.4 One-time Lump Sum Payment~~

~~Effective the pay period following adoption of a successor contract by the Board of Supervisors, Regular Hire full-time employees shall receive a one-time, non-pensionable payment of \$2,400. This amount will be prorated for Regular Hire part-time employees based on the part-time employee's FTE.~~

~~5.5 Retention Bonuses~~

~~All regular hire employees in paid status upon ratification of this agreement will receive a one-time, non-pensionable payment of \$1000, in recognition of years of service to the County. The retention bonus will be paid within 3 pay periods following adoption of a successor contract by the Board of Supervisors.~~

~~All regular hire employees who are in paid status as of July 1, 2023 will receive a one-time \$1000 bonus in the first paycheck in August 2023 in recognition of years of service to the County.~~

5.6 Signing Bonus for Newly Hired Employees

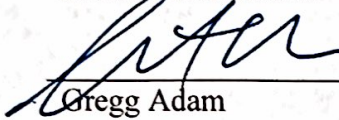
The Parties agree that the County may continue the practice of paying signing bonuses to new hires in “hard to fill” positions. The County will notify the Association before advertising or offering hiring bonuses affecting bargaining unit positions or if it intends to modify the hiring bonus program.

~~When a position is deemed “hard to fill”, as determined by Human Resources, after notification to the Association, new employees hired after ratification of this agreement shall be eligible for up to \$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.

For the Association:

 7/22/25

Gregg Adam Date
Chief Spokesperson

For the County:



Charles Sakai Date 7/22/25
Chief Spokesperson



Tentative Agreement on Hours of Work

Article 6: Hours of Work

6.1 WORK PERIOD AND DUTY DAY

- 6.1.1 The ~~7k~~ work period for fire suppression is 24 days. A new work period may be designated at the sole discretion of the Fire Chief, with 10 days' notice to the employee(s). The work period for Fire Dispatchers and ~~other~~ 40 hour employees is 7 days.

~~The County and the Association agree to continue the 2x4 schedule and mandatory overtime in accordance with the terms of the sideletter between the parties, dated March 31, 2004.~~

The standard duty day for fire suppression personnel and Fire Dispatchers shall consist of one period of 24 consecutive hours beginning at 8:00 A.M. The County and the Association agree to continue the 2x4 schedule and mandatory overtime, practice.

The standard duty day for Fire Dispatchers will be ~~assigned to work~~ 24-hour shifts on a 2x4 schedule. Except in the case of an emergency, a schedule change may be made at the discretion of the Fire Chief, with 10 days' notice to the employee(s).

- 6.1.2 "40-hour employees" are ~~employees in any classification who are those in the Fire Dispatcher, Firefighter, Firefighter Paramedic, Engineer, Engineer Paramedic, Fire Captain classifications, and Fire Inspector classifications~~ assigned to any administrative or operational assignments designated by the Fire Chief. The standard duty day for 40-hour Fire Protection Employees shall consist of one period of 8 consecutive hours beginning at 0800 hours, except of the Fire Crew, whose standard work schedule is four ten-hour shifts. Upon approval of the fire chief, the hours comprising the duty day may be modified to accommodate a "four-ten" schedule".

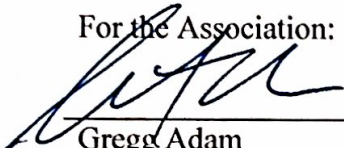
6.2 DUTY WEEK

The duty week for fire suppression personnel and fire dispatch personnel is established by the assigned shift schedule and may be either 48 or 72 hours for shift personnel. The duty week for all other (non-shift) personnel will be 40




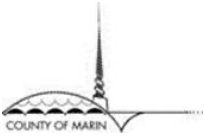
~~hours., except that the Fire Crew superintendent shall have a 40 hour duty week.
Hours of work for Firefighter Seasonal shall be based on a 40 hour week.~~

For the Association:

 7/22/25
Gregg Adam Date
Chief Spokesperson

For the County:

 7/22/25
Charles Sakai Date
Chief Spokesperson



Tentative Agreement on Overtime Administration

Cleanup provision and delete unnecessary language

Article 6: Hours of Work

6.4 Overtime, Compensatory Time Callback

6.4.1 Administration

6.4.1.1 Employees shall be paid for all overtime worked not later than the second pay check following performance of the work at one and one-half times the duty hour rate subject to the following limitations, conditions, and authorization.

6.4.1.2 Overtime and compensatory time shall be compensated to the nearest tenth hour. All overtime work shall be distributed equitably among all employees in each work unit. Compensatory time off at time and one half, instead of paid overtime, shall be subject to departmental control, and solely at the discretion of the Chief. The cap on the accrual for compensatory time shall be one hundred and twelve (112) hours for eligible regular hire fire suppression job classes and ~~112~~ forty-eight (48) hours for Fire Dispatchers ~~hired before July 1, 2009~~. The cap on the accrual for compensatory time shall be 40 hours for all eligible 40 hour job classes, ~~excluding~~ Fire Dispatchers ~~hired after July 1, 2009~~. ~~Effective August 31, 2014~~, Leave hours shall count as time worked for overtime purposes.

6.4.1.3 Paid overtime requires prior written authorization of ~~the County Administrator via~~ the Fire Chief. Authorization must be secured by the Fire Chief and communicated by the Fire Chief to the employee.

~~6.4.1.4 In an emergency, if it is impossible or impractical to secure advanced authorization from the County Administrator, the Fire Chief may authorize paid overtime subject to ratification by the County Administrator.~~

6.4.1.5 Overtime payment shall be based on time records maintained, as may be required by County and shall be open to review by the Association.

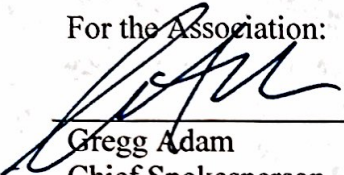
6.4.1.6 Employees are required to respond to Department ~~pager~~, text messaging, ~~or~~ telephone, ~~or other~~ contact regarding ~~planned and urgent need~~ overtime assignments ~~within thirty minutes in order to be considered for that overtime assignment~~.



6.4.1.7 Any matter pertaining to this section is not subject to the grievance procedure, if it involves a single incident of less than two (2) hours of overtime.


[Note: Pre-2009 Dispatcher benefits to be addressed in a separate sideletter.]

For the Association:

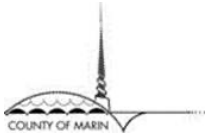


Gregg Adam Date 7/22/25
Chief Spokesperson

For the County:



Charles Sakai Date 7/22/25
Chief Spokesperson



Tentative Agreement on Vacation

Update language to conform to Dispatch sideletter and amend ECC and Fire Crew language.

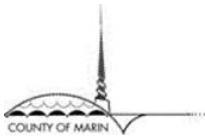
ARTICLE 7 Pre-requisites

7.1 VACATION

7.1.1 Each regular employee shall be entitled to earn vacation credit on the basis of months of continuous service in accordance with the following schedule. A year of service equals 2912 hours for regular hire fire suppression employees, and 2080 hours for 40-hour employees. ~~Fire Dispatchers hired before July 1, 2009 will be grandparented in with Regular Hire Fire Suppression accrual rates listed below.~~

Dispatchers assigned to a 56-hour shift

<u>Months of Service</u>	<u>Maximum Hourly Accrual (based on 40-hours per week)</u>	<u>Maximum Annual Accrual Hours</u>
<u>0 through 24 months</u>	<u>0.0539</u>	<u>112</u>
<u>Greater than 24 months through 48 months</u>	<u>0.0654</u>	<u>136</u>
<u>Greater than 48 months through 108 months</u>	<u>0.0808</u>	<u>168</u>
<u>Greater than 108 months through 228 months</u>	<u>0.10775</u>	<u>224</u>
<u>Greater than 228 months through 360 months</u>	<u>0.1346</u>	<u>280</u>
<u>Greater than 360 months</u>	<u>0.1615</u>	<u>336</u>



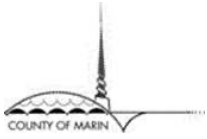
Regular Hire Fire Suppression Employees

Months of Service	Maximum Hourly Accrual	Maximum Annual Accrual Hours
0 through 24 months	.0385	112
Greater than 24 months through 48 months	.0467	136
Greater than 48 months through 108 months	.0577	168
Greater than 108 months through 228 months	.0770	224
Greater than 228 months through 360 months	.0962	280
Greater than 360 months	.1154	336

40 Hour Employees

Months of Service	Maximum Hourly Accrual	Maximum Annual Accrual Hours
0 through 24 months	.0385	80
Greater than 24 months through 48 months	.0467	96
Greater than 48 months through 108 months	.0577	120
Greater than 108 months through 228 months	.0770	160
Greater than 228 months through 360 months	.0962	200
Greater than 360 months	.1154	240

Vacation shall be accumulated as indicated above with a maximum accumulation of 360 hours for Regular Hire Fire Suppression employees and for Fire Dispatchers series employees working a 2x4 schedule hired before July 1, 2009 and a maximum accumulation of 300 hours for 40 hour employees. Thereafter, additional vacation time accrual shall be suspended.



~~Fire Dispatchers hired on or after July 1, 2009 shall have the same vacation accrual schedule and vacation cap as other 40-hour employees covered by this agreement.~~

7.1.2 Vacation After Six Months of Employment

~~Vacation usage may be authorized by the Fire Chief, considering the interest of the employee and the operational needs of the Department. If convenient to the County, the Fire Chief may authorize vacations up to the number of duty hours actually accumulated during the first six months continuous employment.~~

7.1.3 Preference

Employees shall be given preference for vacations by job assignment based upon department seniority,

“Job assignment” is defined as ~~either~~ Fire Suppression, Medical ~~or~~ Administrative, ECC, or Fire Crew ~~Fire Dispatcher~~. For the purposes of this section, all ~~the~~ Firefighter’s are considered to be assigned to “medical”, unless assigned to the fire crews.

Personnel assigned are as listed below:

FIRE SUPPRESSION

Fire Engineer
Fire Heavy Equipment Operator
Fire Captain
Senior Fire Captain

MEDICAL

Firefighter
Firefighter Paramedic ~~(40-hour and 56-hour)~~
Fire Engineer Paramedic

ADMINISTRATIVE

Fire Captain (Administrative Assignment)
Fire Captain (ECC)
Fire Engineer or Fire Engineer Paramedic (Administrative Assignment)
Heavy Equipment Operator (40-Hour Assignment)



Firefighter or Firefighter Paramedic (Administrative Assignment)

ECC-FIRE DISPATCHER

Fire Dispatcher

FIRE CREWS

Fire Captain

Fire Engineer or Fire Engineer Paramedic

Firefighter or Firefighter Paramedic (only during "A" Window)

~~Shift Battalion Chiefs, the Fire Crew Battalion Chief, or the ECC Division Chief will build a "time off" option within the Department's scheduling software (e.g., Vector Scheduling) by contacting each of their personnel for vacation scheduling, and utilizing this policy. Each individual will be allowed to schedule 4 consecutive shifts up to two cycles, of "A" (summer months June 1 – October 31) vacation per year, on a SHIFT seniority basis.~~

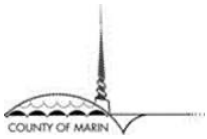
~~Each individual will be allowed to schedule UNLIMITED CONSECUTIVE SHIFTS of "B" (winter months November 1 – May 31) vacation per year, on a SHIFT seniority basis.~~

Vacation shall be scheduled only in numbers of hours accumulated by the date of the scheduled vacation. The minimum number of hours of vacation ~~on in~~ any given ~~shift day~~ shall be 8 hours and the maximum number of partial ~~shifts days~~ per calendar year shall be four (4).

Vacation scheduled and approved must be taken. However, exceptions may be granted on a case-by-case basis to an employee who is unable to take a scheduled vacation for good cause (e.g., illness, injury, etc. to employee or family member). The determination, by the County, of whether good cause exists shall be made by the Fire Chief.

SUPPRESSION

Each individual will be allowed to schedule four (4) consecutive shifts up to two cycles, of "A" (summer months June 1 – October 31) vacation per year, on a SHIFT seniority basis.



Each individual will be allowed to schedule UNLIMITED CONSECUTIVE SHIFTS of “B” (winter months November 1 – May 31) vacation per year, on a SHIFT seniority basis.

“A” (June 1 – October 31) one (1) individual off per shift. Effective January 1, 2026, two (2) individuals will be permitted off per shift.

“B” (November 1 – May 31) two (2) individuals off per shift

MEDICAL

Each individual will be allowed to schedule four (4) consecutive shifts up to two (2) cycles, of “A” (summer months June 1– October 31) vacation per year, on a SHIFT seniority basis.

Each individual will be allowed to schedule UNLIMITED CONSECUTIVE SHIFTS of “B” (winter months November 1 – May 31) vacation per year, on a SHIFT seniority basis.

“A” (July 1 – October 31) one (1) individual off per shift

“B” (November 1 – June 30) two (2) individuals off per shift

ADMINISTRATION

As fits the needs of the individual and the Department.

ECC

“A” (June 1 – October 31) One (1) Dispatcher off per shift. Subject to other provisions contained within this guideline one ECC Captain off, to ensure that there is no overlap of ECC Captain vacation, the window being requested will consist of the shift immediately preceding and following the requested tour.

“B” (November 1 – May 31) One (1) Dispatcher off per shift. One ECC Captain off, to ensure that there is no overlap of ECC Captain vacation, the window being requested will consist of the shift immediately preceding and following the requested tour.



FIRE CREWS

“A” (June 1 – November 15). During the summer “A” vacation period, up to one (1) person per crew will be allowed off. However, only one (1) person per rank will be allowed off on each side of the week (Sun–Wed or Weds–Sat).

“B” No cap on the number of Crew positions off, unless Crews are staffed with Seasonal Firefighters due to an extended fire season, in which case, the restrictions for the summer “A” vacation period will apply.

Windows

September 15 – 30 will be the window for bidding winter (November 1 – May 31 for Suppression; November 1 – June 30 for Medical) vacations.

March 15 – 30 will be the window for bidding summer (June 1 – October 31 for Suppression; July 1 – October 31 for Medical) vacations.

There will be one rotation for summer vacation and two rotations for winter vacations.

Highlights

Seniority lists will be utilized for suppression and medical. Each shift will maintain ~~two~~ three seniority lists (~~one for~~ suppression, ~~one for~~ medical, and ECC). Seniority will be used for both window periods, separately.

Vacation requests will be taken in blocks of consecutive shifts. Seniority bidding will occur during windows only.

It is the individual’s responsibility to be prepared for the bidding process prior to window dates. Individuals not prepared will be skipped.

Individual “Remaining Shifts Days”

Individual shifts days remaining after the bids will be granted on a first come, first served basis, unless it incurs ten (10) hours or more of overtime at the time of the request.

Individual “remaining shifts days” will be available year round.

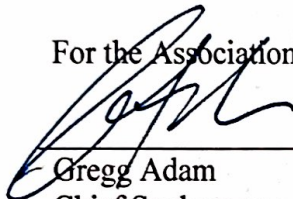


Once an individual vacation shift day is granted, it cannot be revoked.

Individual "remaining shifts days" must be requested two weeks in advance. Only the Chief or Deputy Chief may approve shifts days requested with less than two weeks' notice.

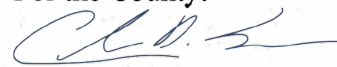
Vacancies that exceed 120 calendar days as a result of 4850 Disability, Long-Term Disability, retirements, resignations or terminations, that will result in overtime if the Individual Shift Day is granted, will not be grounds for denial of the shift day.

For the Association:

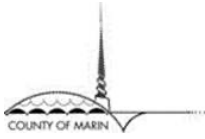


Gregg Adam Date 7/22/25
Chief Spokesperson

For the County:



Charles Sakai Date 7/22/25
Chief Spokesperson



Tentative Agreement on Shift Trades

ARTICLE 7 Pre-requisites

7.1 VACATION

[Note: Renumber 7.1.7 to 7.1.6]

~~7.1.6~~~~7.1.7~~ After working 14 or more consecutive days on an out of county assignment, if the employee returns to the county on a regular duty day, the employee may use vacation time for the remainder of the duty day with the approval of the Chief or designee.

~~7.1.7~~ ~~7.1.6~~ Trade Policy

SCOPE: To outline the trade policy of the Marin County Fire Department

7.1.6.1 While there is no limit on trades, the department reserves the right to implement the following steps in the event of abuse or excessive use of the trade policy:

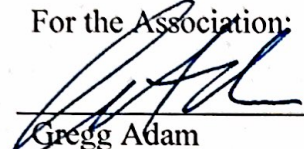
- (a) The department may require compliance with a “trades pay back plan” where the outstanding trade balance owed exceeds nine trades in any six-month period. The individually tailored plan shall be created after consultation with the Association.
- (b) The department may deny trades where excessive trading by an individual is unreasonably hurting the functioning of a team in the department.

7.1.6.2 All trades, no matter what length, require a shift trade be added to the calendar in the Department’s staffing software (e.g., Vector Scheduling), and Telestaff which must be approved by the shift Battalion Chief prior to the trade date. Emergency trades must be approved by shift Battalion Chief.




Trades are to be considered cancelled if the person requesting the trade (applicant) is committed to an out of county assignment or if the applicant or reliever is on Workers' Compensation at the time of the trade date.

For the Association:

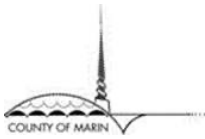


Gregg Adam Date 7/22/25
Chief Spokesperson

For the County:



Charles Sakai Date 7/22/25
Chief Spokesperson



Tentative Agreement on Holidays

Update language to clarify holiday pay for 7k Exempt employees working 40-hour assignments, Dispatchers, and non-sworn employees on 40-hour assignments. Swap 12 hours of Floating Holiday for Juneteenth and Day of Reflection for Cesar Chavez Birthday.

ARTICLE 7 Pre-requisites

[Replace current language with the following:

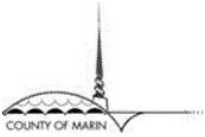
7.2 HOLIDAYS

7.2.1 Regular Holidays

7.2.1.1 The County recognizes the following regular holidays:

- The first day of January
- The third Monday in January
- The twelfth day of February
- The third Monday in February
- March 31 (Cesar Chavez)
- the last Monday in May
- June 19th (Juneteenth)
- The fourth day of July
- The first Monday in September
- The ninth day of September
- Veteran's Day
- Thanksgiving Day
- The Friday immediately following Thanksgiving Day
- December 25
- Every day appointed by the President of the United States or the Governor of the State of California for a public fast, thanksgiving, or holiday and adopted by the Board of Supervisors.

7.2.1.2 Regular full-time employees not subject to the Holiday in Lieu provision (Section 7.2.2) shall receive eight (8) hours of holiday pay for each recognized holiday. Employees who are not required to work on a holiday that falls on their regular workday (e.g., Fire Inspector) who have a regular workday longer than eight (8) hours shall use vacation or CTO to cover any hours beyond eight (8).



To be eligible for the holiday pay, employees must be in paid status on both their regularly scheduled workday before and their regularly scheduled workday after the holiday.

7.2.1.3 Regular full-time employees not subject to the Holiday in Lieu provision (Section 7.2.2), shall be compensated at one and one-half times the applicable hourly rate for actual time worked on the holiday day, in addition to the eight (8) hours of holiday pay.

7.2.2 Holiday in Lieu

7.2.2.1 Effective the pay period following adoption of the MOU in 2025, in recognition of scheduled staffing without regard to holidays, employees in the following groups will receive twelve (12) hours' pay at a straight time rate for each holiday listed in Subsection 7.2.1.1 above, payable in the pay period in which the holiday occurs:

- Regular Hire Fire Suppression employees,
- Regular Hire Medical employees, and
- 40-hour Fire Protection Employees (i.e., 40-hour assignments for any fire suppression rank, including Captain, Engineer, HFEO, and Firefighter).

To be eligible for holiday in lieu pay, the employee must be in paid status on both their regularly scheduled workday before and their regularly scheduled workday after the holiday.

7.2.3 Floating Holiday

7.2.3.1 Effective July 1 of each year, employees subject to the Holiday in Lieu provision (Section 7.2.2) shall be credited with twelve (12) floating holiday hours and all other employees shall be credited with eight (8) equivalent floating holiday hours.

7.2.3.2 Bargaining unit employees initially hired by the County between July 1 and December 31 shall be credited with floating holiday equivalent to one-half a duty day upon hire (12 hours for employees subject to Holiday in Lieu and 8 hours for all other employees). Bargaining unit employees initially hired by the County between January 1 and June 30 shall be credited with floating holiday equivalent to one-quarter a duty day upon hire (6 hours for employees subject to Holiday in Lieu and 4 hours for all other employees).



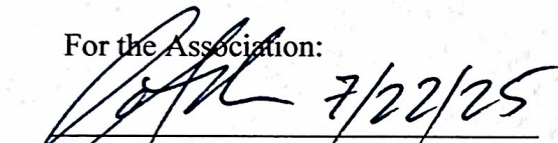
7.2.3.3 Floating holiday hours shall be scheduled like vacation. Floating holiday hours shall be taken in the fiscal year accrued and shall not carry over from one fiscal year to the next. Unused floating holiday hours shall be paid out in the first full pay period of the succeeding fiscal year at the employee's base hourly rate in effect for that pay period.

7.2.3.4 Upon termination of employment, unused floating holiday hours shall be paid at the employee's base hourly rate.

[Renegotiate 40-hour Captain Sideletter]


[Sideletter for pre-2009 Dispatcher]

For the Association:



Gregg Adam Date
Chief Spokesperson

For the County:



Charles Sakai Date
Chief Spokesperson 7/22/25



Tentative Agreement on Bereavement Leave

ARTICLE 7 Pre-requisites

7.4 SICK LEAVE

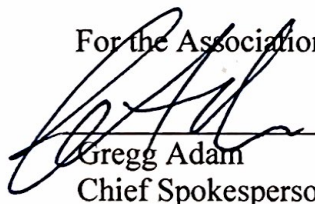
7.4.2 Bereavement

Leave with pay for up to the number of duty hours worked in the week but not to exceed 48 hours ~~56 hours for regular hire fire suppression employees or 40 hours for all other employees~~ shall be granted by the department head in case of the death of an immediate family member as defined in PMR 44.7. ~~a mother, father, spouse, registered domestic partner, parents of a spouse or domestic partner, grandparents, sister, brother, son or daughter, son or daughter of a registered domestic partner of a regular employee, except that employees in the Fire Dispatcher classification before July 1, 2009 shall be granted by the department head leave with pay up to the number of duty hours equal to the normal duty week, but not to exceed 56 hours.~~ Employees may take off additional duty hours up to a total of five (5) shifts (including the paid bereavement leave identified above) for each instance of bereavement. These additional duty hours shall be paid from the employee's eligible leave banks (including vacation and sick leave).

~~Bereavement leave in case of death of other persons or for hours in excess of five (5) shifts shall be pursuant to PMR 44.7. may be granted upon approval of the County Administrator. Bereavement leave shall be charged against accumulated sick leave.~~

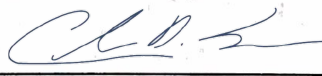
[Note: County and MCFA are currently negotiating updates to PMR 44.7, which may impact rules around bereavement leave.]

For the Association:


Gregg Adam
Chief Spokesperson

7/22/25
Date

For the County:


Charles Sakai
Chief Spokesperson

Date 7/22/25



April 2, 2025

Time passed: _____

County Proposal on Uniforms

ARTICLE 7 Pre-requisites

7.7 UNIFORMS

7.7.1 County shall, at the end of each calendar quarter, pay \$200.00 as a uniform and safety boot allowance to each officer employed, on the date of payment, who is required to wear a uniform during regular duty hours, and who is one of the following classes:

- Fire Captain
- Senior Fire Captain
- Fire Dispatcher
- Supervising Dispatcher
- Fire Engineer
- Fire Fighter
- Fire Engineer/Paramedic
- Fire Fighter/Paramedic
- Fire Heavy Equipment Operator
- Fire Inspector

7.7.2 Seasonal Extra Hire Employees shall be entitled to an annual uniform allowance of \$600 payable in the first pay period in July.

7.7.3 ~~Effective September 22, 2019,~~ The Department will provide four (4) pairs of single layer pants to all safety sensitive fire line employees identified in Section 7.7.1, ~~and 7.7.2, above.~~ ~~Effective October 2, 2022,~~ The Department will provide six (6) an additional two (2) pairs of single layer pants to all safety sensitive fire line employees identified in Section 7.7.2. Replacement pants will be per Department policy.



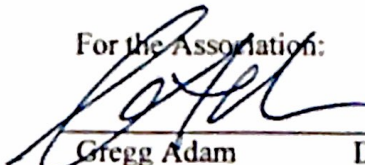
**Sideletter Agreement on Terms and Conditions of Employment
Applicable to Fire Dispatchers hired before July 1, 2009**

The Parties agree that the following terms will continue to apply to Fire Dispatchers hired before July 1, 2009. Except where specifically noted, Fire Dispatchers hired before July 1, 2009 will be subject to the same terms and conditions as other employees in the Fire Dispatcher classification.


1. Compensatory Time Off (Section 6.4.2). Fire Dispatchers hired before July 1, 2009 will continue to have a compensatory time off accrual cap of one hundred and twelve (112) hours.
2. Holiday in Lieu (Section 7.2.2.1) Fire Dispatchers hired before July 1, 2009 will receive twelve (12) hours' pay at a straight time rate for each holiday listed in Subsection 7.2.1.1 above, payable in the pay period in which the holiday occurs.
3. Floating Holiday (Section 7.2.3.). Fire Dispatchers hired before July 1, 2009 will be allocated twelve (12) hours of floating holiday per year, which may be taken at any time during the year accrued with the approval of the Fire Chief.
4. Sick Leave (Section 7.4.1). Fire Dispatchers hired before July 1, 2009 will accrue sick leave at the rate of .0495.

[Note: the following MOU provisions had language regarding Dispatchers hired before July 1, 2009 which have been addressed through other language changes: Vacation (Sec. 7.1.1), and Bereavement Leave (Sec. 7.4.2).]

For the Association:

 7/22/25
 Gregg Adam Date
 Chief Spokesperson

For the County:


 Charles Sakai Date 7/22/25
 Chief Spokesperson



Tentative Agreement on Wage Adjustment for Holiday Reduction

Delete Outdated language

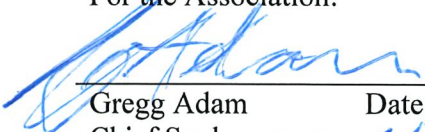
Article 5: Salaries

~~**5.8 — Wage Adjustment for Holiday Reduction**~~

~~Effective the pay period beginning September 22, 2019, the rate of pay for represented employees in the job classes listed below will be increased by an additional 4.84% in consideration for reducing holiday pay from one duty day's pay to twelve (12) hours for each holiday listed in Subsection 7.2.1.1~~

- ~~Fire Captain~~
- ~~Fire Crew Superintendent~~
- ~~Fire Dispatcher~~
- ~~Fire Engineer~~
- ~~Fire Engineer/Paramedic~~
- ~~Fire Fighter~~
- ~~Fire Fighter Paramedic~~
- ~~Fire Heavy Equipment Operator~~
- ~~Senior Fire Captain~~

For the Association:



 Gregg Adam Date
 Chief Spokesperson 6/23/25

For the County:



 Charles Sakai Date 6/12/25
 Chief Spokesperson



Tentative Agreement on HFEO Pay


Article 5: Salaries

[Add the following new section]

5.9 [New] Fire Heavy Equipment Operator Pay

Effective the pay period following the later of July 1, 2025 or adoption of this agreement by the Board of Supervisors, The Fire Heavy Equipment Operator classification will be paid the same base hourly rate as the Fire Engineer/Paramedic Classification.

For the Association:



Gregg Adam Date
Chief Spokesperson 6/23/25

For the County:



Charles Sakai Date 6/12/25
Chief Spokesperson




Tentative Agreement on Calendars

Delete provision for wallet-sized calendars. These are now online and accessible by smartphone.

Article 6: Hours of Work


~~6.3 — County shall provide each employee with five (5) wallet-size shift calendars, color-coded for each shift, by December 1 for the following year.~~

For the Association:



Gregg Adam Date
Chief Spokesperson 6/23/25

For the County:



Charles Sakai Date 6/12/25
Chief Spokesperson



Tentative Agreement on Medical Benefits

ARTICLE 7 Pre-requisites

7.3 INSURANCE AND RETIREMENT CONTRIBUTIONS

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.

7.3.1 Biweekly Fringe Benefits

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>

~~In calendar year 2022, the County’s biweekly fringe benefit contribution for regular hire employees enrolled in a County medical plan shall be:~~

	Biweekly Payment Annual Salaries At/Above \$74,000*	Biweekly Payment Annual Salaries Below \$74,000*
Employee Only	\$540.33	\$540.33
Employee +1 Dependent	\$677.66	\$690.56
Employee + Family	\$908.74	\$934.53

~~*Annual salary threshold to determine the County’s fringe benefit contributions shall be \$77,000 for calendar year 2023, above/below \$79,000 for calendar year 2024 and above/below \$85,000 for calendar year 2025.~~

~~Effective in December 2022, 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 the same dollar amount as the Kaiser Silver plan increase, from zero~~



~~percent (0%)—six percent (6%) (based on the premium increase to the Kaiser Silver plan) for benefitted employees at the employee + one (1) and employee + family benefit levels.~~

~~In December 2022, in addition to the above, the County will add \$0.65 per pay period to the employee only, employee plus one (1) and employee plus family fringe payments to cover dental enhancements.~~

~~Effective December 2025, December 2026, and December 2027 ~~2023 and December 2024~~, in the pay period in which there will be an increase in health insurance premiums, the County will provide an increase to the flat dollar contribution amount by an amount equivalent to five percent (5%) of the increase in premium, based on the Kaiser Silver premium increase, to benefitted employees at the employee plus one (1) and employee plus two (2) benefit levels. ~~increase the bi-weekly fringe benefit package by the same dollar amount as the Kaiser Silver plan increase (or the premium increase to the County's lowest cost HMO at that time), from zero percent (0%) to five percent (5%) (based on the premium increase to the Kaiser Silver plan or the County's lowest cost HMO at that time) for benefitted employees at the employee plus one (1) and employee plus family benefit levels.~~~~

~~Adjustment to County Fringe Contribution at the Employee-Only Enrollment Level in Plan Years 2023 and 2024: If the biweekly premium at the Kaiser Silver employee-only level in plan years 2023 and 2024 exceeds the County's plan year 2022 biweekly fringe contribution at the employee-only level (i.e., \$514.50 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, for all represented employees who enroll in employee-only medical plans.~~

- 7.3.2 The County will contribute \$120.67 per pay period toward the health benefits of qualified extra hire (seasonal) employees under the Affordable Care Act (ACA).
- 7.3.3 Any benefits eligible employee covered by this agreement may make an annual written application to the Human Resources Department Director for waiver of required participation in ~~one or more insurance programs 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 ~~mandatory insurance coverage for Dental, Vision and Basic Life~~ and is eligible to receive up to \$100.00 cash back of any remaining unused amount of their bi-weekly fringe benefit package.
- 7.3.4 For all eligible employees, the County agrees to apply the fringe benefit contribution towards the premiums for health, dental, vision, basic life,



supplemental life and disability 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 DP/Dependents and Long Term Disability Benefits.

7.3.5 Any county 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 below.

Elimination of Cash Back for New Hires and Employees Not Receiving Cash Back as of September 22, 2019:

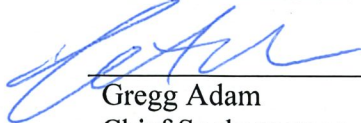
- Effective September 22, 2019, there will be no cash back of any remaining unused amount of an employee’s bi-weekly fringe benefit package for the following:
 - Employees hired on or after September 22, 2019
 - Employees who do not receive cash back as of September 22, 2019

7.3.5 Hold Harmless

~~Effective at the end of the final full pay period of the 2019-2022 agreement, the County will eliminate Hold Harmless monies for all represented employees. Effective the first full pay period of July 2022, represented employees who had received Hold Harmless monies as of the last full pay period in fiscal year 2021-2022, greater than or equal to \$100.00 per pay period, will receive a lump sum amount equivalent to 52 pay periods of Hold Harmless monies, based on the amount the employee received as of the last full pay period in fiscal year 2021-2022.~~

[No change to remainder of article.]

For the Association:



 Gregg Adam Date 6/23/25
 Chief Spokesperson

For the County:



 Charles Sakai Date 6/12/25
 Chief Spokesperson



Tentative Agreement on Sick Leave

ARTICLE 7 Pre-requisites

7.4 SICK LEAVE

7.4.1 General

[. . .]

7.4.1.4 “Sick call” made after ~~1700~~ **2100** hours the day prior to the shift will trigger “Urgent Need” overtime procedures.


7.4.6 Industrial Accidents

Safety Employees Subject to Labor Code 4850

In cases of work-related illness or injury, the employee shall receive full pay for a period not to exceed one year (~~2912 hours~~) in accordance with Labor Code, Section 4850, without charge against sick leave, provided the County determines that:

[. . .]

For the Association:



Gregg Adam Date 6/30/25
Chief Spokesperson

For the County:



Charles Sakai Date 6/30/25
Chief Spokesperson



Tentative Agreement on Education Incentive

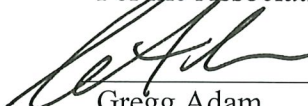
ARTICLE 7 Pre-requisites

7.8 SPECIFIED WAGE ADJUSTMENTS

7.8.5 Educational Incentive.

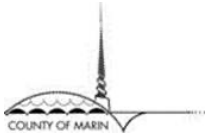
~~Effective July 1, 2020,~~ Employees who possess a Firefighter II certificate and have completed at least 50% of required courses ~~required to achieve toward~~ certification as a “Company Officer” under the California State Fire Training (SFT) certification program, or equivalent (i.e., the California State Fire Marshal’s Office “Fire Officer” certification) will be eligible for educational incentive of \$65 per month payable in bi-weekly payments of \$30. ~~If the California State Fire Marshal’s Office changes its curriculum, the parties agree to meet and confer about this benefit.~~

For the Association:

 6/30/25
Gregg Adam Date
Chief Spokesperson

For the County:

 6/30/25
Charles Sakai Date
Chief Spokesperson



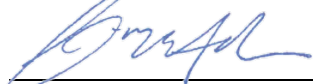
Tentative Agreement on Duration

ARTICLE 17 Termination Date

This agreement shall be in effect from ~~October 2, 2022~~ July 1, 2025 through June 30, ~~2028~~2025.


Negotiations, on the changes or amendments desired, shall begin as soon as possible following receipt of a request to bargain about a successor agreement. Every effort shall be made to complete such negotiations prior to the end of the contract term.

For the Association:



Gregg Adam Date 7/24/25
Chief Spokesperson

For the County:



Charles Sakai Date 7/24/25
Chief Spokesperson