

Comprehensive Tentative Agreement

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

Any issue not referenced in this tentative agreement will remain status quo.

1. Wages (Salary and Equity)

Section XXV: Wages and Salaries

C. Salaries and Equities

1. Salaries

Effective the pay period following the later of (1) July 1, 2025, or (2) adoption of this agreement by the Board of Supervisors, the rate of pay for all classes and employees shall be increased by four percent (4%) ~~two percent (2.0%)~~.

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

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

2. Equity Adjustments

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 March 28, 2025, Benchmark Compensation Survey ("Survey"), by the percentage the survey determined the classification to be below market median in base pay.

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



The Study reflects the following Equity Adjustments for the DSA bargaining unit:

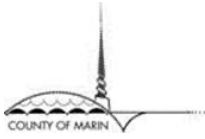
| | |
|---|--------------|
| ○ <u>Deputy Sheriff</u> | <u>2.63%</u> |
| ○ <u>Sheriff's Sergeant</u> | <u>2.63%</u> |
| ○ <u>Deputy Sheriff Trainee</u> | <u>2.63%</u> |
| ○ <u>District Attorney Investigator</u> | <u>4.65%</u> |
| ○ <u>Supervising District Attorney Investigator</u> | <u>4.65%</u> |
| ○ <u>Welfare Fraud Investigator</u> | <u>6.12%</u> |

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

~~Effective the pay period following adoption of this agreement by the Board of Supervisors, represented employees in the Welfare Fraud Investigator classification shall receive an equity adjustment of 2.99%.~~

~~Effective the pay period following adoption of this agreement by the Board of Supervisors, represented employees in the Deputy Sheriff, Sheriff's Sergeant, Deputy Sheriff Trainee, Coroner's Investigator, District Attorney Investigator, and Supervising District Attorney Investigator classifications shall receive an equity adjustment of 2.0%.~~

2. **POST Certificates** (Sec. XXIV.A)
See Attached.
3. **Master Deputy** (Sec. XXIV.C)
See Attached
4. **Overtime and Hours of Work** (Sec. VI.A, XII)
See Attached
5. **Medical, Dental, Life, and Supplement Benefits Insurance** (Sec. XVIII)
See Attached. Revised from Prior TA.



- 6. **Callback** (Sec. XII.I)
See Attached.
- 7. **Vacation** (Sec. XIV.A)
County 3/19 Proposal.
- 8. **Sick Leave** (Section XV.A)
County 3/19 placeholder proposal.
- 9. **Bonuses** (Sec. XXV.C)
County 3/19 Proposal
- 10. **Additional New Parent Leave** (New)
See Attached.
- 11. **Contracting Out** (Sec. V.B)
See Attached.
- 12. **Emergency Overtime** (Sec. XII.O)
See Attached.
- 13. **PMR Cleanup**
County 3/19 Proposal.

All Existing TA's

- Sec. VII.C Release Time (5/15/25)
- Sec. XV.B Bereavement (5/9/25)
- Sec. XV.E No Smoking (4/3/25)
- Sec. XXV.B Step Increase (4/3/25)
- Sec. XXV.G Canine Pay (4/3/25)
- Sec. XXXVII.C Grievance Procedure (4/3/25)
- Sec. XXXVIII Term (4/3/25)

For the Union:

Peter Hoffmann Date: 6/3/25
Chief Spokesperson

For the County:

Charles Sakai Date: June 3, 2025
Chief Spokesperson



Tentative Agreement on POST Pay

Modify Section XXIV.A as follows:

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

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

Effective the first full pay period following adoption of this agreement by the Board of Supervisors, Regular Hire employees who possess an intermediate certificate awarded to them by the California Commission on Peace Officer Standards and Training will be eligible for a P.O.S.T. certificate incentive of three point two five percent (3.25%) of base pay. \$340.00 per month, payable in biweekly payments of \$156.92 per pay period.

Effective the first full pay period following adoption of this agreement by the Board of Supervisors, Regular Hire employees who possess an advanced certificate or a supervisory certificate awarded to them by the California Commission on Peace Officer Standards and Training will be eligible for a P.O.S.T. certificate incentive of seven and one-half percent (7.5%) of base pay. \$675.00 per month, payable in biweekly payments of \$311.54 per pay period.

~~Effective the first full pay period of July 2023, Regular Hire employees who possess an intermediate certificate awarded to them by the California Commission on Peace Officer Standards and Training will be eligible for a P.O.S.T. certificate incentive of \$350.00 per month, payable in biweekly payments of \$161.54 per pay period.~~

~~Effective the first full pay period of July 2023, Regular Hire employees who possess an advanced certificate or supervisory certificate awarded to them by the California Commission on Peace Officer Standards and Training will be eligible for a P.O.S.T. certificate incentive of \$700.00 per month, payable in biweekly payments of \$323.08 per pay period.~~

~~Effective the first full pay period of July 2024, Regular Hire employees who possess an intermediate certificate awarded to them by the California Commission on Peace Officer Standards and Training will be eligible for a P.O.S.T. certificate incentive of \$360.00 per month, payable in biweekly payments of \$166.15 per pay period.~~

~~Effective the first full pay period of July 2024, Regular Hire employees who possess an advanced certificate or a supervisory certificate awarded to them by the California 22~~



~~Commission on Peace Officer Standards and Training will be eligible for a P.O.S.T. certificate incentive of \$725.00 per month, payable in biweekly payments of \$334.62 per pay period.~~

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

Regular Hire employees receiving compensation under the P.O.S.T. Certificate Incentive Program remain eligible to participate in the Educational Incentive Program as described in Section XXIII.B and PMR 42.6 and any modifications to PMR 42.6.

For the Union:

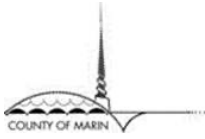
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Peter Hoffmann Date: 6/3/25
Chief Spokesperson

For the County:

A blue ink signature of Charles Sakai, consisting of a stylized 'C' followed by a horizontal line.

Charles Sakai Date: June 3, 2025
Chief Spokesperson



Tentative Agreement on POST Pay

Add Section XXIV.C as follows:

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

C. Master Deputy

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

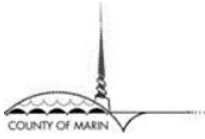
| Level | POST | Education | Specialties | Years of Service | Monthly Incentive Pay |
|----------------------------------|---|---|--|---|-----------------------|
| Master Deputy/Sergeant I | Intermediate | 15 Educational Units* | 24 Months in a listed Specialty or collateral assignment within the last 10 years. | 10 Years of Service following Basic POST with Minimum 5 years of County of Marin Service | 2.5% |
| Master Deputy/Sergeant I | Intermediate | AA Degree | 12 Months in a listed Specialty or collateral assignment within the last 10 years. | 10 Years of Service following Basic POST with Minimum 5 years of County of Marin Service | 2.5% |
| Master Deputy/Sergeant II | Advanced POST, Completed POST-Certificated CIT Course (at least 32 hours), or Completed SLI | 30 Educational Units* or a combination of 20 Educational Units* and 10 POST | 36 Months in a listed Specialty or collateral assignment within the last 10 years. | 15 Years of Service following Basic POST with Minimum 10 years of County of Marin Service | 5.0% |



| Level | POST | Education | Specialties | Years of Service | Monthly Incentive Pay |
|----------------------------------|--|-----------------|---|---|-----------------------|
| | | Training Points | | | |
| Master Deputy/Sergeant II | Advanced POST, Completed POST-Certificated CIT (at least 32 hours), or Completed SLI | AA or Higher | 24 Months in a listed Specialty or collateral assignment within the last 10 | 15 Years of Service following Basic POST with Minimum 10 years of County of Marin Service | 5.0% |

Qualifying Specialty or Collateral assignments

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



- Civil/Homeless Deputy
- Peer Support
- PAS Device Coordinator
- Fire Life Safety Instructor
- Canine Deputy
- Background Investigator (including Collateral Background Investigator)
- NCRIC

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

For the Union:

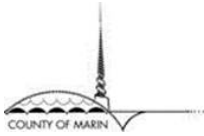
A blue ink signature of Peter Hoffmann, written in a cursive style.

Peter Hoffmann Date: 6/16/25
Chief Spokesperson

For the County:

A blue ink signature of Charles Sakai, written in a cursive style.

Charles Sakai Date: 6/16/25
Chief Spokesperson



Tentative Agreement on Overtime and Hours of Work #2

Section VI. Hours of Work

A. Work Period:

The Work Period for employees in classifications subject to Section 207(k) of the FLSA (currently Deputy Sherriff, Deputy Sherriff’s Sergeant, Deputy Sherriff Trainee, and Welfare Fraud Investigator) shall be twenty-eight (28) days.

The FLSA Workweek for all employees not subject to Section 207(k) of the FLSA (currently Coroner’s Investigator, District Attorney Investigator and Supervising District Attorney Investigator) is a seven-day period beginning Sunday at 0000 and ending Saturday at 2359.

~~As determined by the Sheriff (or designee), the standard work period for employees covered by this agreement shall be seven (7) consecutive calendar days, fourteen (14) consecutive calendar days, or twenty eight (28) consecutive calendar days. Except as provided herein, the County and the Union agree to meet and confer over any changes to the seven (7), fourteen (14), or twenty eight (28) day work period, as defined in this paragraph.~~


Section XII: Overtime and Call Back

Regular FLSA non-exempt employees shall be paid for all overtime worked no later than the second paycheck following performance of the work at the rate of one and one-half (1.5) times the employee’s regular rate of pay, rates, subject to the following limitations, conditions, and authorizations:

A. Overtime Defined.

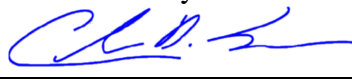
Overtime is time worked beyond the number of hours per day equaling the normally scheduled workday, time worked on a regularly scheduled day off, or ~~is~~ time worked on holidays other than regular days off. For purposes of this section, paid leave shall be counted as time worked.

For the Union:

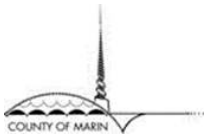


Peter Hoffmann Date: 6/3/25
Chief Spokesperson

For the County:



Charles Sakai Date: June 3, 2025
Chief Spokesperson



Tentative Agreement on Health and Welfare Benefits (Revised)

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

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

Effective January 1, 2026, the County will enhance the County-paid Group Term Basic Life and Death & Dismemberment Insurance increasing the benefit from \$10,000 to \$50,000 and will also provide enhancements to the supplemental Group Life and Death & Dismemberment Insurance for DP/Dependents and Long Term Disability Benefits.

A. Biweekly Fringe Benefits.

Fringe-Benefit Amount

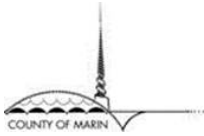
Regular hire employees enrolled in a County medical plan receive bi-weekly fringe benefit payments in calendar year 2025 as follows:

| | <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> |

~~The total benefit package paid by the County toward an employee's premiums for health, dental, vision, basic life and supplemental life insurance programs in which the employee is enrolled shall be increased as follows:~~

~~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 December 2022, in the pay period in which health insurance rates are normally adjusted, the County will provide an increase to the flat dollar contribution amount by an amount equivalent to zero percent (0%) – six percent (6%), based on the Kaiser Silver premium increase (or the premium increase to the County’s lowest cost HMO at that time) to benefited employees at the employee plus one (1) and employee plus two (2) benefit levels.~~

Effective in December ~~2025, December 2026, and December 2027~~ 2023 and December 2024, in the pay period in which health insurance rates are normally adjusted, the County will provide an increase to the flat dollar contribution amount by an amount equivalent to ~~zero percent (0%) – five percent (5%), based on~~ of the Kaiser Silver premium for the prior plan year increase (or the premium increase to of the County’s lowest cost HMO at that time) to benefited employees at the employee plus one (1) and employee plus two (2) benefit levels.

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

Elimination of Cash Back for New Hires and Employees Not Receiving Cash Back as of September 8, 2019:

- Effective September 8, 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 8, 2019.
 - Employees who do not receive cash back as of September 8, 2019.

Hold Harmless

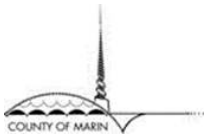
~~Effective at the end of the final full pay period of the 2019-2022 agreement, the County will eliminate Hold Harmless monies for all represented employees. Effective the first full pay period of July 2022, employees who had received Hold Harmless monies as of the last full pay period in fiscal year 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.~~

For the Union:

Peter Hoffmann Date: 6/3/25
Chief Spokesperson

For the County:

Charles Sakai Date: June 3, 2025
Chief Spokesperson



Tentative Agreement on Callback

Section XII: Overtime and Call Back

I. Call Back.

In Person Attendance

Any regular employee who has departed from his/her work location and is called back to work, including for in person court appearances in connection with a case on behalf of the County, is guaranteed a minimum of four (4) hours' compensation at the applicable (overtime) rate unless the call back time immediately precedes the employee's regular shift.

Remote Attendance

When an employee who is off duty is required to remotely testify in court, or to attend meetings or trainings, the employee shall receive a minimum of one (1.0) hour's pay at the applicable (overtime) rate. Remote attendance includes but is not limited to: telephonic, video, or virtual attendance.

Employees are not entitled to pay for de minimis telephone, text, or video contacts (e.g., calls involving staffing availability, shift assignment, shift coverage, or follow up questions regarding reports or incidents occurring during the employee's shift), or for calls requiring the employee to return to work.

For the Union:

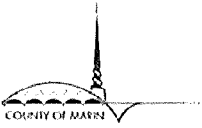
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Peter Hoffmann Date: 6/3/25
Chief Spokesperson

For the County:

A blue ink signature of Charles Sakai.

Charles Sakai Date: June 3, 2025
Chief Spokesperson



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March 19, 2025
Time passed: _____
County Proposal on Vacation

Section XIV: Vacation

Vacation credit shall be expressed and accrued at the hourly rates indicated.

A. Accrual Rates.

Each regular hire employee shall be entitled to accrue vacation credits based on the number of months worked in continuous service in accordance with the following schedule.

| Months of Service | Years of Service | Maximum Working Days | Maximum Hourly Accrual | Maximum Accrual Hours |
|-------------------|------------------|----------------------|------------------------|-----------------------|
| 12 | 1 | 10 | .0385 | 80 |
| 36 | 3 | 12 | .0462 | 96 |
| 60 | 5 | 15 | .0577 | 120 |
| 120 | 10 | 20 | .0770 | 160 |
| 240 | 20 | 25 | .0962 | 200 |
| 360 | 30 | 30 | .1154 | 240 |

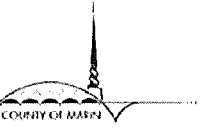
Employees with less than six (6) months (1,040 hours) of service may accrue vacation time but that vacation is not vested. This non-vested vacation may not be used by the employee and will not be paid out at separation.

B. Vacation After Six Months.

The department head or designee shall authorize vacations up to the number of hours actually accrued after six (6) months (1,040 hours) of continuous employment; however, the department head or designee may exercise his or her discretion to deny a vacation request based on operational needs.

E. Vacation Payment at Termination.

A person who resigns, retires, is laid off, or discharged, and who has earned vacation time on record, shall be paid for the vacation as of the effective date of the termination except that no payment shall be made to any employee who has been employed less than six (6) continuous months (1,040 regular hours).



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March 19, 2025
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County Proposal on Sick Leave

[Placeholder to address PMR]

Section XV: Sick Leave

Additional information regarding leave may be referenced in PMR 44, not incorporated herein.

A. General.

1. Each regular full-time employee's sick leave under the biweekly payroll system shall be accrued at the hourly rate of .0462.
2. Unused sick leave shall be accumulated without limit.
3. Sick leave with pay up to a total number of working days accumulated shall be granted by the department head in case of bona fide illness or bona fide injury of employee. The Association recognizes the County's right to require the employee to provide an acceptable physician's certificate at any time in order to continue sick leave or as a requirement of returning to work.
4. After the third occasion within the fiscal year an employee claims sick leave on the day immediately before or after his regular days off or before or after a holiday off, the time off shall be considered to be vacation time, or leave without pay if there is no vacation accrued, unless an acceptable physician's certificate verifying the illness is submitted to the County.

[Note: County and DSA are currently negotiating updates to PMR 44, which may impact rules around sick leave usage.]

6/3/25

June 3, 2025



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March 19, 2025

Time passed: _____

County Proposal on Bonuses

Section XXV: Wages and Salaries

C. Salaries and Equities

3. 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 in a paid status as of August 1, 2022 (or date of TA signature), shall receive a one-time, nonpensionable payment of \$2,400.

This amount will be prorated for Regular Hire part-time employees based on the part-time employee's FTE.

4. Retention Bonus

For all full-time employees in paid status with the County on December 1, 2022 who have passed probation on or before that date, they will receive a one-time \$1,000 retention bonus in the first paycheck of 2023 in recognition of years of service to the County.

For all full-time employees in paid status with the County on December 1, 2023 who have passed probation on or before that date, they will receive a one-time \$1,000 retention bonus in the first paycheck of 2024 in recognition of years of service to the County.

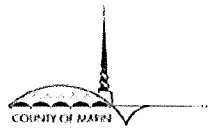
3.5. Signing Bonus:

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 DSA 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 "difficult to fill", as determined by Human Resources, after notification to DSA, new employees hired after adoption of this contract by the Board of Supervisors shall be eligible for up to a \$2,500-\$10,000 signing bonus. "Difficult 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, OR other similar agencies are offering a signing bonus for the classification. The

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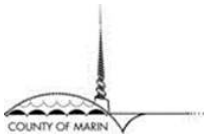
2025 Contract Negotiations
County of Marin/DSA



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.

 6/3/25





Tentative Agreement on Contracting Out

Section V: Notification

Add the following new provision:

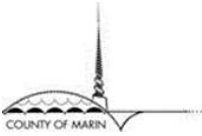
B. Contracting Out Bargaining Unit Work

Except as provided below, the County and the Association will meet and confer in good faith prior to any decision to contract out bargaining unit work. 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.

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

1. Where (a) the need for contracted or temporary service employees services is not expected to exceed six (6) months, and (b) existing staff cannot perform the services during their normal working hours and within the required timeframe due to: (1) emergencies or other unusual service demands, (2) position vacancies, (3) short or long-term absences, or (4) lack of the requisite expertise, capacity, or certifications among available staff. Consideration to determine operational feasibility of existing employees to work overtime, temporary promotion, or temporary special assignment pay will be given prior to the use of contract or temporary employees in these listed circumstances. If contracted or temporary service employees work/assignment needs to be extended beyond six (6) months, the County will provide notice of the extension and anticipated end date. If the anticipated end date is beyond nine (9) months from the start of the contracted/temporary assignment, the County will meet and confer with the Association.
2. The use of contract or temporary employees (including mutual aid, temporary extra help employees, and retired annuitants) to respond to a locally proclaimed or declared disaster, emergency, or mutual aid event.

The County will inform the Union when it uses contractors or temporary employees



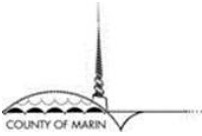
pursuant to this section within thirty (30) days of the contractor and/or temporary employee(s) beginning work for the County.

For the Union:

Peter Hoffmann Date: 6/3/25
Chief Spokesperson

For the County:

Charles Sakai Date: June 3, 2025
Chief Spokesperson



Tentative Agreement on Parental Leave

Section X: Leaves of Absence

Add New Section G.

G. Additional New Parent Leave

In addition to leaves provided under state and federal law (e.g., FMLA, CFRA, and PDL), new parents are eligible for up to six (6) weeks of unpaid Additional New Parent Leave. Such leave shall run consecutively after exhaustion of FMLA, CFRA and PDL. Additional New Parent Leave must be taken within fifty two (52) weeks of birth or date of adoption.

In the event the County agrees to a Paid Parental Leave benefit with any other County employee organization, the parties will meet and confer over a paid parental leave benefit for employees represented by the Association. Any change to provide a paid parental leave benefit will be by mutual agreement.

For the Union:

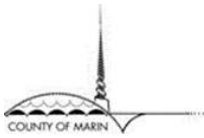
A blue ink signature of Peter Hoffmann, consisting of a large, stylized 'P' followed by 'eter Hoffmann'.

Peter Hoffmann Date: 6/3/25
Chief Spokesperson

For the County:

A blue ink signature of Charles Sakai, consisting of a stylized 'C' followed by 'Charles Sakai'.

Charles Sakai Date: June 3, 2025
Chief Spokesperson



Tentative Agreement on Emergency Overtime

Section XII: Overtime and Callback

Add New Section O.

O. Out of County Emergency Response

Bargaining unit members assigned to respond to a locally proclaimed or declared emergency outside of the county will be compensated for the entirety of their assignment (portal to portal) from the time they report for duty at the County muster site until they return to the county so long as the following two conditions are met: (1) a third party (e.g., local government, FEMA, or Cal OES) reimburses the county for the work of the bargaining unit member; and (2) the agreement with the third party provides for reimbursement for the entirety of the assignment as defined above (portal to portal).

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

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

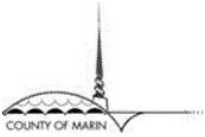
In the event there are issues with third party reimbursement for the entirety of the assignment (portal to portal), the parties will meet and confer over changes to this provision to address the reimbursement.

For the Union:

Peter Hoffmann Date: 6/3/25
Chief Spokesperson

For the County:

Charles Sakai Date: June 3, 2025
Chief Spokesperson



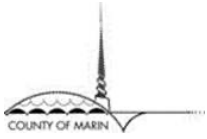
Tentative Agreement on Civilian Oversight

Section VII: Administration

- A. The Association may, by written notice to the Director of Human Resources, designate three of its members within the representation unit as Association representatives. The workload of Association representatives shall be reduced to permit each to devote an average of 175 hours per year of working time to Association activities. In all cases, representatives shall secure permission from their supervisors before leaving a work assignment. Such permission shall not be unreasonably withheld. All release time shall be recorded on timesheets using the appropriate payroll code.
- B. Authorized representatives of the Association shall be allowed to post Association notices in compliance with Personnel Management Regulation (PMR) 4 and any modifications thereto.
- C. Association representatives may discuss with an employee a grievance or complaint; make inquiries in order to obtain relevant information related to a grievance, including discussions with supervisors, other employees or other management; assist employees in preparation for, or represent employees in the appeal and review steps of the grievance procedure or in arbitration; attend meetings with supervisors or other management officials with respect to grievance adjustments, consult or generally discuss items related to wages, hours, working conditions, and matters mutually agreed upon; prepare for meetings mutually agreed upon by the County and the Association to be scheduled for conferral or other purposes; and any other matters reasonably related to union business, by mutual agreement between the parties.

When an employee representative is conducting business as defined above, the representative will request permission of ~~their his/her~~ immediate supervisor in reasonable advance of any meeting, advising the supervisor of ~~their his/her~~ destination and when ~~they expect he/she expects~~ to return. Such request will be granted by the supervisor unless work processes require the presence of the employee at that time. Upon returning to ~~their his/her~~ duty station, the employee representative will notify ~~their his/her~~ supervisor. Upon arriving at the work place of an employee to be represented, the employee representative will normally be permitted to contact the employee. The represented employee also shall be required to request permission for time off in reasonable advance of any meeting. To the maximum extent possible, interviews between representatives and the employees will be held away from other employees and away from the public. If the employee representative is not permitted to contact the employee at the immediate time of arrival at the work place, the supervisor or designee, upon request, will advise the employee representative the reason why ~~they he/she~~ cannot do so and the time the employee will be available. All Association activities shall be conducted in such a manner so as not to disrupt the work activities of the employees involved.

- D. The Sheriff will release one (1) bargaining unit member identified by the DSA to attend public meetings of the Civilian Oversight Commission. The DSA may request release time for up to



two (2) additional bargaining unit members for specific meetings requiring additional attendees. When an employee representative is conducting business as defined above, the representative will request permission of their immediate supervisor in reasonable advance of any meeting, advising the supervisor of their destination and when they expect to return.

For the Union:

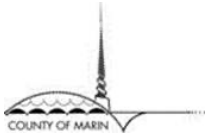
A blue ink signature of Peter Hoffmann, consisting of a large, stylized 'P' followed by 'eter Hoffmann'.

Peter Hoffmann Date: 5/15/25
Chief Spokesperson

For the County:

A blue ink signature of Charles Sakai, consisting of a stylized 'C' followed by 'Charles Sakai'.

Charles Sakai Date: 5/15/25
Chief Spokesperson



Tentative Agreement on Bereavement

Section XV: Sick Leave

B. Bereavement

Leave with pay for all regularly scheduled shifts within seven calendar days shall be granted by the department head or his/her designee to be used by the employee in case of the death of ~~an employee's child, parent, spouse, domestic partner, sibling, grandparent, grandchild, or parent-in-law. a mother, father, spouse, registered domestic partner, parents of a spouse or domestic partner, grandparents, sister, brother, son, daughter, or son or daughter of a registered domestic partner or spouse of a regular employee.~~ If the bereavement leave ends during an employee's alternate work schedule shift, the employee may continue leave using other accrued leave balances through the end of that regularly-scheduled shift. Employees shall be entitled to take additional days off using accrued leave or unpaid time off for a total of five (5) days, including the paid leave identified above. The paid bereavement leave and guaranteed days off identified in this paragraph must be taken within three (3) calendar months of the death of the immediate family member. Employees may schedule additional days of leave due to the loss of an immediate family member, using accrued leave or unpaid time off, subject to supervisory approval.

Bereavement leave in case of death of other persons shall be pursuant to PMR 44.7. ~~whose death is a matter of concern to the employee may be granted upon approval of the County Administrator. Bereavement leave shall be charged against the employee's accumulated sick leave.~~

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

For the Union:

Peter Hoffmann Date: May 9, 2025
Chief Spokesperson

For the County:

Charles Sakai Date: 5/8/25
Chief Spokesperson



Tentative Agreement on No Smoking Policy (Delete)

Section XV: Sick Leave

~~E. — No Smoking Policy Implementation.~~

~~The parties acknowledge that smoking presents health risks for employees and for the County that the parties agree should be addressed. To that end, the County will be implementing a "No Smoking" policy. The parties agree to meet and confer on the impacts and effects of such a policy at the time of implementation.~~

For the Union:

A handwritten signature in black ink, appearing to be "Peter Hoffmann".

Peter Hoffmann
Chief Spokesperson

Date: 4/3/25

For the County:

A handwritten signature in blue ink, appearing to be "Charles Sakai".

Charles Sakai
Chief Spokesperson

Date: 4/3/25



Tentative Agreement on Step Increases

Section XXV: Wages and Salaries

B. Step Increases and Performance Evaluations.

1. Employees shall be eligible to receive a step increase within their salary range effective the first day of the pay period following completion of the specified time intervals if said step increase is supported by a satisfactory performance evaluation.
2. ~~Regular-hire employees hired before August 14, 2016 shall be eligible for movement from step 1 to step 2 of their respective pay ranges the first day of the pay period following six months (1,040 regular hours) of satisfactory performance as documented by a written performance evaluation showing satisfactory or better performance. Movement from step 2 to higher steps in the range shall be after documented satisfactory performance and the completion of an additional twelve months (2,080 regular hours) of service in the class. Eligibility for subsequent merit pay increases shall occur after completion of an additional 2,080 regular hours of service in the class.~~
3. Regular-hire employees ~~hired on or after August 14, 2016~~ shall be eligible for movement from step 1 to step 2 and to each successive step of their respective pay ranges the first day of the pay period following one year (2,080 regular hours) of satisfactory performance as documented by a written performance evaluation showing satisfactory or better performance.

For the Union:

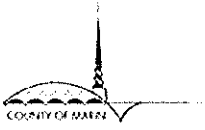
Peter Hoffmann
Chief Spokesperson

Date: 4/3/25

For the County:

Charles Sakai
Chief Spokesperson

Date: 4/3/25





Tentative Agreement on Canine Pay

Section XXV: Wages and Salaries

Add the following new provision to memorialize the current agreement on K9 Pay:

G. Canine Pay

The Sherriff may appoint one or more bargaining unit employees to serve as K-9 (Canine) Handlers to care for canines utilized by the Marin County Sherriff's office. Appointments will be at the Sherriff's discretion and the assignment as a K-9 (Canine) Handler may be discontinued at any time by the Sheriff or designee and, unless stated as such, will not be punitive in nature. Assignment as a K-9 (Canine) Handler will end when the canine is removed from service.

The parties have analyzed the amount of time needed for canine handling and estimate that the time K-9 (Canine) Handlers spend in all aspects of the care, feeding, exercise, and maintenance of their canines on a biweekly basis is seven (7) hours (i.e., an average of 30 minutes per day) in addition to their regularly schedule shift hours. The parties further agree that any time spent in excess of such time is not reasonably necessary and is unauthorized. The parties stipulate that the pay rate for off-duty care and maintenance work shall be \$20.00 per hour, which shall be paid at the rate of time and one-half. Accordingly, the full compensation due employees for the performance of their canine responsibilities is \$210.00 bi-weekly.

The County will pay veterinarian (visits, procedures, and prescriptions), kenneling, and food expenses related to participating canines. K9 (Canine) Handlers shall notify their supervisor of the need for veterinary care, which shall be provided at a supervisor-approved veterinary clinic/office. In the event of an emergency, the employee shall obtain approval from their supervisor for alternative veterinary care. Employees assigned to the K-9 Unit who receive advance approval for boarding of their canine shall be reimbursed for boarding expenses for the approved vendor and approved time of boarding. Upon receipt of written documentation, justification, and approval of the Sheriff or designee, the employee shall be reimbursed for other costs incurred in the care of the canine.

Employees assigned to K-9 (canine) duty shall not receive any compensation for the time spent transporting the K-9 (canine) to and from the worksite. A County vehicle shall be provided for this purpose.

For the Union:

Peter Hoffmann
Chief Spokesperson

Date: 4/13/25

For the County:

Charles Sakai
Chief Spokesperson

Date: 4/13/25





Tentative on Grievance Procedure

Section XXXII: Grievance Procedure

C. Formal Grievance

2. Resolution Process

After filing the Grievance Form with Human Resources, the process for resolving the grievance is as follows:

a. Step 1:

Within three (3) calendar weeks after a formal grievance is filed, the department head or designee will investigate the grievance, confer with the grievant in an attempt to resolve the grievance, and make a decision in writing.

b. Step 2:

- 1) If the grievance is not resolved in step 1 to the satisfaction of the grievant, ~~he or she~~ they may, within not more than seven (7) calendar days from ~~his/her~~ their receipt of the department head's decision, request consideration of the grievance by the County Executive Administrator by so notifying the Human Resources Department in writing.
- 2) Within fourteen (14) calendar days after such notification, the County ~~Administrator~~ Executive or designee will begin the process of investigating the grievance, confer with persons affected and their representatives to the extent ~~he or she~~ they deems necessary, and render a decision in writing within fourteen (14) calendar days of the conclusion of the hearing or findings of fact.
- 3) If the written decision of the County ~~Administrator~~ Executive or designee resolves the grievance to the satisfaction of the grievant and the County, it will bind the County, subject to ratification by the Board of Supervisors if the decision requires an unbudgeted expenditure.

c. Step 3:

If the grievance is not resolved at step 2 to the satisfaction of the grievant or the County, a final appeal of the grievance to step 3 may be filed in writing with the Human Resources Department not more than seven (7) calendar days from receipt of the County ~~Administrator's~~ Executive or designee's decision.



The grievant may, to the extent provided below, select either Alternative A or Alternative B as the final appeal step.

- 1) Alternative A. The grievance will be determined by the Personnel Commission. The decision of the Commission will be made in writing within sixty (60) calendar days after the filing of the appeal at step 3, and will be final and binding on all parties, subject to ratification by the Board of Supervisors if the decision requires an unbudgeted expenditure.
- 2) Alternative B. This alternative may only be selected by the DSA. Individual grievants may not choose Alternative B. The grievance will be determined by an arbitrator selected by mutual agreement between the County and the DSA, provided that:
 - a) The County and the DSA agree on the issues to be arbitrated, or
 - b) The grievance pertains to the specific terms of an existing collective bargaining agreement.

The decision of the arbitrator shall be final and binding on all parties, subject to ratification by the Board of Supervisors if the decision requires an unbudgeted expenditure.

Both parties will endeavor to submit the grievance to the arbitrator within sixty (60) calendar days after filing of the appeal to step 3.

- 3) Mandatory Settlement Conference. Prior to a hearing before the Personnel Commission or an arbitrator, the parties will participate in a mandatory settlement conference in an attempt to resolve the grievance. All discussions in the settlement conference are confidential and may not be used in any subsequent hearing/arbitration or dispute resolution process.

For the Union:

Peter Hoffmann
Chief Spokesperson

Date: 4/13/25

For the County:

Charles Sakai
Chief Spokesperson

Date: 4/13/25



Tentative Agreement on Duration

Section XXXVIII Term

This agreement shall be in effect from ~~July 1, 2025~~ ~~September 18, 2022~~ through June 30, ~~2028~~ ~~2025~~. It shall continue in effect thereafter from year to year unless either party gives (one hundred twenty) 120 days notice prior to June 30, ~~2028~~ ~~2025~~ or any yearly anniversary date thereafter to terminate or modify this agreement. Notwithstanding any of the above, continuation of this agreement after June 30, ~~2028~~ ~~2025~~ may be voided by operation of PMR 4 and any modifications thereto.

For the Union:

Peter Hoffmann
Chief Spokesperson

Date: 4/3/25

For the County:

Charles Sakai
Chief Spokesperson

Date: 4/3/25