

Comprehensive Tentative Agreement

The following summary represents the parties' comprehensive tentative agreement.

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

1. Wages (Salary and Equity) (Art. IV, Sec. A)

Article IV. Salaries

Modify current IV.A & B as follows:

A. General Salaries

Effective the first full pay period following the later of (1) July 1, 2025 or (2) adoption of this agreement by the Board of Supervisors of July 2022, or in the first full pay period following ratification and approval, whichever is later, the rate of pay for all represented employees shall be increased by four percent (4.0%) ~~two percent (2.0%)~~.

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

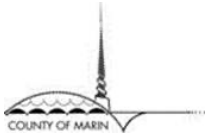
Effective the first pay period of July 2027 2024, the rate of pay for all represented employees shall be increased by three percent (3.0%).

B. Equity Adjustment

Effective the pay period following 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 Benchmark Compensation Survey. The Study reflects the following Equity Adjustment for all represented employees:

<u>Fire Battalion Chief</u>	<u>3.46%</u>
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Market-based equity adjustments are independent of the General Salary Increases and will be implemented in an additive (non-compounded) fashion.



~~Effective the first full pay period of July 2022, or in the first full pay period following ratification and approval, whichever is later, the rate of pay for all represented employees shall be increased by an additional one percent (1.0%).~~

2. **EMT Pay** (Sec. IV.C)

Modify Section IV.C as follows:

Effective the first full pay period ~~of July 2022, or in the first full pay period following ratification and approval, whichever is later,~~ following Board adoption of the CBA, all Regular Hire full-time employees 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.

3. **Overtime** (Art. VI)

See Attached.

4. **Health and Welfare Benefits** (Art. VII, Sec. C)

County 10/8/25 proposal.

5. **Bonuses** (Art. IV, Sec. D-F)

County 6/9/25 Proposal. Cleanup.

6. **Calendars** (Art. V, Sec. C)

County 6/9/25 Proposal.

Delete current language: ~~“County shall provide each employee with five (5) wallet size shift calendars, color coded for each shift, by December 1 for the following year.”~~

7. **Vacation** (Art. VII., Sec. A)

County 6/9/25 Proposal.

Cleanup – delete 2019 language.

~~**Accumulation: For represented employees in 56-hour Fire Battalion Chief classifications as of July 28, 2019, vacation time shall be accumulated as indicated above with a maximum accumulation of 504 hours. Thereafter, additional vacation time accrual shall be suspended.**~~

For all ~~other~~ represented employees, vacation time shall be accumulated as indicated above with a maximum accumulation of 360 hours. Thereafter, additional vacation time accrual shall be suspended.

8. **Holidays** (Art. VII., Sec. B)

See Attached.



9. **Paid Parental Leave** (PMR)

Sideletter Attached

10. **Bereavement Leave** (Art. VII, Sec. D.2)

Modify Section to provide for up to 48 hours of paid bereavement leave (no longer charged to sick leave) as follows:

Leave with pay for up to the number of duty hours worked in the week, but not to exceed forty-eight (48) hours ~~56 hours~~, 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 of a registered domestic partner, grandparents, sister, brother, son or daughter, son or daughter of a registered domestic partner of a regular employee. 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).

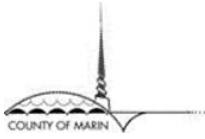
Bereavement leave in case of death of other persons or for hours in excess of five (5) shifts shall be pursuant to PMR 44.7. may be granted upon approval of the County Administrator. Bereavement leave shall be charged against accumulated sick leave.

For the Association:

For the County:

Graham Groneman 10/31/25
Graham Groneman Date
Chief Spokesperson

Charles Sakai
Charles Sakai Date 10/28/25
Chief Spokesperson



Tentative Agreement on Overtime

Article VI: Overtime

- A. All Battalion Chiefs will have one overtime rate which will be one and a half times the hourly rate of the 56-hour Battalion Chiefs.
- B. The Fire Chief may authorize overtime for in-County shift work or emergency incidents beyond the Battalion Chiefs' regularly scheduled assignments. The Battalion Chiefs must work a minimum of four (4) hours to receive overtime compensation under this provision and all overtime work is subject to the approval by the Fire Chief. Meetings, trainings, and/or other regular work duties will not be compensated at the overtime rate. However, the County may pay overtime for training courses conducted by the Battalion Chief where the County receives reimbursement for overtime work by a third party, in which case the Battalion chief will be paid their overtime rate for actual hours worked beyond regularly scheduled hours. The annual allotment of overtime hours for training courses will not exceed 80 in a calendar year. The Courses selected for the use of this overtime must be approved by the Deputy Fire Chief.
- C. Employees shall be paid for all approved overtime worked not later than the second pay check following the time worked.
- D. For all classifications covered under this MOU, personnel assigned to emergency incidents, both in County and out of County shall be compensated portal to portal for the duration of the incident assignment.
- E. Notwithstanding the above, Battalion Chiefs are exempt from the Fair Labor Standards Act ("FLSA"). Any overtime is contractual and not an obligation under the FLSA.

[The following is intended to resolve both the current negotiations and the related grievance, which would be withdrawn as part of the agreement.]

- F. The County agrees to retain a law firm to perform an audit to assess whether employees in the Battalion Chief classification qualify as "exempt" employees for purposes of the FLSA. The audit will include (1) review of the prior FLSA compliance audit(s) provided to the County, (2) interviews with all employees in the classification of Fire Battalion Chief (both 56-hour and 40-hour), (3) interviews with Marin County Fire Department leadership (Fire Chief and Deputy Fire Chief(s)); and (4) review of relevant documents, including but not limited to: Classification Specifications, Job Descriptions, and other County records. The audit will be completed no later than six (6) months after the Board of Supervisors adopts the collective bargaining agreement in 2025. At the conclusion of the audit, the law firm will provide the County with its assessment of the FLSA status of the BC's, including a non-privileged version of the assessment which will be provided to the MCFBCA. If the FLSA audit concludes that any Battalion Chief is



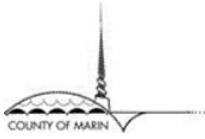
not exempt from the FLSA, the County and the MCFBCA will meet and confer over changes to the collective bargaining agreement to address the employee(s) FLSA status, including the elimination of personal leave for employees deemed non-exempt.

For the Association:

Graham Groneman 10/31/25
Graham Groneman Date
Chief Spokesperson

For the County:

Charles Sakai
Charles Sakai Date 10/28/25
Chief Spokesperson



October 8, 2025

Time passed: _____

County Proposal on Health and Welfare Benefits

Article VII. Prerequisites

C. 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. 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. The County covers the full cost of Basic Life Insurance separately and apart from the Fringe contribution.

1. 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>

	Employee Only	Employee +1 Dependent	Employee + Family
Bi-weekly Fringe	\$540.33	\$677.66	\$908.74

~~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 benefited 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 new Kaiser Silver premium to benefited employees at the employee plus one (1) and employee plus family 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.

Fringe Adjustment to County Fringe Contribution at the Employee-Only Enrollment Level for Plan Years 2026, 2027, and 2028. If the biweekly premium at the Kaiser Silver employee-only level in benefit plan years 2026, 2027, and/or 2028 plus mandated employee-only dental and core vision insurance exceeds the County's biweekly fringe contribution at the employee-only level (\$540.98 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 and core vision insurance, for all represented employees who enroll in employee-only medical plans.

Elimination of Cash Back: Effective July 28, 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 July 28, 2019;
- Employees who do not receive cash back as of July 28, 2019;
- Employees who change their benefits in such a way that reduces/eliminates cash back.

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.~~



June 9, 2025

Time passed: _____

County Proposal on Bonuses

Article IV: Salaries

[Modify Sections D-F as follows:]

~~D~~ — ~~One-time Lump Sum Payment~~

~~Effective the pay period following adoption of a successor contract by the Board of Supervisors but no earlier than the first full pay period of July 2022, 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.~~

~~E~~ — ~~Retention Bonuses~~

~~All regular hire employees on the books upon ratification of this agreement will receive a one-time \$1,000 retention bonus within 3 pay periods in recognition of years of service to the County.~~

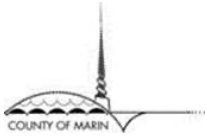
~~All regular hire employees who are on the books on July 1, 2023, will receive a one-time \$1,000 bonus in the first paycheck in August 2023 in recognition of years of service to the County.~~

F. **Signing Bonus for Newly Hired Employees**

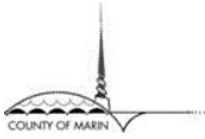
The Parties agree that the County may continue the practice of paying signing bonuses to new hires in "hard to fill" positions. The County will notify the Association before advertising or offering hiring bonuses affecting bargaining unit positions or if it intends to modify the hiring bonus program.

When a position is deemed "hard to fill", as determined by Human Resources, after notification to The Battalion Chiefs, 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..~~



Tentative Agreement on Holidays

ARTICLE VII Pre-requisites [Replace current language with the following:]

B. HOLIDAYS

1. Regular Holidays

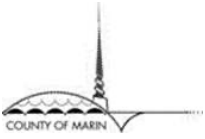
The County recognizes the following regular holidays:

- 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.

When a holiday falls on a Saturday or Sunday, the Friday preceding a Saturday holiday, or the Monday following a Sunday holiday, shall be deemed to be a holiday in lieu of the day observed. For an employee who does not work a Monday through Friday schedule, the day immediately following the employee's two days off shall be deemed to be a holiday in lieu of the day observed.

2. Holidays for 40-hour Battalion Chiefs

40-hour Battalion Chief will be compensated for eight (8) hours at the straight time rate of pay for each holiday listed in Subsection 1. 40-hour Employees on an alternate work schedule who do not work on a holiday which falls on their regularly-scheduled work day will use vacation or holiday in lieu to make up the



remainder of their regular workday (e.g., an employee on a 4-10 schedule will use 2 hours of vacation or CTO to supplement the holiday pay).

3. Holiday in Lieu

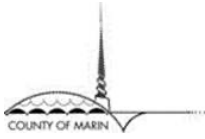
- a. Effective the pay period following adoption of the MOU in 2025, in recognition of scheduled staffing without regard to holidays, 56-hour Battalion Chiefs will receive twelve (12) hours' pay at a straight time rate for each holiday listed in Subsection 1 above, payable in the pay period in which the holiday occurs.

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.

- b. Effective the pay period following adoption of the MOU in 2025, the rate of pay for 56-hour Battalion Chiefs employees in the job classes listed below will be increased by an additional 5.36% in consideration for reducing holiday pay from one duty day's pay to twelve (12) hours for each holiday listed in Subsection 1.

4. Floating Holiday

- a. Effective July 1 of each year, all bargaining unit employees shall be credited with floating holiday hours equivalent to thirty-six (36) hours for each 56-hour Battalion Chief and eight (8) hours for each 40-hour Battalion Chief.
- b. Bargaining unit employees initially hired by the County between July 1 and December 31 shall be credited with floating holiday equivalent to thirty-six (36) hours for each 56-hour Battalion Chief and eight (8) hours for each 40-hour Battalion Chief. Bargaining unit employees initially hired by the County between January 1 and June 30 shall be credited with floating holiday equivalent to one eighteen (18) hours for each 56-hour Battalion Chief and four (4) hours for each 40-hour Battalion Chief.
- c. 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.
- d. Up to one (1) unused floating holiday (24 hours for each 56-hour BC and 8 hours for each 40-hour BC) shall be paid out at the employee's base hourly rate in effect for the last pay period of the fiscal year in which the floating



holiday accrued. Payment shall be made in the first full pay period of the succeeding fiscal year.

- e. Upon termination of employment, unused floating holiday hours shall be paid at the employee’s base hourly rate. However, if the employee separates between July 1 and December 31, only the portion of floating holiday hours in excess of one-half duty day will be paid out.

5. Personal Leave [edits reflect changes from current language]

- a. 56-hour Fire Battalion Chiefs shall be entitled to five (5) duty days per year shall be deemed personal leave which may be taken at any time or times during the year after accrual with the approval of the Fire Chief.
- b. Each 56-hour Fire Battalion Chief on the payroll as of July 1 or newly appointed prior to December 31 shall be credited immediately with 120 personal leave hours from the fiscal year. Any 56-hour Fire Battalion Chiefs () appointed between January 1 and June 30 shall be credited immediately with 60 personal leave hours for the balance of the fiscal year.
- c. Personal leave shall be taken in the fiscal year accrued and shall not accrue from one fiscal year to the next.
- d. Upon termination, unused personal leave shall be paid at a straight time rate so that the total of unused personal leave shall be paid off and personal leave used by the employee shall not exceed 60 hours if the termination occurs between July and December 31 or 120 hours if the termination occurs between January 1 and June 30.

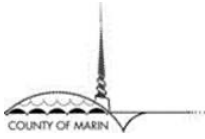
For the Association:

For the County:

Graham Groneman 10/31/25

Graham Groneman Date
Chief Spokesperson

Charles Sakai Date 10/28/25
Chief Spokesperson



Tentative Agreement on Duration

ARTICLE XV Termination Date [Modify section as follows]

This agreement shall be in effect from July 1, 2025 ~~October 16, 2022~~ 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 a successor agreement. Every effort shall be made to complete such negotiations prior to the end of the contract term.

For the Association:

Graham Groneman 11/3/25
Graham Groneman Date
Chief Spokesperson

For the County:

Charles Sakai
Charles Sakai Date 11/3/25
Chief Spokesperson