

June 18, 2025

Time Passed: _____

County Comprehensive Proposal #3

The following constitutes the County’s comprehensive package proposal. This proposal addresses all open issues, including the following:

1. General Salary Increases of 4% in FY25-26 and FY26-27 and 3% in FY27-28; and
2. Eliminating the 4.5% pension offset following Board adoption
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

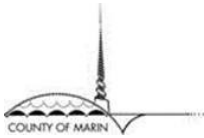
Any issue not referenced in this proposal would remain status quo.

PMA Proposal #1: County agrees to eliminate the 4.5% pension offset as set forth below.

Section XIX. Retirement

F. Public Safety Retirement

- ~~Employees enrolled in Public Safety retirement shall contribute an additional five percent (5%) of salary to offset the County’s cost of safety retirement.~~
- **In recognition of, and in an effort to address, (i) the ongoing vacancy rate in Probation Department during the FY2025 negotiating cycle and (ii) the fact that (a) no external comparators included in the Survey (as defined in Section XXII) nor (b) any bargaining unit other than the Probation Workers Unit requires an additional employee-paid contribution to employer pension costs for the reasons set forth herein, the County will eliminate the remaining 4.5% pretax safety-retirement offset effective the first full pay period following the later of (i) July 1, 2025 or (ii) adoption of this agreement by the Board of Supervisors.**
- Effective July 7, 2002, current safety retirement bargaining unit employees will utilize the 3% @ 55 retirement formula.
- Employees will be responsible for payment of 50% of the cost of the Cost of Living Adjustment (COLA) for retirement, not to exceed 3.1%.
- The parties agree to utilize 7.28% as the present actuarial value of the increased cost for the 3% at 55 retirement enhancement. The parties further agree that eligible bargaining unit employees will share in that cost increase by contributing 50% of the 7.28% increase or 3.64%.



- The parties implemented this section in accordance with section 31678.2 of the California Government Code. In accordance with this Section members shall pay the 3.64% as part of the contribution by the employer that would have been required if Section 31664.2 (3% at 55 enabling legislation) had been in effect during the period of time for which this benefit is effective (i.e., going forward and backwards).
- This Agreement shall only be applicable to members who retire on or after the effective date of Resolution implementing this Agreement, or July 7, 2002.

~~G. Retirement Financial Analysis~~

~~The County will perform a high-level financial analysis of the long-term cost of the previously negotiated retirement enhancement with Probation and the Probation Managers Association, wherein the Unions moved from miscellaneous to safety retirement. This analysis will inform future cost-sharing negotiations for the subsequent successor Agreements (2025-2029). The total cost of said analysis shall not exceed \$50,000.~~

PMA Proposal #4: County responds to PMA salary proposal as follows

Section XXII. Wages and Salary

General Salary Increases:

Year 1: Effective the first full pay period **following the later of (i) July 1, 2025 or (2) adoption of this agreement by the Board of Supervisors,** in July 2022, or in the first full pay period following ratification and approval, whichever is later, the rate of pay for all classes and employees shall be increased by **four percent (4.0%)** ~~three and one-half percent (3.5%)~~.

Year 2: Effective the first pay period in July 202**6**~~3~~, the rate of pay for all classes and employees shall be increased by **four percent (4.0%)** ~~three percent (3.0%)~~.

Year 3: Effective the first pay period in July 202**7**~~4~~, the rate of pay for all classes and employees shall be increased by three percent (3.0%).

Salary Equity Adjustments: ~~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 the following job classes will be increased as follows: Director of Probation Services 3.22% (2022) Probation Supervisor 5.00% (2022) & 1.49% (First full pay period in July 2023)~~

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

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 Survey reflects the following Equity Adjustments for the Probation Managers bargaining unit:

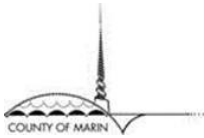
<u>Probation Division Director – Safety:</u>	7.57%
<u>Probation Supervisor – Safety:</u>	3.12%

~~**Hard to Fill Bonus:** 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.~~

~~**Retention Bonus:** In recognition of years of service to the County, all regular hire employees on the books upon ratification of this Agreement, will receive a one-time, non-pensionable, \$1,000 retention bonus within 3 pay periods from the date of ratification or the first full pay period following approval by the Board of Supervisors, whichever is later. All regular hire employees, who are on the books on July 1, 2023, will receive a one-time \$1,000 bonus in the first paycheck in August 2023 in recognition of years of service to the County. Part time employees shall receive a prorated amount based on their FTE.~~

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 Union



before advertising or offering signing bonuses affecting bargaining unit positions or if it intends to modify the signing bonus program.

County is not proposing any other changes to this Section.

County Proposal #1: County maintains its May 20, 2025 proposal as set forth below.

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

County Proposal #2: County maintains its May 20, 2025 proposal as set forth below.

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

County Proposal #3: County maintains its May 20, 2025 proposal as set forth below.

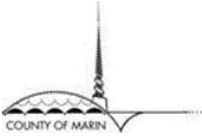
County proposes to amend multiple sections to update pronoun references include gender neutral pronouns as part of a redlined MOU.

County Proposal #4: County maintains its May 20, 2025 proposal as set forth below.

Section XIII. Sick Leave

C. Bereavement Leave

Leave with pay up to five (5) ~~consecutive~~ standard working days per ~~loss~~calendar year (40 hours) shall be granted by the department head in case of the death of **an immediate family member as defined in PMR 44.7** ~~mother, father, spouse, registered domestic partner, parents of a spouse or domestic partner, grandparents, sister, brother, son, daughter, or son or daughter of a spouse or of a registered domestic partner of a regular employee.~~ **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 **shall be pursuant to PMR 44.7** ~~may be granted only upon approval of the Department Head or designee.~~



Bereavement leave shall be charged against accumulated sick leave.

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

County Proposal #5: County revises its June 12, 2025 proposal as set forth below to reflect that it will incorporate the 240-hour paid parental leave benefit in the County's PMR, with language around administration of that benefit to be shared with PMA as part of a side letter.

County Proposal #6: County modifies its May 20, 2025 proposal as follows:

Eliminate the ATOM, ACA, and rental assistance side letters

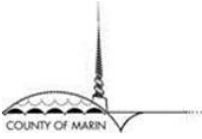
Maintain the PMR side letter, as that process is ongoing

County Proposal #7:

ADD NEW SECTION

Contracting Out Bargaining Unit Work

A. Any work within the class specifications for any classification currently represented by the Association shall not be contracted out during the lifetime of the contract without completion of the parties' meet and confer obligations, except as provided in this article. To initiate the meet and confer process, the County shall provide the Association 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 Association may request additional information as needed. Upon request of the Association, the parties will meet and confer concerning the proposed contracting out of work or services.



B. Notwithstanding (A) above, the parties agree that, where the use of contractors would not result in the elimination or reduction in hours for any existing bargaining unit position, or long term, (e.g. more than six months) diminution of bargaining unit work, the County may utilize contractors to perform work traditionally performed by bargaining unit employees without advanced notice and meeting and conferring in the following limited situations:

1. Where (a) the need for contracted services is not expected to exceed six (6) months, and (b) existing staff cannot perform the services during their normal working hours within the required timeframe, due to: (1) 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.

Overtime will continue to be provided to County employees in appropriate circumstances, and the County will give consideration to determine whether using existing employees to work approved overtime, a temporary promotion, or temporary special assignment pay would reduce or eliminate the need to contract out in these listed circumstances.

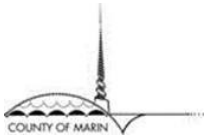
If contracted work/assignment needs are to extend beyond six (6) months, the County will provide notice of the extension and anticipated end date, and will meet and confer with the Union if requested.

2. The use of contractors to respond to a locally proclaimed or declared disaster, emergency, or mutual aid event, due to insufficient requisite expertise, capacity (e.g., insufficient number of staff or available hours), or certifications among available staff. As soon as reasonably feasible, but no later than 30 calendar days after start of the declared event, the parties shall meet and confer over any continued use of contractors that will exceed a 30-day assignment.

C. In addition, the County will notify the Association, and meet and confer upon request, when it enters a multi-year agreement for intermittent services for bargaining unit work as set forth Paragraph B.1 or B.2, above.

D. This section does not impact the County's ability to utilize any employee category in PMR 34.2 to perform services.

E. Should the County of Marin reach a ratified agreement with another labor organization that includes language on the use of contractors that sets forth different limitations on



their use, the County shall offer that same language to PMA. PMA shall have thirty (30) calendar days to accept the alternate language. If PMA does not accept the alternate language within the thirty (30) calendar day timeframe, the existing language shall remain in place.

County Proposal 8: County proposes a 3 year term

Section XXX. Termination Date

This agreement shall be in effect from ~~September 18, 2022~~ **July 1, 2025** through June 30, 2028~~5~~. It shall continue in effect thereafter from year to year unless either party gives 120 days' notice prior to June 30, 2028~~5~~, or any yearly anniversary date thereafter to terminate or modify this agreement.

County Proposal 9: County proposes to increase fringe benefit contributions as set forth below

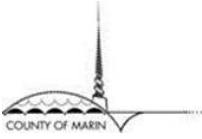
Section XVII. Benefits/Medical, Dental, Life and Supplemental Benefits

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.

A. Biweekly Fringe Benefits

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

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



Effective December 2022~~5~~, 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 equal to** ~~the same dollar amount as the Kaiser Silver Plan increase, from zero to six percent (0-6%)~~ **of** ~~based upon 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**~~3 and December 2024~~, 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 same dollar amount as the Kaiser Silver Plan~~ **premium for the prior plan year** increase, ~~from zero to five percent (0-5%) based upon the Kaiser Silver plan~~ for all benefited employees at the employee plus one (1) and employee plus family benefit levels.

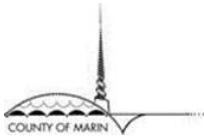
Any employee enrolling in County medical coverage is eligible to receive up to \$100.00 cash back of any remaining unused amount of their bi-weekly fringe benefit package with the exception as expressed below:

Elimination of Cash Back for New Members 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 new members 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 Years 202~~6~~3, 202~~7~~4 and 202~~8~~5: If the biweekly premium at the Kaiser Silver employee-only level in plan years 202~~6~~3, 202~~7~~4 and/or 202~~8~~5 **plus mandated employee-only dental, vision, and basic life insurance** exceeds the County's biweekly fringe contribution at the employee-only level (i.e., \$51~~54.25~~60 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.

B. Effective March 29, 2000, all represented employees will enroll in the Vision Services Plan as a mandatory benefit. Enrollment is optional to dependents who must be enrolled at the same time or within 30 days of becoming a dependent.



C. The County agrees to meet and confer with Association in connection with negotiations, bid invitations, or changes in coverage of applicable medical, dental, life and long-term disability insurance programs

D. Teamsters Local Union 856, Health and Welfare Trust

For the term of the ~~July 1, 2022 through June 30, 2025~~ Agreement, the County of Marin ("County") agrees to participate in the Teamsters Local Union No. 856 Health and Welfare Trust ("Teamsters Trust") for the sole purpose of offering to its employees the Teamsters Trust's Anthem Preferred Provider Organization plan ("Anthem PPO" or "Teamsters Plan").

E. 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 DP/Dependents and Long Term Disability Benefits.

F. Single and Double Supplemental Life Insurance

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.

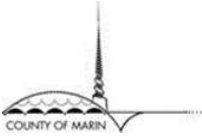
F. G. Long Term Disability

Employees may enroll in long-term disability insurance and may use County fringe contributions to pay for this benefit, where available.

G. H. Disaster Leave

The County will approve up to three (3) working days paid administrative leave in any twelve (12) month period when the employee's primary residence located in California is rendered uninhabitable due to fire, flood, or earthquake. Requests must be approved by the CAO. Documentation must be provided within a reasonable period of time. If adequate documentation is not provided, leave will be charged against any of the employee's other paid time accruals.

Parties agree to replace Section XXIX with the following:



Settlement Intent

In the event that County of Marin reaches a ratified agreement with another labor organization whose contract expires June 2025 and the County provides that union a negotiated Cost of Living Salary increase (COLA) (not including class specific equity adjustments or class-specific certification/specialty pays) and/or any additional non classification specific one-time payments, which are greater than those this unit agreed to in this Agreement, the County agrees to provide the higher COLA unless the negotiated salary increase is part of a package proposal that contains concessions (any offsetting reduction in pay or benefits).

In such event, PMA can vote to accept the entire package or refuse the entire package but cannot receive the increase without the corresponding concessions.

In the event that County of Marin reaches a ratified agreement with another labor organization whose contract expires June 2025 and the County provides an increase to the fringe benefit package that is greater than the benefit in this agreement, PMA 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 event PMA can vote to accept the package or refuse the package but cannot receive the increase without the corresponding concessions.

For PMA

For the County

Date: 06/18/2025

Date: 6/18/25

Terry Wright

Burke A. Dunphy

Terry Wright

Burke Dunphy

Dennis Wallach

L. Li

Dennis Wallach

Lisa Li