



*4/24/26*  
*Reid M. Katz*

2025 Contract Negotiations  
County of Marin/MAPE  
GU/HHS/Nurses

*Jennifer Stinson*

*LISA Li*

April 24, 2026  
Time passed:  
County Final Comprehensive Package Proposal

The following constitutes the County's comprehensive Economic Package Proposal. This proposal addresses equity, wage, and benefit levels for the bargaining unit, including the following:

1. Equity Adjustment to market median based on the County compensation study passed March 25, 2026<sup>1</sup>;
2. General Salary Increases of 4% in 2026, and 3% in 2027;
3. 5% fringe increase in CY2027 and 2028, plus the following: If the cost of the health insurance premiums for Kaiser S increase by 9% or more for calendar year 2027, the County agrees to a limited reopener for the sole purpose of considering an economic improvement to offset the increased premium. If the cost of the health insurance premiums for Kaiser S increase by less than 9% for calendar year 2027, and increase by 9% or more for calendar year 2028, the County agrees to a limited reopener for the sole purpose of considering an economic improvement to offset the increased premium. In no event shall the parties have more than one reopener under this provision for the term of this agreement.
4. Term: 2 years

In addition to the Comprehensive Economic Package Proposal, the parties agree to the following Proposals and Counters:

- ~~[Revised 3/25/2026] Counterproposal to Labor 9 County Counterproposal to Labor 1.B.1.v. and Labor 9 Jail/Court Differential~~
- ~~[Revised 4/21/2026 – Title change only] County Counterproposal to Labor 1.C.2, 1.C.18., 1.C.22, and 9 regarding Behavioral Health Practitioner and Crisis Specialist-series.~~
- [Revised 4/22/2026 at 4:30 p.m.] County Counterproposal to Labor 2.C FSA

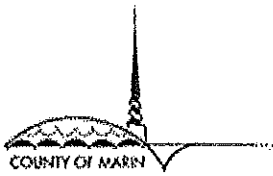
<sup>1</sup> All references to a proposal is the version in the County's March 25, 2026, Package Proposal unless otherwise noted.



- ~~[Revised 4/22/2026 – see language below] County Counterproposal to Labor 5.B. regarding the Omnibus Budget Reconciliation Act of 1990 (OBRA)/Part Time Seasonal Temporary (PST) (safe harbor) plan~~
- ~~[Revised 4/22/2026 – see language below.] County Counterproposal to Labor 7 regarding Contingent hires~~
- ~~[Revised 4/22/2026 – see language below.] County Counterproposal to Labor 8 Deferred Compensation~~
- ~~[Revised 4/22/2026 – see language below] County Proposal 1 – PMR Cleanup~~
- ~~[Revised 4/22/2026 – see language below] County Proposal 7 – Contracting~~
- ~~County Proposal 13 – PMR Changes~~
- ~~[Revised 4/22/2026 – see language below] County Proposal 19 – POST Certification Pay (In Response to Labor 1.C.15)~~
- ~~[Revised 4/17/2026 – see language below] County Proposal 21 – Tool Allowance (in response to MAPE Labor 11)~~
- ~~[Revised 4/17/2026 – see language below] County Counterproposal on Labor 23 Addendum to Career Development and Equal Employment Opportunity Side Letter Agreement~~
- ~~[Revised 4/17/2026 – see language below] County Counterproposal on Labor 38 Jail Stationary Engineer Paid Lunch~~

#### **Tentative Agreements:**

- Counterproposal to Labor 9 County Counterproposal to Labor 1.B.1.v. and Labor 9 – Jail/Court Differential
- Labor 1.B.1 Appraiser and Auditor Appraiser Series Salary Adjustment
- County Counterproposal to Labor 1.B.1.r. Systems Engineers
- County Counterproposal to Labor 1.B.m. Assessment-Recording-County Clerk Technicians
- County Counterproposal to Labor 1.C.2, 1.C.18., 1.C.22, and 9 regarding Behavioral Health Practitioner and Crisis Specialist series [Revised 4/22/2026 - Title only]
- [Revised 4/22/2026 at 4:30 p.m.] County Counterproposal to Labor 1.C.9. regarding Social Service County Workers/Substance Abuse Counselors
- County Counterproposal to Labor 1.C.7. Legal Secretaries
- [Revised 4/22/2026 – see language below] County Proposal 19 – POST Certification Pay (In Response to Labor 1.C.15)



2025 Contract Negotiations  
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- Labor 1.C.16. Public Defender Investigators
- County Counterproposal to 1.C.26 Installers
- County Counterproposal to Labor 1.C.23. Appraiser Certification
- County Counterproposal to Labor 3 Overtime
- County Counterproposal to Labor 5.B. regarding the Omnibus Budget Reconciliation Act of 1990 (OBRA)/Part-Time Seasonal Temporary (PST) (safe harbor) plan
- [Revised 4/22/2026] County Counterproposal to Labor 7 regarding Contingent hires
- [Revised 4/24/2026] County Counterproposal to Labor 8 Deferred Compensation
- [Revised 4/22/2026] County Proposal 1 – PMR Cleanup
- [Revised 4/22/2026] County Proposal 7 – Contracting
- County Counterproposal to Labor 14 – HHS Shift Differential
- [Revised 4/24/2026] County Proposal 22 – Boot and Fire Boot Reimbursement (in response to MAPE Labor 12.A. and Labor 13)
- [Revised 4/17/2026] County Proposal 21 – Tool Allowance (in response to MAPE Labor 11)
- [Revised 4/17/2026] County Counterproposal on Labor 23 Addendum to Career Development and Equal Employment Opportunity Side Letter Agreement
- County Counterproposal to Labor 29 and 30
- [Revised 4/15/2026] County Counterproposal to Labor 35 Release Time
- [Revised 4/17/2026] County Counterproposal on Labor 38 Jail Stationary Engineer Paid Lunch
- County Counterproposal to Labor 42 – Copies of Notices
- County Proposal 3 – Disciplinary Action clean up language
- County Proposal 4 – Long-Term-Care Insurance clean up language
- County Proposal 6 – Grievances clean up language
- County Proposal 8 – Retiree, Medical and Dental Benefits clean up language
- County Proposal 9 – COVID Related Leaves clean up language clean up language
- County Proposal 10 – One-Time Payment/Hard to Fill Bonus
- County Proposal 11 – Leaves
- County Proposal 12 – Performance Evaluations
- County Proposal 14 – Health and Welfare Trust clean up language



- County Proposal 18 – Emergency Overtime for Emergency Management Coordinator and Sr. Emergency Management Coordinator
- County Proposal 20 – License Reimbursement (in response to MAPE Labor 10.B.)

**Any County or Union proposal not contained in this package shall be considered withdrawn.**

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**[Revised 4/22/2026 at 4:30 p.m.] County Counterproposal to Labor 9 County Counterproposal to Labor 1.B.1.v. and Labor 9 – Jail/Court Differential**

**GU**

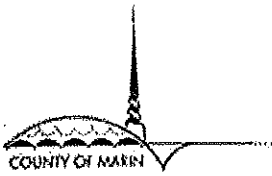
## **Article 2.4 Specified Wage Adjustments**

### **2.4.7 Jail Assignment Differential**

Employees in the Senior Custodian, Custodian, Environmental Compliance Specialists, Building Maintenance Worker Trainee, Building Maintenance Worker I, Building Maintenance Worker II, Building Maintenance Worker III, Maintenance Electrician, Senior Maintenance Electrician, Stationary Engineer, Clinical Psychologist I, and Clinical Psychologist II, **Cook, Lead Cook, Housekeeper, and Program Coordinator** classifications will receive a ten percent (10%) hourly assignment differential when assigned to work in the County Jail.

#### **2.4.7(a) Jail/Court Differential**

**Employees in the Sheriff Services Assistant classification will receive a two percent (2%) hourly assignment differential when assigned to work in the County Jail or Court Floor.**



HHS

**Section V. Salaries**

**I. Assignment Differential**

Mental Health Practitioner, and Licensed Mental Health Practitioner, **Support Service Worker I, Support Service Worker II, Social Service Worker I, Social Service Worker II,** and corresponding bilingual classes assigned to work in the jail will be eligible for a ten-percent (10%) assignment differential.

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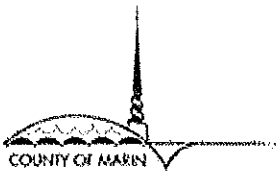
**[Revised 4/22/2026 at 4:30 p.m.] County Counterproposal to Labor 2.C FSA**

**For Regular Hire employees in Groups MA01, MA02, MA03, MA04, MA16, MH10, and SE 13, that are active and eligible as of June 30, 2026, the County will make a six hundred and eighty dollar (\$680) one-time lump sum contribution to a Health Care Flexible Spending Account (FSA) available January 2027.**

**Employees must meet one of the following conditions to be eligible to receive the payment: be in paid status, or on an approved PMR 44.7 Family Medical Care Leave, PMR 44.11 Military Leave, PMR 44.14 Pregnancy Leave, or PMR 44.19 Special Leave for Distress Not Otherwise covered.**

**Eligible employees must have been actively employed by the County on June 30, 2026, and in a MAPE regular hire represented classification as defined above on January 1, 2027, to receive this benefit. Part-time, Regular Hire employees who are normally assigned to work half time or more in a pay period shall be entitled to all benefits provided in the above on a pro-rata basis based on their FTE.**

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**[Revised 4/22/2026] County Counterproposal to Labor 5.B. Omnibus Budget Reconciliation Act of 1990 (OBRA)/Part-Time Seasonal Temporary (PST) (safe harbor) plan**

**GU**

**Article 3.2 Retirement**

**3.2.6 Part-Time, Regular Hire Employee PST Plan Contribution**

*July 2026*

Effective the first full pay period in ~~January 2022~~, County will pay ~~3%~~5% of applicable salary to the Omnibus Budget Reconciliation Act of 1990 (OBRA)/Part-Time Seasonal Temporary (PST) (safe harbor) plan for all Part-time regular hire employees who are not eligible to be members of MCERA.

The County's ~~3%~~5% contribution shall be in addition to the contributions made by the employees.

**[New Section: Deferred Compensation]**

**All employees represented by MAPE have the voluntary option to contribute to the County sponsored 457(b) Compensation Plan.**

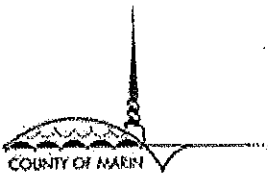
**HHS**

**Section XVIII. Retirement**

**B. Part-Time, Regular Hire Employee PST Plan Contribution**

*July 2026*

Effective the first full pay period in ~~January, 2022~~, County will pay ~~3%~~5% of applicable salary to the Omnibus Budget Reconciliation Act of 1990 (OBRA)/Part-Time Seasonal Temporary (PST) (safe harbor) plan for all Part-time regular hire employees who are not eligible to be members of MCERA.



The County's 3%~~3%~~**5%** contribution shall be in addition to the contributions made by the employees.

**[New Section: Deferred Compensation]**

**All employees represented by MAPE have the voluntary option to contribute to the County sponsored 457(b) Compensation Plan.**

**Nurses**

**Section 22: Retirement**

C. Part-Time, Regular Hire Employee PST Plan Contribution

Effective the first full pay period in ~~January, 2022~~ **July 2026**, County will pay 3%~~3%~~**5%** of applicable salary to the Omnibus Budget Reconciliation Act of 1990 (OBRA)/Part-Time Seasonal Temporary (PST) (*safe harbor*) plan for all Part-time regular hire employees who are not eligible to be members of MCERA.

The County's 3%~~3%~~**5%** contribution shall be in addition to the contributions made by the employees.

**[New Section: Deferred Compensation]**

**All employees represented by MAPE have the voluntary option to contribute to the County sponsored 457(b) Compensation Plan.**

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**[Revised 4/22/2026 - see language below.] County Counterproposal to Labor 7 regarding Contingent hires**

**3.7.7 Contingent Hire (Extra Hire) - Compensation for Work on a Holiday**

Contingent Hire (Extra Hire) employees who work on a holiday, as provided in the section 3.7.1 holiday list of Independence Day through Memorial Day **Juneteenth** only, shall be paid time and



a half (1-1/2) in overtime pay for hours worked on the holiday. There shall be no other holiday compensation for Contingent Hire (Extra Hire) employees who work a holiday.

This provision does not apply to Contingent Hire (Extra Hire) employees who are specifically hired or recalled to work the annual County fair.

### **3.7.8 Compensation for Work on a Holiday for Seasonal Appointments**

~~Upon completion of 30 days of employment with the County over the previous 12 month period, employees who occupy a seasonal position, as designated by Human Resources, are eligible to receive one (1) paid holiday time off per fiscal year provided that he/she has worked at least 37.5 or 40 hours (dependent on employee's classification) during the pay period preceding the recognized holiday and is also in paid status during the pay period in which the holiday occurs.~~

~~Holiday pay shall be limited to 7.5 hours or 8.0 hours for employees who worked a full-time schedule (75 or 80 hours based on classification) during the preceding pay period and shall be pro-rated for employees who worked a part-time schedule during the preceding pay period.~~

Compensation for time worked on a holiday shall be paid at the employee's regular hourly rate of pay plus an in-lieu paid holiday (7.5 or 8.0 hours for an employee who worked a full-time schedule the preceding pay period) that may be taken within the same pay period or at another time per authorization of the employee's supervisor.

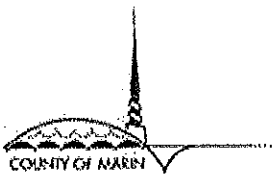
### **3.7.9 Floating Holiday for Seasonal Appointments**

~~*Upon completion of 30 days of employment with the County over the previous 12-month period, employees who occupy a seasonal position, as designated by Human Resources, are eligible to receive one (1) paid floating holiday time off per fiscal year.* provided that he/she has worked at least 37.5 or 40 hours (dependent on employee's classification) during the pay period preceding the recognized holiday and is also in paid status during the pay period in which the holiday occurs.~~

~~**Floating holiday time off may be taken at any time during the seasonal appointment after accrual, with the approval of the department head. Floating holidays shall be taken in the fiscal year accrued and shall not accrue from one fiscal year to the next. Upon termination, unused floating holidays shall be paid at a straight-time rate.**~~

### **9.7.10 Floating Holiday for Non-Seasonal Contingent Hire (Extra Hire)**

~~**Each non-retiree Contingent Hire (Extra Hire) who works nine hundred and seventy-five (975) hours for the County in a fiscal year shall be granted one (1) floating holiday time off workday. Floating holiday time off may be taken at any time during the year after accrual, with the approval of the department head. Floating holidays shall be taken in the fiscal year accrued and shall not accrue from one fiscal year to the next. Upon termination, unused floating holidays shall be paid at a straight-time rate**~~



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**[Revised 4/24/2026] County Counterproposal to Labor 8 Deferred Compensation**

**New Section – Deferred Compensation**

**For calendar years 2027 and 2028, the County shall provide a dollar-for-dollar matching contribution on eligible employee deferrals, up to a maximum of five hundred dollars (\$500) per calendar year for Regular Hire employees in Groups MA01, MA02, MA03, MA04, MA16, MH10, and SE 13.**

**To receive the County matching contribution, bargaining unit members must be enrolled in and make voluntary contributions to the County's 457(b) deferred compensation plan. The County's matching contribution shall be made to the County's 401(a) plan and is separate from employee deferrals to the 457(b) plan.**

**Part-time Regular Hire employees who are normally assigned to work one-half (0.5) time or more in a pay period shall be eligible for the matching contribution on a pro-rated basis consistent with their FTE.**

**This provision and any matching contributions shall expire on June 30, 2028. All contributions are subject to the terms and conditions of the applicable plan documents and governing law.**

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**[Revised 4/22/2026] County Proposal 19 – POST Certification Pay (In Response to Labor 1.C.15)**

**[GU]**

**Article 2.4 Specified Wage Adjustments**

**[NEW Section] 2.4.9 P.O.S.T. Certification Pay for Communications Dispatchers**

**Effective the first full pay period following adoption of this agreement by the Board of Supervisors, Regular Hire employees in the Communications Dispatcher classification 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 and one quarter percent (3.25%) of base pay.**



Effective the first full pay period following adoption of this agreement by the Board of Supervisors, Regular Hire employees in the Communications Dispatcher classification who possess an advanced 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.

Effective the first full pay period following adoption of this agreement by the Board of Supervisors, Regular Hire employees in the Communications Dispatcher classification who possess a supervisory or management certificate awarded to them by the California Commission on Peace Officer Standards and Training will be eligible for a P.O.S.T. certificate incentive of eight and one-half percent (8.5%) of base pay.

[New Section]

Defense Investigator Training Academy (DITA) Certification Pay for Public Defender Investigator Series

Effective the first full pay period following adoption of this agreement by the Board of Supervisors, Regular Hire employees in the Public Defender Investigator Series who possess a Defense Investigator Training Academy (DITA) Certificate will be eligible for a DITA certificate incentive of two and one-half percent (2.5%) of base pay.

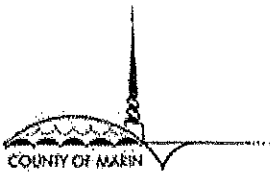
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**[Revised 4/17/2026] County Proposal 21 – Tool Allowance (in response to MAPE Labor 11)**

Chapter 4: Terms and Conditions

4.3.3 Tool Allowance

The County will provide a tool allowance to the Department of Public Works garage mechanics and Parks and Open Space mechanics up to two hundred and fifty



dollars (~~\$250~~) per year upon presentation of receipts to cover the cost of maintaining a full set of mechanic's hand tools in safe, working condition as required by Department policy. The tool allowance shall be two hundred and fifty dollars (\$250) per quarter payable to eligible, full-time employee on the payroll for the pay period including September 30, December 30, March 30, and June 30.

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**[Revised 4/24/2026] County Proposal 22 – Boot and Fire Boot Reimbursement (in response to MAPE Labor 12.A. and Labor 13)**

Chapter 4: Terms and Conditions

**4.3.2 Coveralls, Clothing, and Footwear**

1. Uniforms and Coveralls

A. Generally

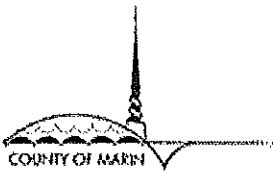
The County shall provide and launder coveralls or uniforms for such classes of employment as are specified by mutual agreement with the Union.

B. Field Employees in Marin County Parks

Field employees of the Parks and Open Space Department who are required to wear uniforms shall be compensated for required uniforms and articles of clothing. The amount of compensation shall be ~~one hundred twenty five dollars (\$125)~~ **two hundred fifty dollars (\$250)** per quarter payable to eligible, full-time employees on payroll for the pay period including September 30, December 30, March 30, and June 30.

C. Sheriffs Service Assistants

The Sheriff's Office requires Sheriff's Service Assistants ("SSA") to wear uniforms. Upon hire, SSAs shall be issued two (2) pants, four (4) shirts, one (1) jacket and one (1) belt. Thereafter, annually and upon request of the SSA, the Sheriff's Office will provide two (2) replacement shirts and two (2) replacement pants. Other



replacements of the uniform items will be supplied as needed with the approval of management.

D. Uniform Allowance (Parking Enforcement Officer)

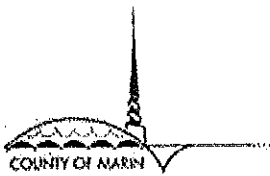
The County shall, at the end of each calendar quarter, pay \$230.00 dollars (\$920.00 dollars annually) as a uniform allowance to each Parking Enforcement Officer (0724) who is employed on the date of payment and who is required to maintain a uniform. Upon request, the entire annual uniform allowance may be advanced to a new Parking Enforcement Officer for the initial purchase of uniforms. If the new Parking Enforcement Officer leaves his/her position prior to the completion of one year of service (1,975 hours worked), the employee shall be required to pay back the uniform allowance as follows:

Length of Service	Payback Schedule
1-92 days	100% of allowance
93-184 days	50% of allowance
185-276 days	25% of allowance

2. Footwear

A. Full-time and part-time Regular Hire Employees

All full-time and part-time Regular Hire employees of the County garage, Road Maintenance crews, Parks and Open Space field employees Landscape Maintenance workers, ~~Parks and Open Space Resource Specialists~~, Marin Center Utility Workers, Shipping/Receiving Clerks, Building Maintenance Workers, Building Inspectors, Building Plans Checkers, Engineering Technicians-Survey Section, Environmental Health Specialists, Print Shop Workers, Agricultural Weights & Measures Inspectors, Hazardous Material Specialists I and II, Communications Technicians, Senior Communications Technicians, and Communications Network Systems Analysts who are required to wear appropriate footwear are eligible for a footwear allowance. reimbursement pursuant to this section. The footwear allowance shall be four hundred dollar (\$400) per year payable first full pay period following July 1 to eligible, full-time and part-time Regular Hire employees who are on payroll for the pay period including July 1. The footwear allowance shall be four hundred dollars (\$400) for all eligible, full-time and



**part-time Regular Hire employees hired between July 1 and December 31 payable on the first full pay period following start date. The footwear allowance shall be two hundred dollars (\$200) to eligible, full-time and part-time Regular Hire employees who are appointed as of January 1 – June 30 of the fiscal year payable on first payroll following start date.**

*Departments will determine what constitutes appropriate footwear for purposes of this section. Employees are responsible for ensuring that footwear is appropriate prior to purchasing. **Departments may take disciplinary action against employees who do not wear appropriate footwear to work.***

i. Contingent Hire

Contingent Hire Seasonal employees **in Marin County Parks and Open Space District** in the classifications listed in Section 4.3.2.2.A.i, above, who are required to wear appropriate footwear are eligible for reimbursement **up to a maximum of two hundred and fifty dollars (\$250)** after being employed for thirty (30) calendar days. Should the Contingent Hire Seasonal employees leave County employment before half of the season is complete (season to be determined by each department/division), the employee shall reimburse the County fifty percent (50%) of the allowance, which will be deducted from the employee's final paycheck.

~~B. Reimbursable Footwear~~

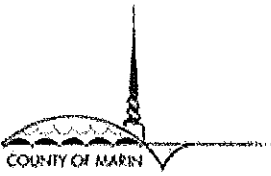
~~i. Appropriate Footwear~~

~~Departments will determine what constitutes appropriate footwear for purposes of this section. Employees are responsible for ensuring that footwear is appropriate prior to purchasing. The County will not reimburse employees for footwear that does not meet the Department's/position's requirements.~~

~~ii. Components of Footwear~~

~~Boots and/or shoes determined to be appropriate footwear are reimbursable. Up to two (2) sets of insoles are reimbursable per fiscal year. In no event will the reimbursement amount exceed the maximum reimbursement amounts detailed in Section 4.3.2.2.C.i, below.~~

~~C. Reimbursement~~



i. ~~Maximum Reimbursement~~

~~The maximum total reimbursement amount shall be two hundred fifty dollars (\$250) to eligible, full-time and part-time Regular Hire employees who are appointed as of July 1 – December 31 of the fiscal year and one hundred twenty five dollars (\$125) to eligible, full-time and part-time Regular Hire employees who are appointed as of January 1 – June 30 of the fiscal year.~~

ii. ~~Manner of Reimbursement~~

~~The County will use either a vendor/voucher or a receipt/reimbursement system. DPW will maintain at least one vendor/voucher arrangement and a receipt/reimbursement system. Employees are responsible for providing documentation to evidence the purchase date, the cost, and sufficient documentation describing the footwear to demonstrate the purchase of appropriate footwear.~~

iii. ~~Frequency of Reimbursement~~

~~Normally, employees shall submit only one reimbursement request per fiscal year, with exceptions for unforeseeable need.~~

### 3. Fire Boots

#### Fire Boots for Certain Marin County Parks Employees

Open Space Park Rangers and Marin County Parks Maintenance Equipment Operators are required to carry and wear during fire operations appropriate footwear for assisting fire fighters in extinguishing wild land fires, and participating in fire control activities.

Full-time Open Space Park Rangers, **Resource Specialists**, and Marin County Parks Maintenance Equipment Operators will receive up to a \$300.00 **six hundred dollar (\$600)** fire boot **reimbursement** allowance every two years for the purchase of required safety boots.

The County will use a vendor/voucher reimbursement system. Section 4.3.3 shall only apply to employees of Marin County Parks.



**[Revised 4/17/2026] County Counterproposal on Labor 23  
Addendum to Career Development and Equal Employment Opportunity Side Letter  
Agreement**

On August 25, 2022, the parties entered into a Career Development and Equal Employment Opportunity Side Letter Agreement. Through no fault of either party, the parties did not achieve the goals set forth in that side letter. The parties therefore agree to meet no later than September 30, 2026, to identify career ladders and training/education that may be eligible for career development leave. The parties may have up to five (5) persons attend these meetings.

The parties also agree to establish a joint-labor management committee that will meet no later than September 30, 2026, and quarterly thereafter, to explore the development of additional career development opportunities for MAPE represented employees. The parties may have up to five (5) persons attend these meetings.

The provisions of this Addendum to the Career Development and Equal Employment Opportunity Side Letter Agreement shall expire on June 30, 2028.

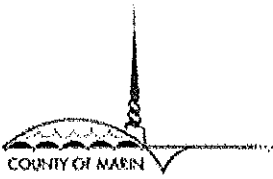
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**[Revised 4/17/2026] County Counterproposal on Labor 38 Jail Stationary Engineer  
Paid Lunch**

**Article 4.1 Hours of Work**

**4.1.1.3 Missed Lunch Period for Jail Stationary Engineer**

The parties recognize that the unpaid lunch period, as described above, should normally be taken and employees should make reasonable efforts to accommodate an unpaid lunch period within their shifts. However, due to the occasional urgent nature of the jail stationary engineer classification work, the parties recognize that jail stationary engineers may not be able to take an unpaid lunch period. Upon approval of the department head or designee, a jail stationary engineer may take their unpaid lunch break at the end of their shift if they have requested coverage for an unpaid lunch break during their shift and no coverage is available to relieve them from their duties.



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**[Revised 4/22/2026] County Proposal 1 – PMR Cleanup**

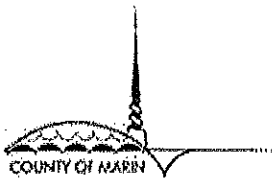
The County proposed to amend the parties' MOU to incorporate agreed-upon changes **to PMR 44 and 49** as part of the redlined MOU.

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**[Revised 4/22/2026] County Proposal 7 – Contracting Out**

The County shall provide MAPE with written notice of contracting out of bargaining unit work 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 service. MAPE may request additional information as needed. Upon MAPE's request, the parties will meet and confer concerning the proposed contracting out of work or services.

- A. When 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) diminishment 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. Before contracting out such work, the County **will make best efforts to offer** additional straight-time hours to **regular** part time employees **and active contingent employees within the same job classification and Department.** Overtime will continue to be provided to



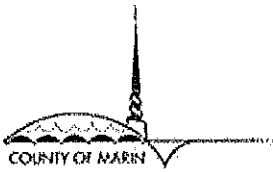
County employees in appropriate circumstances, and the County give consideration to determine whether the use of existing employees to work approved overtime; temporary promotion; or temporary special assignment pay would reduce or eliminate the need to contract in these limited circumstances. If contracted work/assignment needs are to extend beyond six (6) months, the County will notify MAPE of the proposed extension and anticipated end date, and will meet and confer with MAPE if requested. **If the contacted work/assignment exceeds six (6) months, the County shall give MAPE notice of each such contract, including the type of work being performed, the location where the work is being performed,** and the expected duration of the work.

2. Where 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.

**B. Nothing herein relieves the County of its obligation under applicable law and/or this contract, to notify MAPE and to meet and confer with MAPE about contracting out MAPE bargaining unit work except as expressly provided here.**

C. This section does not impact the County's ability to utilize any employee category in PMR 34.2 types of appointments, **such as** Provisional and Contingent (Temporary) to perform services.

### Summary



2025 Contract Negotiations  
 County of Marin/MAPE  
 GU/HHS/Nurses

<p><u>Declared Disaster, Emergency, or Mutual Aid Event</u></p>	<p><u>Meet and Confer if use of contractors will exceed 30 day assignments.</u>  <u>County may use contractors (including mutual aid or contracted services) due to insufficient requisite expertise, capacity (e.g., insufficient number of staff or available hours), or certifications among available staff.</u></p>
<p><u>Services of less than 6 months which 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) diminishment of bargaining unit work.</u></p>	<p><u>No Meet and Confer.</u>  <u>County may use contractors where existing staff cannot perform the services during their normal working hours and 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</u></p>
<p><u>Agreement for intermittent services for more than 6 months.</u></p>	<p><b><u>Notice of intent to contract and meet and confer upon request.</u></b>  <b><u>Use of services for less than 6 months will be governed by language above.</u></b></p>

**The County agrees to meet with MAPE, upon request, up to twice a year to discuss this provision and contracting out generally.**

*[Handwritten signature]* 4/24/2020  
 Pcdl m/kdz

*[Handwritten signature]* 04/24/2020  
 Erica Butler, MAPE president



## TENTATIVE AGREEMENT

### County Proposal 2 – Economic Package

The following constitutes the County's comprehensive Economic Package Proposal. This proposal addresses equity, wage, and benefit levels for the bargaining unit, including the following:

1. Equity Adjustment to market median based on the County compensation study passed March 25, 2026;
2. General Salary Increases of 4% in 2026, and 3% in 2027;
3. 5% fringe increase in CY2027 and 2028, plus the following: If the cost of the health insurance premiums for Kaiser S increase by 9% or more for calendar year 2027, the County agrees to a limited reopener for the sole purpose of considering an economic improvement to offset the increased premium. If the cost of the health insurance premiums for Kaiser S increase by less than 9% for calendar year 2027, and increase by 9% or more for calendar year 2028, the County agrees to a limited reopener for the sole purpose of considering an economic improvement to offset the increased premium. In no event shall the parties have more than one reopener under this provision for the term of this agreement.
4. Term: 2 years

### County Proposal 2 – Economic Package - COLA [GU/HHS/Nurses]

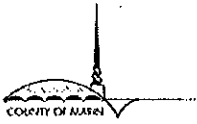
#### Article 2.1 Salary Increases

##### 2.1.1 General Increases

~~Effective September 19, 2021, the rate of pay for all classes and employees shall be increased by one and a half percent (1.5%).~~

~~Effective the first full pay period in July 2022, the rate of pay for all classes and employees shall be increased by two and a half percent (2.5%).~~

~~Effective August 21, 2022, the rate of pay for all classes and employees shall be increased by an additional one percent (1%).~~



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

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

Effective the first full pay period in July 2025, the rate of pay for all classes and employees shall be increased by two and a half percent (2.5%).

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 represented employees shall be increased by an additional 1.5 percent (1.5%).

**Effective the pay period following the later of (1) July 1, 2026, 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%).**

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

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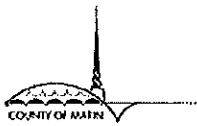
[Revised 5/4/2026] Revised County Proposal 2 – Economic Package – Equity  
[GU/HHS/Nurses]

Proposed language replaces entire section:

GU Article 2.1.3  
HHS Section V.A.2.  
Nurses Section 24.B.

**Effective the first full 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 November 1, 2025, Benchmark Compensation Survey ("Survey"), by the percentage the Survey determined the classification to be below market median in base pay.**

**The Survey reflects the following Equity Adjustments for the MAPE bargaining unit:**



SURVEYS EFFECTIVE 11/1/25 (SAN MATEO, NOVATO, SANTA CLARA)		
Title	Equity Increase	FTE
ACCOUNTANT I	2.39%	0
ACCOUNTANT II	2.39%	17
ACCOUNTING ASSISTANT	1.17%	11
ACCOUNTING TECHNICIAN	1.17%	14
ADMINISTRATIVE ASSISTANT I	0.36%	5
ADULT OFFENDER WORK PROGRAM COORIDNATOR	0.36%	0
ADVANCED SYSTEMS ENGINEER	3.12%	14
AIRPORT ATTENDANT	2.61%	1
ASSISTANT FRONT OF HOUSE MANAGER	0.36%	0
ASSISTANT HARBORMASTER	1.50%	1
ASSISTANT LANDSCAPE DESIGNER	1.29%	0
ASSISTANT OPEN SPACE PLANNER	1.29%	0
ASSISTANT PLANNER	1.29%	0
AUDITOR I	2.39%	0
AUDITOR II	2.39%	1
BEHAVIORAL HEALTH CARE ASSISTANT	2.73%	2
BEHAVIORAL HEALTH PRACTITIONER	2.73%	23
BEHAVIORAL HEALTH PRACTITIONER - BILINGUAL	2.73%	28
BHRS PEER SUPPORT COUNSELOR I	2.57%	0
BHRS PEER SUPPORT COUNSELOR II	2.57%	9
BOX OFFICE ASSISTANT	1.17%	0
BOX OFFICE COORDINATOR	1.17%	0
BUILDING MAINTENANCE WORKER I	2.61%	0
BUILDING MAINTENANCE WORKER II	2.61%	13
BUILDING MAINTENANCE WORKER III	7.67%	5
BUILDING MAINTENANCE WORKER TRAINEE	2.61%	0
BUSINESS SYSTEMS ANALYST	3.12%	8
CADASTRAL MAPPING TECHNICAN I	2.19%	0
CADASTRAL MAPPING TECHNICAN II	2.19%	2
CHILD WELFARE WORKER I	7.94%	0
CHILD WELFARE WORKER I-BILINGUAL	7.94%	0
CHILD WELFARE WORKER II	7.94%	16
CHILD WELFARE WORKER II-BILINGUAL	7.94%	15
CLINIC REGISTERED NURSE I	13.80%	0
CLINIC REGISTERED NURSE I-BILINGUAL	13.80%	0
CLINIC REGISTERED NURSE II	13.80%	0



**2025 Contract Negotiations**  
**County of Marin/MAPE**  
**GU/HHS/Nurses**

CLINIC REGISTERED NURSE II-BILINGUAL	13.80%	0
CODE COMPLIANCE SPECIALIST I	2.45%	0
CODE COMPLIANCE SPECIALIST II	2.45%	4
COMMUNICATIONS DISPATCHER	1.86%	27
COMMUNICATIONS DISPATCHER TRAINEE	1.86%	0
COMMUNICATIONS NETWORK SYSTEMS ANALYST	3.12%	2
COMMUNICATIONS TECHNICIAN	3.12%	4
COMMUNITY LIBRARY SPECIALIST	6.14%	12
COOK	3.18%	6
CORONER FORENSIC TECHNICIAN	5.96%	1
CRISIS SPECIALIST	2.73%	0
CRISIS SPECIALIST III	2.73%	1
CUSTODIAN	2.10%	14
DEPUTY PUBLIC ADMINISTRATOR I	8.10%	0
DEPUTY PUBLIC ADMINISTRATOR II	8.10%	2
DEPUTY PUBLIC GUARDIAN/CONSERVATOR/INV I	8.10%	0
DEPUTY PUBLIC GUARDIAN/CONSERVATOR/INV II	8.10%	6
DETENTION LVN	6.57%	2
DETENTION NURSE PRACTITIONER	7.67%	1
DETENTION REGISTERED NURSE	8.70%	9
ELECTIONS TECHNICIAN I	5.07%	0
ELECTIONS TECHNICIAN II	5.07%	4
ELECTIONS TECHNICIAN III	5.07%	1
ELIGIBILITY ASSISTANT	2.77%	3
ELIGIBILITY SPECIALIST	8.29%	4
ELIGIBILITY WORKER I	8.29%	0
ELIGIBILITY WORKER I-BILINGUAL	8.29%	0
ELIGIBILITY WORKER II	8.29%	31
ELIGIBILITY WORKER II-BILINGUAL	8.29%	66
ELIGIBILITY WORKER III	8.29%	11
ELIGIBILITY WORKER III-BILINGUAL	8.29%	16
EMERGENCY MEDICAL SERVICES SPECIALIST	15.93%	3
ENGINEERING TECHNICIAN I	2.19%	0
ENGINEERING TECHNICIAN II	2.19%	1
ENGINEERING TECHNICIAN III	2.19%	6
ENGLISH AS A SECOND LANGUAGE (ESL) INSTRUCTOR	6.14%	0
ENVIRONMENTAL COMPLIANCE SPECIALIST	2.55%	1
ENVIRONMENTAL HEALTH SPECIALIST I	2.55%	0
ENVIRONMENTAL HEALTH SPECIALIST II	2.55%	7



2025 Contract Negotiations  
 County of Marin/MAPE  
 GU/HHS/Nurses

EPIDEMIOLOGIST	2.07%	3
EQUIPMENT SERVICE ASSISTANT	2.07%	0
EQUIPMENT SERVICE WORKER I	2.07%	1
EVENT ATTENDANT	2.77%	0
EVENT SYSTEMS SUPERVISOR	1.17%	1
FINANCIAL SYSTEMS ANALYST	3.12%	4
FIRE LOGISTICS SPECIALIST	7.95%	1
FIRE VEGETATION MANAGEMENT TECHNICIAN	1.29%	1
FRONT OF HOUSE MANAGER	0.36%	1
GEOGRAPHIC INFORMATION SYSTEMS ANALYST I	3.12%	0
GEOGRAPHIC INFORMATION SYSTEMS ANALYST II	3.12%	1
HAZARDOUS MATERIALS SPECIALIST I	5.62%	0
HAZARDOUS MATERIALS SPECIALIST II	5.62%	3
HEALTH EDUCATOR	2.57%	0
HEALTH EDUCATOR-BILINGUAL	2.57%	1
HEAVY EQUIPMENT MECHANIC	2.07%	3
HOUSEKEEPER	3.18%	2
LANDSCAPE ARCHITECT OR DESIGNER	1.29%	3
LEAD COOK	3.18%	0
LEAD SYSTEMS ENGINEER	3.12%	11
LEGAL PROCESS ASSISTANT I	3.91%	0
LEGAL PROCESS ASSISTANT I-BILINGUAL	3.91%	0
LEGAL PROCESS ASSISTANT II	3.91%	4
LEGAL PROCESS ASSISTANT II-BILINGUAL	3.91%	2
LEGAL PROCESS SPECIALIST	3.91%	40
LEGAL RESEARCH ASSISTANT	1.50%	3
LIBRARIAN I	6.10%	11
LIBRARIAN II	6.10%	13
LIBRARY AIDE	6.14%	11
LIBRARY ASSISTANT I	6.14%	11
LIBRARY ASSISTANT II	6.14%	13
LIBRARY DESK SUPERVISOR	6.14%	4
LIBRARY TECHNICAL ASSISTANT I	6.14%	0
LIBRARY TECHNICAL ASSISTANT II	6.14%	7
LIBRARY TECHNOLOGY PROGRAM COORDINATOR	3.12%	2
LICENSED BEHAVIORAL HEALTH PRACTITIONER-BILINGUAL	2.73%	10
LICENSED BEHAVIORAL HEALTH PRACTITIONER	2.73%	13
LICENSED CRISIS SPECIALIST	2.73%	24
MAINTENANCE ELECTRICIAN	8.89%	1



2025 Contract Negotiations  
 County of Marin/MAPE  
 GU/HHS/Nurses

MARIN CENTER UTILITY LEADWORKER	2.10%	1
MARIN CENTER UTILITY WORKER	2.10%	0
MATERIALS AND EQUIPMENT SPECIALIST	7.21%	1
MECHANIC	2.07%	3
MEDIA TECHNICIAN	0.36%	4
MEDIATION CASE DEVELOPER	8.10%	0
MEDIATION CASE DEVELOPER-BILINGUAL	8.10%	1
MENTAL HEALTH NURSE PRACTITIONER	7.67%	7
MENTAL HEALTH REGISTERED NURSE	3.36%	9
MOBILE LIBRARY ASSISTANT	6.14%	3
NURSE PRACTITIONER	7.67%	0
NURSE PRACTITIONER-BILINGUAL	7.67%	0
OCCUPATIONAL THERAPIST	6.41%	3
OFFICE ASSISTANT I	2.77%	0
OFFICE ASSISTANT II	2.77%	1
OFFICE ASSISTANT II-BILINGUAL	2.77%	0
OFFICE ASSISTANT III	2.77%	30
OFFICE ASSISTANT III-BILINGUAL	2.77%	41
OFFICE SPECIALIST	0.36%	7
OPEN SPACE INTERPRETIVE NATURALIST	1.50%	1
OPEN SPACE PARK RANGER	1.50%	11
OPEN SPACE PLANNER	1.29%	0
PARK EQUIPMENT MECHANIC I	2.07%	0
PARK EQUIPMENT MECHANIC II	2.07%	1
PARK RANGER	1.50%	16
PARK/OPEN SPACE SEASONAL ASSISTANT	1.50%	0
PHYSICAL THERAPIST	6.41%	3
PLANNER	1.29%	6
PROGRAM COORDINATOR	0.36%	14
PROGRAM SPECIALIST CCS	8.29%	0
PROGRAM SPECIALIST CCS-BILINGUAL	8.29%	1
PUBLIC DEFENDER INVESTIGATOR I	5.91%	0
PUBLIC DEFENDER INVESTIGATOR II	5.91%	3
PUBLIC HEALTH INVESTIGATOR I	2.07%	0
PUBLIC HEALTH INVESTIGATOR I-BILINGUAL	2.07%	0
PUBLIC HEALTH INVESTIGATOR II	2.07%	0
PUBLIC HEALTH INVESTIGATOR II-BILINGUAL	2.07%	3
PUBLIC HEALTH NURSE I	15.85%	0
PUBLIC HEALTH NURSE I-BILINGUAL	15.85%	0



PUBLIC HEALTH NURSE II	15.85%	6
PUBLIC HEALTH NURSE II-BILINGUAL	15.85%	1
PUBLIC WORKS INSPECTOR	2.19%	0
PURCHASER I	7.95%	0
PURCHASER II	7.95%	2
RESOURCE SPECIALIST GIS	3.12%	6
RETIREMENT BENEFITS ASSISTANT	1.17%	0
RETIREMENT BENEFITS TECHNICIAN	1.17%	6
SEASONAL BIOLOGICAL TECHNICIAN	1.29%	0
SEASONAL LANDSCAPE SERVICES WORKER	1.50%	0
SENIOR ACCOUNTANT	2.39%	8
SENIOR ACCOUNTING ASSISTANT	1.17%	15
SENIOR AUDITOR	2.39%	0
SENIOR CHILD WELFARE WORKER	7.94%	6
SENIOR CODE COMPLIANCE SPECIALIST	2.45%	0
SENIOR COMMUNICATIONS TECHNICIAN	3.12%	2
SENIOR CUSTODIAN	2.10%	1
SENIOR DETENTION REGISTERED NURSE	8.70%	2
SENIOR ENVIRONMENTAL HEALTH SPECIALIST	2.55%	8
SENIOR EQUIPMENT SERVICES WORKER	2.07%	1
SENIOR GEOGRAPHIC INFO SYSTEMS ANALYST	3.12%	0
SENIOR LANDSCAPE ARCHITECT OR DESIGNER	1.29%	2
SENIOR MAINTENANCE ELECTRICIAN	8.89%	1
SENIOR NUTRITIONIST	2.57%	1
SENIOR OPEN SPACEPLANNER	1.29%	5
SENIOR PAYROLL ANALYST	5.30%	1
SENIOR PLANNER	1.29%	16
SENIOR PUBLIC HEALTH NURSE	15.85%	7
SENIOR PUBLIC HEALTH NURSE-BILINGUAL	15.85%	1
SENIOR REGISTERED NURSE	13.80%	1
SENIOR RETIREMENT BENEFITS TECHNICIAN	1.17%	1
SENIOR SOCIAL SERVICE WORKER	7.00%	8
SENIOR SYSTEMS ENGINEER	3.12%	41
SENIOR TRANSPORTATION PLANNER	1.29%	2
SENIOR TREASURY ANALYST	5.30%	1
SHERIFF'S PROPERTY & EVIDENCE TECHNICIAN	10.43%	1
SHERIFF'S SENIOR PROPERTY & EVIDENCE TECHNICIAN	10.43%	1
SHIPPING & RECEIVING CLERK	7.21%	3
SOCIAL SERVICE WORKER I	7.00%	6



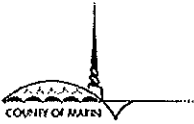
SOCIAL SERVICE WORKER I-BILINGUAL	7.00%	8
SOCIAL SERVICE WORKER II	7.00%	17
SOCIAL SERVICE WORKER II-BILINGUAL	7.00%	16
STAFF PSYCHIATRIST	2.91%	4
STATIONARY ENGINEER	8.89%	4
SUPERVISING COMMUNICATIONS DISPATCHER	1.86%	6
SUPERVISING OPEN SPACE PARK RANGER	1.50%	2
SUPERVISING PARK RANGER	1.50%	7
SYSTEMS ENGINEER	3.12%	6
SYSTEMS TECHNICIAN	0.36%	1
TECHNOLOGY SYSTEMS SPECIALIST I	3.12%	0
TECHNOLOGY SYSTEMS SPECIALIST II	3.12%	17
TECHNOLOGY SYSTEMS SPECIALIST III	3.12%	9
THERAPY AIDE	6.41%	1
VEGETATION & FIRE ECOLOGIST	1.29%	1
VETERANS SERVICES REPRESENTATIVE	8.29%	1
VICTIM/WITNESS ADVOCATE	8.10%	2
VICTIM/WITNESS ADVOCATE-BILINGUAL	8.10%	3
VITAL STATISTICS CLERK	2.77%	2
WASTE MANAGEMENT SPECIALIST	1.29%	2
WIC BREASFEEDING PEER COUNSELOR	2.57%	1

**County Proposal 2 – Economic Package - Fringe  
 [GU/HHS/Nurses]**

**Fringe Benefits**

Regular Hire employees enrolled in a County medical plan and in fringe Groups MA01, MA02, MA03, MA04, MA16, MH10, and SE13 receive bi-weekly fringe benefit payments for calendar year 2026 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:

	Employee Only	Employee + 1 Dependent	Employee + Family
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Bi-weekly Fringe	\$520.20	\$928.71	\$1,252.37
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~~Due to the impacts and effects of the July 2025 biweekly fringe adjustment prior to the exhaustion of the plan year for MAPE's current 2021-2026 Collective Bargaining Agreement and negotiated language of, "fair distribution of benefits between employees of different benefit levels and coverage," the County and MAPE have agreed as follows:~~

- ~~A. Regular Hire employees enrolled in a County medical plan and in fringe Groups MA01, MA02, MA03, MA04, MA16, MH10, and SE 13 that make \$85,000 annual base salary or less, as of June 30, 2025, the County will make a one-time equity and equality lump sum payment of \$1200.~~
- ~~B. MAPE and the County agree to Meet and Confer after January 1, 2026, but no later than March 1, 2026, to discuss either one-time matching Deferred Compensation or one-time Flexible Spending Account (FSA) contributions. If no agreement is reached, then effective the first full pay period of July 2026, or after conclusion of the next MAPE Successor Negotiations (ratification by the union and adoption by the Board of Supervisors), whichever comes later, the County shall make a matching one-time contribution of up to a maximum of five hundred (\$500) dollars to the deferred compensation account of bargaining unit members. Bargaining unit members must open a deferred compensation account in order to receive this benefit. The matching contribution is a dollar for-dollar match up to the \$500 maximum annual amount.~~
- ~~C. Part time, Regular Hire employees who are normally assigned to work half time or more in a pay period shall be entitled to all benefits provided in this Chapter on a pro-rata basis.~~

~~Fringe Adjustment for all benefitted employees at the employee plus one (1) and employee plus family benefit levels. Effective December 2025, in the pay period in which there will be an increase in health insurance premiums for the coming benefit Plan Year, the County will increase the bi-weekly fringe benefit package by an amount equivalent to six percent (6%) of the same dollar amount as the new Kaiser Silver premium.~~

**Fringe Adjustment for all benefitted employees at the employee plus one (1) and employee plus family benefit levels. Effective in December 2026, and December 2027 in the pay period in which there will be an increase in health insurance premiums for the coming benefit Plan Year, 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 new Kaiser Silver premium.**



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 (\$520.20 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.

**If the cost of the health insurance premiums for Kaiser S increase by 9% or more for calendar year 2027, the County agrees to a limited reopener for the sole purpose of considering an economic improvement to offset the increased premium. If the cost of the health insurance premiums for Kaiser S increase by less than 9% for calendar year 2027, and increase by 9% or more for calendar year 2028, the County agrees to a limited reopener for the sole purpose of considering an economic improvement to offset the increased premium. In no event shall the parties have more than one reopener under this provision for the term of this agreement.**

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

For MAPE:

Roland M. Katz  
 Chief Negotiator

5/7/26

Date

Erica Butler  
 President

05/07/2026

Date

\_\_\_\_\_  
 Cathy Clary  
 Secretary

\_\_\_\_\_  
 Date

For County:

Jennifer Stoughton  
 Chief Negotiator

5/7/2026

Date

Lisa Li  
 Director of ELR

5/4/26

Date



## TENTATIVE AGREEMENT

[Revised 4/30/2026] County Counterproposal to Labor 2.C FSA

### January 2027

For Regular Hire employees in Groups MA01, MA02, MA03, MA04, MA16, MH10, and SE 13, that are active and eligible as of June 30, 2026, the County will make a five hundred dollar (\$500) one-time lump sum contribution to a Health Care Flexible Spending Account (FSA) available January 2027.

Employees must meet one of the following conditions to be eligible to receive the payment: be in paid status, or on an approved PMR 44.7 Family Medical Care Leave, PMR 44.11 Military Leave, PMR 44.14 Pregnancy Leave, or PMR 44.19 Special Leave for Distress Not Otherwise covered.

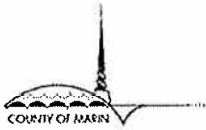
Eligible employees must have been actively employed by the County on June 30, 2026, and in a MAPE regular hire represented classification as defined above on January 1, 2027, to receive this benefit. Part-time, Regular Hire employees who are normally assigned to work half time or more in a pay period shall be entitled to all benefits provided in the above on a pro-rata basis based on their FTE.

### January 2028

For Regular Hire employees in Groups MA01, MA02, MA03, MA04, MA16, MH10, and SE 13, that are active and eligible as of June 30, 2027, the County will make a two hundred (\$200) one-time lump sum contribution to a Health Care Flexible Spending Account (FSA) available January 2028.

Employees must meet one of the following conditions to be eligible to receive the payment: be in paid status, or on an approved PMR 44.7 Family Medical Care Leave, PMR 44.11 Military Leave, PMR 44.14 Pregnancy Leave, or PMR 44.19 Special Leave for Distress Not Otherwise covered.

Eligible employees must have been actively employed by the County on June 30, 2027, and in a MAPE regular hire represented classification as defined above on January 1, 2028, to receive this benefit. Part-time, Regular Hire employees who are normally assigned to work half time or more in a pay period shall be entitled to all benefits provided in the above on a pro-rata basis based on their FTE.




2025 Contract Negotiations  
County of Marin/MAPE  
GU/HHS/Nurses

For MAPE:

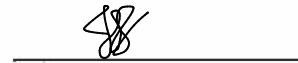
  
\_\_\_\_\_  
Roland M. Katz  
Chief Negotiator

5/7/26  
Date

  
\_\_\_\_\_  
Erica Butler  
President

5/7/2026  
Date

For County:

  
\_\_\_\_\_  
Jennifer Stoughton  
Chief Negotiator

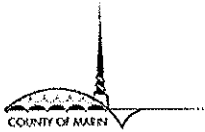
5/7/2026  
Date

  
\_\_\_\_\_  
Lisa Li  
Director of ELR

5/7/26  
Date

\_\_\_\_\_  
Cathy Clary  
Secretary

\_\_\_\_\_  
Date



TENTATIVE AGREEMENT

County Counterproposal to Labor 8 Deferred Compensation

New Section – Deferred Compensation

For calendar years 2027 and 2028, the County shall provide a dollar-for-dollar matching contribution on eligible employee deferrals, up to a maximum of five hundred dollars (\$500) per calendar year for Regular Hire employees in Groups MA01, MA02, MA03, MA04, MA16, MH10, and SE 13.

To receive the County matching contribution, bargaining unit members must be enrolled in and make voluntary contributions to the County’s 457(b) deferred compensation plan. The County’s matching contribution shall be made to the County’s 401(a) plan and is separate from employee deferrals to the 457(b) plan.

Part-time Regular Hire employees who are normally assigned to work one-half (0.5) time or more in a pay period shall be eligible for the matching contribution on a pro-rated basis consistent with their FTE.

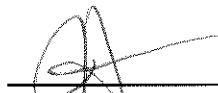
This provision and any matching contributions shall expire on June 30, 2028. All contributions are subject to the terms and conditions of the applicable plan documents and governing law.


For MAPE:


For County:

  
\_\_\_\_\_  
Roland M. Katz  
Chief Negotiator


  
\_\_\_\_\_  
Date

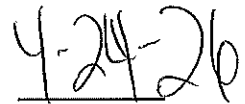
  
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Jennifer Stoughton  
Chief Negotiator

  
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Date

  
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Erica Butler  
President

  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Lisa Li  
Director of ELR

  
\_\_\_\_\_  
Date

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Cathy Clary  
Secretary

\_\_\_\_\_  
Date



## TENTATIVE AGREEMENT

### County Proposal 7 – Contracting Out

The County shall provide MAPE with written notice of contracting out of bargaining unit work 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 service. MAPE may request additional information as needed. Upon MAPE's request, the parties will meet and confer concerning the proposed contracting out of work or services.

- A. When 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) diminishment 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. Before contracting out such work, the County **will make best efforts to offer** additional straight-time hours to **regular** part time employees **and active contingent employees within the same job classification and Department.** Overtime will continue to be provided to County employees in appropriate circumstances, and the County will give consideration to determine whether the use of existing employees to work approved overtime; temporary promotion; or temporary special assignment pay would reduce or eliminate the need to contract in these limited circumstances. If contracted work/assignment needs are to extend beyond six (6) months, the County will notify MAPE of the proposed extension and anticipated end date, and will meet and confer with MAPE if requested. **If the contacted**



work/assignment exceeds six (6) months, the County shall give MAPE notice of each such contract, including the type of work being performed, the location where the work is being performed, and the expected duration of the work.

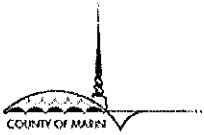
2. Where the use of contractors to respond to a locally proclaimed or declared disaster, emergency, or mutual aid event, due to insufficient requisite expertise, capacity (e.g., insufficient number of staff or available hours), or certifications among available staff. As soon as reasonably feasible, 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.

**B. Nothing herein relieves the County of its obligation under applicable law and/or this contract, to notify MAPE and to meet and confer with MAPE about contracting out MAPE bargaining unit work except as expressly provided here.**

C. This section does not impact the County’s ability to utilize any employee category in PMR 34.2 types of appointments, **such as** Provisional and Contingent (Temporary) to perform services.

Summary

<u>Declared Disaster, Emergency, or Mutual Aid Event</u>	<u>Meet and Confer if use of contractors will exceed 30 day assignments.</u> <u>County may use contractors (including mutual aid or contracted services) due to insufficient requisite expertise, capacity (e.g., insufficient number of staff or available hours), or certifications among available staff.</u>
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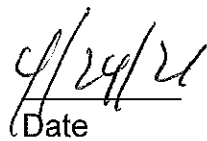


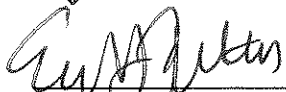
<u>Services of less than 6 months which would not result in the elimination or reduction in hours for any existing bargaining unit position, or long term (e.g. more than six months) diminishment of bargaining unit work.</u>	<u>No Meet and Confer.</u> <u>County may use contractors where existing staff cannot perform the services during their normal working hours and 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</u>
<u>Agreement for intermittent services for more than 6 months.</u>	<u>Notice of intent to contract and meet and confer upon request.</u> <u>Use of services for less than 6 months will be governed by language above.</u>

The County agrees to meet with MAPE, upon request, up to twice a year to discuss this provision and contracting out generally.

For MAPE:

  
 Roland M. Katz  
 Chief Negotiator

  
 Date

  
 Erica Butler  
 President

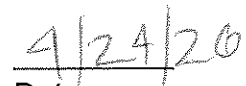
  
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 Cathy Clary  
 Secretary

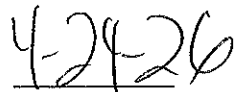
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 Date

For County:

  
 Jennifer Stoughton  
 Chief Negotiator

  
 Date

  
 Lisa Li  
 Director of ELR

  
 Date



TENTATIVE AGREEMENT


County Proposal 1 – PMR Cleanup

The County proposed to amend the parties' MOU to incorporate agreed-upon changes to PMR 44 and 49 as part of the redlined MOU.

For MAPE:

  
\_\_\_\_\_  
Roland M. Katz  
Chief Negotiator

  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Erica Butler  
President


  
\_\_\_\_\_  
Date


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Cathy Clary  
Secretary

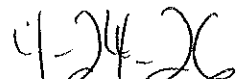
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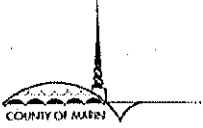
For County:

  
\_\_\_\_\_  
Jennifer Stoughton  
Chief Negotiator

  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Lisa Li  
Director of ELR

  
\_\_\_\_\_  
Date




TENTATIVE AGREEMENT


As part of this package, the County agrees to Labor 1.B.I.:  
[GU]

The County agrees to adjust the salaries of the Appraiser I, II, and III classifications by 7%; and the Auditor Appraiser I, Auditor Appraiser II, and Senior Auditor Appraiser classifications by 4%.


For MAPE:

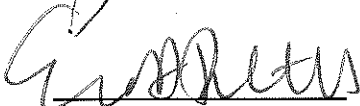
For County:

  
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Roland M. Katz  
Chief Negotiator


  
\_\_\_\_\_  
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Jennifer Stoughton  
Chief Negotiator

  
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Erica Butler  
President

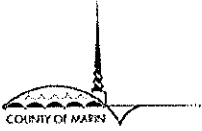
  
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Lisa Li  
Director of ELR

  
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Date

\_\_\_\_\_  
Cathy Clary  
Secretary

\_\_\_\_\_  
Date



TENTATIVE AGREEMENT

County Counterproposal to Labor 1.C.23. regarding Appraiser Certification  
[GU – New Section]

Section V. Salaries

Advanced Appraiser Certificate Differential

Employees in the Appraiser series and Auditor-Appraiser series that possess an active Advanced Appraiser Certificate from the California State Board of Equalization shall receive a five percent (5%) differential.

For MAPE:


For County:

  
\_\_\_\_\_  
Roland M. Katz  
Chief Negotiator


4/24/26  
Date

  
\_\_\_\_\_  
Jennifer Stoughton  
Chief Negotiator

4/24/26  
Date

  
\_\_\_\_\_  
Erica Butler  
President

4/24/2026  
Date

  
\_\_\_\_\_  
Lisa Li  
Director of ELR

4-24-26  
Date

\_\_\_\_\_  
Cathy Clary  
Secretary

\_\_\_\_\_  
Date



TENTATIVE AGREEMENT

County Counterproposal to 1.C.26 regarding Installers  
[GU]

Appendix B


The Installer classification shall receive a 10.4% internal alignment adjustment. The Lead Installer classification shall receive a compaction adjustment of 15.62%. These adjustments are in-lieu of the County's previously proposed equity adjustment for this job family.

For MAPE:


For County:

  
\_\_\_\_\_  
Roland M. Katz  
Chief Negotiator

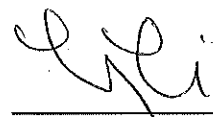
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Jennifer Stoughton  
Chief Negotiator

4/24/26  
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Date

  
\_\_\_\_\_  
Erica Butler  
President

04/24/2026  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Lisa Li  
Director of ELR

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Cathy Clary  
Secretary

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Date



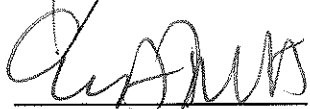
TENTATIVE AGREEMENT

The parties agree to update Attachment A to the Collective Bargaining Agreement to reflect that, effective July 1, 2026, Public Defender Investigator workday hours shall be eight (8) hours.

For MAPE:

  
\_\_\_\_\_  
Roland M. Katz  
Chief Negotiator

4/24/26  
Date

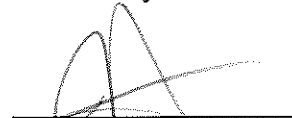
  
\_\_\_\_\_  
Erica Butler  
President

04/24/2026  
Date


\_\_\_\_\_  
Cathy Clary  
Secretary

\_\_\_\_\_  
Date

For County:

  
\_\_\_\_\_  
Jennifer Stoughton  
Chief Negotiator

4/24/26  
Date

  
\_\_\_\_\_  
Lisa Li  
Director of ELR

4-24-26  
Date



TENTATIVE AGREEMENT

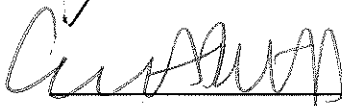
County Counterproposal to Labor 1.C.7. regarding Legal Secretaries  
[GU]

The County will increase the salary of the Legal Secretary classification by 5% to maintain an internal career path with Legal Process Specialists, and Legal Process Assistants.

For MAPE:

  
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Roland M. Katz  
Chief Negotiator

4/24/2020  
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Date

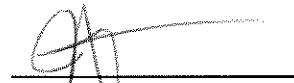
  
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Erica Butler  
President

04/24/2020  
\_\_\_\_\_  
Date


\_\_\_\_\_  
Cathy Clary  
Secretary

\_\_\_\_\_  
Date

For County:

  
\_\_\_\_\_  
Jennifer Stoughton  
Chief Negotiator

4/24/2020  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Lisa Li  
Director of ELR

4/24/2020  
\_\_\_\_\_  
Date



TENTATIVE AGREEMENT

County Counterproposal to Labor 1.B.m. regarding Assessment-Recording-County Clerk Technicians  
[GU]

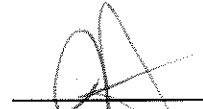
Employees in the Assessment-Recording-County Clerk Technician series in the Change in Ownership or Property Exemptions units that possess an active Advanced Assessment Analyst Certificate from the California State Board of Equalization shall receive a five percent (5%) differential.

For MAPE:


For County:

  
\_\_\_\_\_  
Roland M. Katz  
Chief Negotiator

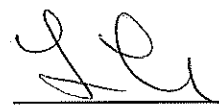
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Jennifer Stoughton  
Chief Negotiator

4/24/20  
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Date

  
\_\_\_\_\_  
Erica Butler  
President

04/24/2020  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Lisa Li  
Director of ELR

4-24-20  
\_\_\_\_\_  
Date

\_\_\_\_\_  
Cathy Clary  
Secretary

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Date



TENTATIVE AGREEMENT

County Counterproposal to Labor 1.B.1.r. regarding Systems Engineers  
[GU]


Human Resources will study the Systems Engineer and Technology Systems Specialist classification series to document current duties, knowledge, skills and abilities, ensure appropriate compensation levels at the market median as reflected in a County Benchmark Compensation Survey, and support departments' business needs and recruitment efforts. The County will make best efforts to begin the salary survey by October 1, 2026, but in no event later than the end of the 2026 calendar year.

For MAPE:


For County:

  
\_\_\_\_\_  
Roland M. Katz  
Chief Negotiator


4/24/26  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Jennifer Stoughton  
Chief Negotiator

4/24/26  
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Erica Butler  
President

4/24/2026  
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\_\_\_\_\_  
Lisa Li  
Director of ELR

4-24-26  
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Date

\_\_\_\_\_  
Cathy Clary  
Secretary

\_\_\_\_\_  
Date



## TENTATIVE AGREEMENT

### County Counterproposal to Labor 3 regarding Overtime [GU, HHS, Nurses]

#### GU

#### Article 4.2 Overtime

##### 4.2.1 Defined

Overtime shall be defined as time in paid status ~~worked~~ in excess of forty (40) hours per FLSA workweek (or 37.5 hours for employees whose full time status is 37.5 hours). ~~For the purpose of calculating overtime eligibility, legal holidays shall be considered time worked.~~ In addition, employees who work alternative work schedules and use paid time off (e.g., vacation, floating holiday, holiday in-lieu, compensatory time, etc.) to supplement legal holidays shall have such paid time off hours considered as time worked.

~~Notwithstanding the above, for the following classifications only, overtime shall be defined as time in paid status:~~

- ~~• Sheriff's Service Assistant~~
- ~~• Road Maintenance Worker I/II~~
- ~~• Senior Road Maintenance Worker~~
- ~~• Sign Fabricator~~
- ~~• Traffic Safety Maintenance Worker~~
- ~~• Communications Dispatcher~~
- ~~• Communications Dispatcher Trainee~~
- ~~• Supervising Communications Dispatcher~~
- ~~• Building Maintenance Worker I/II/III/Trainee~~
- ~~• Fire Heavy Equipment Mechanic~~
- ~~• Senior Custodian~~
- ~~• Custodian~~
- ~~• Stationary Engineer~~
- ~~• Senior Maintenance Electrician~~
- ~~• Maintenance Electrician~~

For employees in classifications that are not exempt from the overtime provisions of the Fair Labor Standards Act (FLSA), the regular rate of pay for the purpose of calculating overtime under the FLSA shall only apply when the employee actually works in excess of the employee's full time work week of either 40 hours or 37.5 hours per FLSA workweek.



## HHS

### Section VIII. Hours of Work and Workload Standards

#### B. Hours of Work for Non-Exempt Employees

##### 8. Overtime

###### b. Calculating Overtime

Except as provided herein, overtime shall be defined as time **in paid status** worked in excess of forty (40) hours per week (or 37.5 hours for employees whose full-time status is 37.5 hours). ~~For the purpose of calculating overtime eligibility, legal holidays shall be considered time worked.~~ In addition, employees who work alternative work schedules and use paid time off (e.g., vacation, floating holiday, holiday in-lieu, compensatory time, etc.) to supplement legal holidays shall have such paid time off hours considered as time worked.

## Nurses

### Section 30: Overtime

Employees shall be paid for overtime worked at one and one-half (1-1/2) times the base rate of pay, subject to the following conditions and authorizations.

- A. Overtime is time **in paid status** worked beyond forty (40) hours per week, or on holidays.
- B. Nurses shall receive a minimum of ten (10) hours' off duty between shifts. If a nurse is required to double back and return to work before the expiration of this ten- (10) hour off-duty period, the second (2nd) shift in a twenty-four- (24) hour workday will be paid at the rate of time-and-a-half overtime.
- C. Overtime shall be compensated in pay to the nearest tenth of an hour (6 minutes). Compensatory time is calculated at time and a half and may be granted by mutual agreement between the department head/designee and the employee.
- D. Prior authorization of the County **Executive Administrator** for overtime must be secured by the department head. Each staff person shall secure prior authorization from his or her supervisor or other designated manager in advance of working overtime.
- E. Qualifying employees may accumulate up to forty (40) hours of overtime to be taken as compensatory time off in lieu of paid overtime with the approval of the department head.



F. Notwithstanding Subsection A, nurses working in a program or facility with minimum staffing requirements and nurses coordinating or participating in disaster relief activities or disaster preparedness activities, shall be paid overtime for hours worked beyond ~~her/his~~their scheduled shift when assigned to work in order to assure minimum staffing requirements.


Disaster preparedness activities for which overtime can be authorized under this section are solely defined by the Director of Health and Human Services or his/her designee.

G. For employees in classifications that are not exempt from the overtime provisions of the Fair Labor Standards Act (FLSA), the regular rate of pay for the purpose of calculating overtime under the FLSA shall only apply when the employee actually works in excess of the employee's full time work week of either 40 hours or 37.5 hours per FLSA workweek.

For MAPE:

  
\_\_\_\_\_  
Roland M. Katz  
Chief Negotiator

4/24/20  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Erica Butler  
President

04/24/2020  
\_\_\_\_\_  
Date

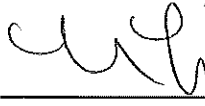
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Cathy Clary  
Secretary

\_\_\_\_\_  
Date

For County:

  
\_\_\_\_\_  
Jennifer Stoughton  
Chief Negotiator

4/24/20  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Lisa Li  
Director of ELR

4-24-20  
\_\_\_\_\_  
Date



## TENTATIVE AGREEMENT

### County Counterproposal to Labor 7 regarding Contingent hires

#### 3.7.7 Contingent Hire (Extra Hire) - Compensation for Work on a Holiday

Contingent Hire (Extra Hire) employees who work on a holiday, as provided in the section 3.7.1 holiday list of Independence Day through Memorial Day ~~June~~**teenth** only, shall be paid time and a half (1-1/2) in overtime pay for hours worked on the holiday. There shall be no other holiday compensation for Contingent Hire (Extra Hire) employees who work a holiday.

This provision does not apply to Contingent Hire (Extra Hire) employees who are specifically hired or recalled to work the annual County fair.

#### 3.7.8 Compensation for Work on a Holiday for Seasonal Appointments

~~Upon completion of 30 days of employment with the County over the previous 12-month period, employees who occupy a seasonal position, as designated by Human Resources, are eligible to receive one (1) paid holiday time off per fiscal year provided that he/she has worked at least 37.5 or 40 hours (dependent on employee's classification) during the pay period preceding the recognized holiday and is also in paid status during the pay period in which the holiday occurs.~~

~~Holiday pay shall be limited to 7.5 hours or 8.0 hours for employees who worked a full-time schedule (75 or 80 hours based on classification) during the preceding pay period and shall be pro-rated for employees who worked a part-time schedule during the preceding pay period.~~

Compensation for time worked on a holiday shall be paid at the employee's regular hourly rate of pay plus an in-lieu paid holiday (7.5 or 8.0 hours for an employee who worked a full-time schedule the preceding pay period) that may be taken within the same pay period or at another time per authorization of the employee's supervisor.

#### 3.7.9 Floating Holiday for Seasonal Appointments

~~*Upon completion of 30 days of employment with the County over the previous 12-month period, employees who occupy a seasonal position, as designated by Human Resources, are eligible to receive one (1) paid floating holiday time off per fiscal year. provided that he/she has worked at least 37.5 or 40 hours (dependent on employee's classification) during the pay period preceding the recognized holiday and is also in paid status during the pay period in which the holiday occurs.*~~

**Floating holiday time off may be taken at any time during the seasonal appointment after accrual, with the approval of the department head. Floating holidays shall be taken in the fiscal year accrued and shall not accrue from one fiscal year to the next. Upon termination, unused floating holidays shall be paid at a straight-time rate.**

#### 9.7.10 Floating Holiday for Non-Seasonal Contingent Hire (Extra Hire)



Each non-retiree Contingent Hire (Extra Hire) who works nine hundred and seventy-five (975) hours for the County in a fiscal year shall be granted one (1) floating holiday time off workday. Floating holiday time off may be taken at any time during the year after accrual, with the approval of the department head. Floating holidays shall be taken in the fiscal year accrued and shall not accrue from one fiscal year to the next. Upon termination, unused floating holidays shall be paid at a straight-time rate

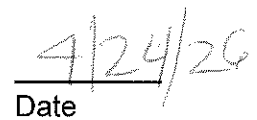
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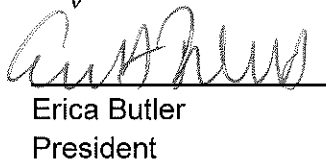
  
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Roland M. Katz  
Chief Negotiator

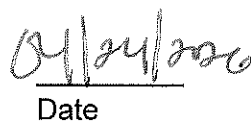
  
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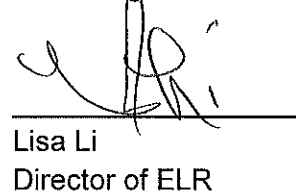
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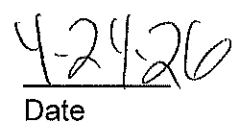
  
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Jennifer Stoughton  
Chief Negotiator

  
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Date

  
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Erica Butler  
President

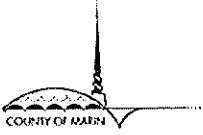
  
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Date

  
\_\_\_\_\_  
Lisa Li  
Director of ELR

  
\_\_\_\_\_  
Date

\_\_\_\_\_  
Cathy Clary  
Secretary

\_\_\_\_\_  
Date



## TENTATIVE AGREEMENT

### County Proposal 4 – Long-Term-Care Insurance [GU/HHS/Nurses]

#### General Unit

#### Chapter 3: Fringe Benefits

#### Article 3.1 Medical, Dental, Life and Retirement Benefits

##### ~~3.1.9 Long-Term-Care Insurance~~

~~The County will provide long-term-care insurance provided the employee picks up the cost of premiums.~~

#### HHS

#### Section IX. Perquisites (Benefits)

##### D. Insurance and Retirement

##### ~~12. Long-Term-Care Insurance~~

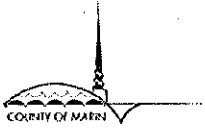
~~The County will provide long-term-care insurance provided the employee picks up the cost of premiums.~~

#### Nurses

#### Section 17: Insurance and Retirement Contributions

##### ~~I. Long-Term-Care Insurance.~~

~~Long-term care insurance is offered to employees with the premiums to be paid by the employee.~~




2025 Contract Negotiations  
County of Marin/MAPE  
GU, HHS, Nurses

For MAPE:

  
\_\_\_\_\_  
Roland M. Katz  
Chief Negotiator

4/24/26  
Date

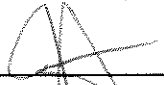
  
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Erica Butler  
President

4/24/26  
Date


\_\_\_\_\_  
Cathy Clary  
Secretary

\_\_\_\_\_  
Date

For County:

  
\_\_\_\_\_  
Jennifer Stoughton  
Chief Negotiator

4/24/26  
Date

  
\_\_\_\_\_  
Lisa Li  
Director of ELR

4-24-26  
Date



TENTATIVE AGREEMENT

County Proposal 8 – Retiree, Medical and Dental Benefits  
[GU]

3.2.3 Retiree, Medical and Dental Benefits

Benefit Plan #4

Eligibility: Membership date on or after January 1, 2008, five (5) years of credited County service and five (5) years of continuity of coverage in the a plan at the time of retirement.

Level of Benefit: Medical and dental premiums are subject to years of credited County service (exclusive of Golden Handshakes and Public-Service Buybacks) with an allocation factor of one hundred fifty dollars (\$150) per year to a maximum of twenty (20) years of service (\$3,000) annually. Dependent coverage is available paid by the retiree.

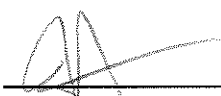
~~The County will explore a Health Savings Account option for employees who wish to set aside money for out-of-pocket retirement health costs.~~

For MAPE:


For County:

  
\_\_\_\_\_  
Roland M. Katz  
Chief Negotiator


4/24/26  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Jennifer Stoughton  
Chief Negotiator

4/24/26  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Erica Butler  
President

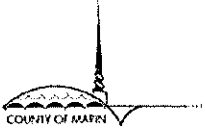
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Date

  
\_\_\_\_\_  
Lisa Li  
Director of ELR

4-24-26  
\_\_\_\_\_  
Date

\_\_\_\_\_  
Cathy Clary  
Secretary

\_\_\_\_\_  
Date



## TENTATIVE AGREEMENT

### County Proposal 9 – COVID Related Leaves [GU/HHS/Nurses]

The County proposes to delete the language below from the General Unit (3.3.11), Health and Human Services (IX.F.), and Nurses (14.E.) Agreements.

#### ~~3.3.11 COVID Related Leaves~~

##### ~~a. COVID Sick Leave Extension~~

###### ~~— Employees Hired Prior to January 1, 2021~~

~~Employees covered by the Families First Coronavirus Response Act (“FFCRA”) in 2020, and employees excluded from the FFCRA in 2020, will continue to have access to their respective and existing COVID-related sick leave balances (if any) to be used in accordance with the terms of the April 2020 COVID agreement between the PARTIES. This paragraph does not require the COUNTY to provide additional leave accruals to these employees, but rather extends the period of time that these existing COVID-related sick leave accruals may be used. All leaves described in this paragraph are subject to Paragraph 3.3.11 c., below. In no event shall leave accruals described in this paragraph extend beyond December 31, 2021.~~

###### ~~— Employees Hired On or After January 1, 2021~~

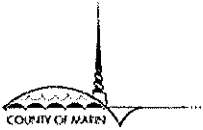
~~Any employee hired on or after January 1, 2021, shall accrue, upon hire, eighty (80) hours of COVID-related sick leave. All leaves described in this paragraph, are subject to Paragraph 3.3.11 c., below. In addition, this leave is not subject to cash-out and cannot be used for additional retirement service credit (years of service) at retirement. In no event shall leave accruals described in this paragraph extend beyond December 31, 2021.~~

##### ~~b. Childcare~~

~~Employees may request, to and including December 31, 2021, to use the leaves described in Paragraph 3.3.11 a., above, for childcare purposes or may use regular county sick leave, both subject to operational considerations.~~

##### ~~c. Effect of Future Law, Regulation, or Order~~

~~Should any applicable federal, state, and/or local law, or any action carrying the weight of law (“LAW”), be enacted to provide and/or extend COVID related leaves, Paragraph a., above, shall become null and void upon the effective date of the LAW, and the~~



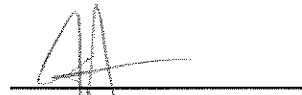
COUNTY shall implement legally required benefits. The PARTIES recognize that the scope of such requirements may be impacted by benefits already provided. If any LAW be enacted to provide or extend any other COVID-related benefit (e.g., EFMLA, etc.), the COUNTY shall implement the legally required benefits in strict accordance with the LAW and without any limitation or benefit imposed by any previous agreement. If, however, the requirements of the LAW require a lower COVID-related leave balance than an employee's accrual is on the effective date of the LAW, the employee will retain the higher leave balance accrued pursuant to this agreement. For example, if the LAW requires an employee to be provided forty (40) hours of leave, and the employee has sixty (60) hours of leave remaining as a result of this agreement, the employee will retain the sixty (60) hours of leave (existing leave balance will not be decreased by operation of the LAW). In no event will the County require an employee to pay back any time used pursuant to this agreement by operation of the LAW.

For MAPE:


For County:

  
\_\_\_\_\_  
Roland M. Katz  
Chief Negotiator


4/24/26  
Date

  
\_\_\_\_\_  
Jennifer Stoughton  
Chief Negotiator

4/24/26  
Date

  
\_\_\_\_\_  
Erica Butler  
President

04/24/2026  
Date

  
\_\_\_\_\_  
Lisa Li  
Director of ELR

4-24-26  
Date

\_\_\_\_\_  
Cathy Clary  
Secretary

\_\_\_\_\_  
Date



## TENTATIVE AGREEMENT

### County Proposal 10 – One-Time Payment/Hard to Fill Bonus [GU/HHS/Nurses]

The County proposes the following changes to the language below appearing in the General Unit (2.1.5), Health and Human Services (V.B.), and Nurses (24.D.) Agreements.

#### ~~2.1.5 One-time payment~~

~~Effective September 19, 2021, 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.~~

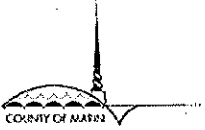
~~Effective September 19, 2021, Contingent Hire employees who do not have a Regular Hire appointment will receive the following one-time payment based on hours worked in the July 1, 2020 – June 30, 2021 fiscal year:~~

- ~~500 hours or more but less than 1,000 hours: \$600~~
- ~~1,000 hours or more but less than 1,800 hours: \$1,200~~
- ~~1,800 hours or more: \$1,800.~~

~~This lump sum payment is for regular and contingent hire employees who are on the payroll as of September 19, 2021. It shall be made by a separate payment from the biweekly payroll. The payment shall not be pensionable.~~

~~**Retention Bonus:** In recognition of years of service to the County, all regular hire employees on the books upon ratification of this Agreement, will be paid a one-time, non-pensionable, \$1,000 retention bonus effective August 21, 2022. All regular hire employees who are on the books July 1, 2023, will be paid a one-time, non-pensionable, \$1000 retention bonus in the paycheck in August 2023, in recognition of years of service to the County. Part time employees will be paid a prorated amount based upon their FTE in 2022 and 2023.~~

~~**Hard to Fill Signing Bonus:** Effective August 21, 2022, when if a position is deemed "hard to fill", as determined by Human Resources, after notification to the Union, new employees hired after July 1, 2022, shall may 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 successive recruitments are/were 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 signing bonus will be split, and the new employee shall be paid 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 an employee does not complete the first full year of employment, the employee shall reimburse the County for the signing bonus received

For MAPE:

  
 \_\_\_\_\_  
 Roland M. Katz  
 Chief Negotiator

4/24/26  
 \_\_\_\_\_  
 Date

  
 \_\_\_\_\_  
 Erica Butler  
 President

04/24/2026  
 \_\_\_\_\_  
 Date


\_\_\_\_\_  
 Cathy Clary  
 Secretary

\_\_\_\_\_  
 Date

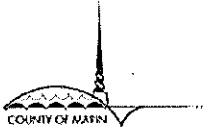
For County:

  
 \_\_\_\_\_  
 Jennifer Stoughton  
 Chief Negotiator

4/24/26  
 \_\_\_\_\_  
 Date

  
 \_\_\_\_\_  
 Lisa Li  
 Director of ELR

4-24-26  
 \_\_\_\_\_  
 Date



## TENTATIVE AGREEMENT

### County Proposal 11 – Leaves [GU/HHS/Nurses]

#### GU

##### 3.9.1 Absence Without Pay

Under the general guidelines of PMR 44, all leaves of absence without pay shall be subject to the approval of the department head. Employees who are absent from duty on an authorized leave of absence shall not lose any rights accrued at the time the leave is granted. Approved leave without pay **for non-medical** purposes ~~other than prolonged sickness~~ shall commence after the employee has used all accrued **leave banks except sick leave**. ~~vacation and approved floating holiday and professional leave (if applicable), except that t~~The employee may retain up to ten (10) days' accrued vacation time. ~~In cases of prolonged illness, a~~Approved leave without pay **for medical purposes** shall commence after the employee has used all accrued sick leaves. ~~vacation leave and approved floating holiday and professional leave (if applicable), except that t~~The employee may retain up to ten (10) days' accrued vacation time.

#### HHS

##### L. Leaves of Absence

3. Under the general guidelines of PMR 44, all leaves of absence without pay shall be **subject to the approval of the department head**. Approved leave without pay **for non-medical** purposes ~~other than prolonged sickness~~ shall commence after the employee has used all accrued **leave banks except sick leave**. ~~vacation and approved floating holiday and professional leave (if applicable), except that t~~The employee may retain up to ten (10) days' accrued vacation time. ~~In cases of prolonged illness, a~~Approved leave without pay **for medical purposes** shall commence after the employee has used all accrued sick leaves. ~~vacation leave and approved floating holiday and professional leave (if applicable), except that t~~The employee may retain up to ten (10) days' accrued vacation time.

#### Nurses

##### Section 8: Leaves of Absence

A. All leaves of absence without pay shall be subject to the approval of the Director of Health and Human Services.

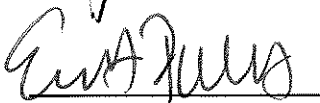


B. Approved leave without pay **for non-medical** purposes other than prolonged sickness shall commence after the employee has used all accrued **leave banks except sick leave**. ~~vacation and approved floating holiday and professional leave (if applicable), except that t~~The employee may retain up to ten (10) days' accrued vacation time. ~~In cases of prolonged illness,~~  
~~a~~Approved leave without pay **for medical purposes** shall commence after the employee has used all accrued sick leaves, ~~vacation leave and approved floating holiday and professional leave (if applicable), except that t~~The employee may retain up to ten (10) days' accrued vacation time.

For MAPE:

  
 \_\_\_\_\_  
 Roland W. Katz  
 Chief Negotiator

4/24/26  
 \_\_\_\_\_  
 Date

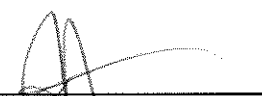
  
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04/24/2026  
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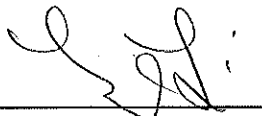
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 Cathy Clary  
 Secretary

\_\_\_\_\_  
 Date

For County:

  
 \_\_\_\_\_  
 Jennifer Stoughton  
 Chief Negotiator

4/24/26  
 \_\_\_\_\_  
 Date

  
 \_\_\_\_\_  
 Lisa Li  
 Director of ELR

4-24-26  
 \_\_\_\_\_  
 Date



## TENTATIVE AGREEMENT

### County Proposal 12 – Performance Evaluations [GU/HHS/Nurses]

#### GU

#### Article 2.3 Probationary Periods

##### 2.3.1 In General

All probationary periods, as provided in Personnel Management Regulation 35, shall be one (1) year (annual period), **except for permanent employees transferring from one department to another in the same or similar classification.**

##### 2.3.2 Transfer

A permanent employee transferring from one department to another in the same or similar classification (as determined by the Director of Human Resources) shall serve a three (3) month probationary period in the new department. A permanent employee failing to pass the probationary period provided herein shall be allowed to return to the employee's original department in the original class, bumping out any less senior incumbent employee in that class.

##### 2.3.3 Performance Evaluation

All **new hire or promotional** probationary employees (~~either new hire or promotional~~) shall be evaluated not later than the end of their third (3<sup>rd</sup>) month of probationary service and again not later than the end of the fifth (5<sup>th</sup>) **sixth (6<sup>th</sup>) and twelfth (12<sup>th</sup>) full month of probationary service.** For positions requiring a twelve (12) month probation period, an evaluation shall be made no later than the end of the eleventh (11<sup>th</sup>) month of such service. **All transfer probationary employees, as defined in Article 2.3.2, shall be evaluated not later than the end of the third (3<sup>rd</sup>) month of probationary service.**

#### HHS

#### Section VI. Step Increases

- A. With the implementation of the biweekly payroll system, employees shall be eligible to receive a step increase within their salary range effective the first (1st) day of the pay period following completion of the specified time intervals if the paid step increase is supported by an appropriate performance evaluation and all other requirements are met.



- B. For five (5) step salary ranges, Regular Hire employees are eligible, upon completion of one (1) year (2,080 hours) of regularly scheduled service, to receive salary step increases based upon "meets standards" or higher performance evaluations.
- C. For three (3) step salary ranges, Regular Hire employees are eligible after two thousand eighty hours (2,080) hours of employment for a step increase if supported by a "meets standards" or higher performance evaluation.
- D. Performance evaluations for Regular and Contingent Hire (Extra Hire) employees must accompany the payroll-personnel action form (101) when a salary step increase is recommended.
- E. An employee who does not receive a step increase on said employee's yearly anniversary date shall be eligible after six (6) months (1,040 hours) of regular service to be reconsidered for this step increase if the employee demonstrates job performance which meets or exceeds standards. If said step increase is granted, the employee's anniversary date for future step increases shall remain the original anniversary date as long as the criteria specified in Section VI (A) are met.
- F. Overtime shall not count toward accumulation of hours as used in this section.
- G. All new hire or promotional probationary employees (either new hire or promotional) shall be evaluated not later than the end of their ~~third (3rd) month of probationary service and again not later than the end of the fifth (5th)~~ **sixth (6<sup>th</sup>) and twelfth (12<sup>th</sup>) full month of probationary service**. For positions requiring a twelve (12) month probation period, an evaluation shall be made no later than the end of the ~~eleventh (11th) month of such service~~. **All transfer probationary employees, as defined in Article 2.3.2, shall be evaluated not later than the end of the third (3<sup>rd</sup>) month of probationary service.**

## Nurses

### Section 20: Performance Evaluation

- A. All newly hired nurses shall serve a probationary period of one (1) year (2,080 hours). All new hire or promotional probationary employees shall be evaluated not later than the end of their ~~fourth (4th) month of probationary service and again not later than the end of the tenth (10th) of the month of such service~~ **sixth (6<sup>th</sup>) and twelfth (12<sup>th</sup>) full month of probationary service**. Nothing in this section shall alter the County's right to release an employee from employment at any time during the probationary period.
- B. With the implementation of the biweekly payroll system, employees shall be eligible to receive a step increase within their salary range effective the first (1st) day of the pay period following completion of the specified time intervals if said step increase is supported by an appropriate performance evaluation and all other requirements are met.

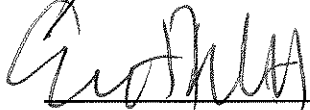


- C. For five- (5) step salary ranges, employees are eligible upon completion of two thousand eighty (2,080) hours of regularly scheduled service to receive salary step increases based upon "meets standards" or higher performance evaluations.
- D. For three- (3) step salary ranges, employees are eligible after two thousand eighty hours (2,080) hours of employment for a step increase if supported by a "meets standards" or higher performance evaluation and annually thereafter.
- E. A performance evaluation for Regular and Contingent Hire employees must accompany the payroll-personnel action form (101) when a salary step increase is recommended.
- F. An employee who does not receive a step increase beyond the third (3rd) step of the salary range on said employee's yearly anniversary date shall be eligible after six (6) months (1,040 hours) of regular service to be reconsidered for the step increase if the employee demonstrates job performance which meets standards. If said step increase is granted, the employee's anniversary date for future step increases shall remain the original anniversary date, as long as the above criteria in paragraph B are met.

For MAPE:

  
 \_\_\_\_\_  
 Roland M. Katz  
 Chief Negotiator

4/24/20  
 \_\_\_\_\_  
 Date

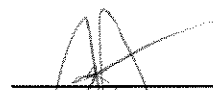
  
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 Erica Butler  
 President

04/24/2020  
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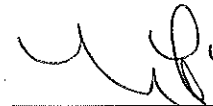
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 Cathy Clary  
 Secretary

\_\_\_\_\_  
 Date

For County:

  
 \_\_\_\_\_  
 Jennifer Stoughton  
 Chief Negotiator

4/24/20  
 \_\_\_\_\_  
 Date

  
 \_\_\_\_\_  
 Lisa Li  
 Director of ELR

4-24-20  
 \_\_\_\_\_  
 Date



## TENTATIVE AGREEMENT

### County Counterproposal to Labor 14 – HHS Shift Differential [HHS]

#### Section V. Salaries

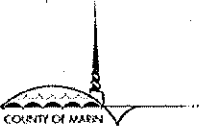
##### H. Shift Differentials

The County agrees to pay a shift differential for the ~~classes of Behavioral Health Care Assistants, Crisis Specialist, Crisis Specialist III, Licensed Crisis Specialist, and Eligibility Worker I, II, III~~ at the following rate: 7.5% swing and 150%\* graveyard (plus an additional 10% for weekends, if required). Employees must work a minimum of four (4) hours within the defined shift to qualify for the shift differential.

1. For all hours worked on a regularly assigned work shift in which four (4) or more hours fall between 5:00 p.m. and 10:00 p.m. (swing shift), the rate of 7.5% shall be paid.
2. For all hours worked on a regularly assigned work shift in which four (4) or more hours fall between 10:00 p.m. and 8:00 a.m. (graveyard shift), the rate of fifteen percent (150%)\* shall be paid.

~~\*Effective August 21, 2022, graveyard shift shall increase to the rate of fifteen per cent (15%).~~


3. Shift differentials shall not be included within the base rate of pay but shall be added to the base rate of pay under the conditions specified in this section. All employees in the same class shall be paid the same differential for each hour worked. Employees working between the hours of 5:00 p.m. and 8:00 a.m. for their own convenience are not eligible for a shift differential. Shift differentials will not be paid to employees while on vacation or other leave status. Extra Hire employees are eligible for shift differential only when working on an assigned basis.
4. During a shift in the Crisis Unit without a registered nurse assigned, one (1) Crisis Specialist may be assigned medication duty and receive five-percent (5%) premium pay of base salary for the shift worked.



For MAPE:

  
\_\_\_\_\_  
Roland M. Katz  
Chief Negotiator

4/24/26  
Date


  
\_\_\_\_\_  
Erica Butler  
President

04/24/2026  
Date


\_\_\_\_\_  
Cathy Clary  
Secretary

\_\_\_\_\_  
Date

For County:

  
\_\_\_\_\_  
Jennifer Stoughton  
Chief Negotiator

4/24/26  
Date

  
\_\_\_\_\_  
Lisa Li  
Director of ELR

4/24/26  
Date



## TENTATIVE AGREEMENT

### County Proposal 14 – Health and Welfare Trust [GU/HHS/Nurses]

#### GU

3.1.16 Teamsters Local Union 856, Health and Welfare Trust

For the term of ~~thise~~ this ~~September 19, 2021 through June 30, 2024~~ 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").

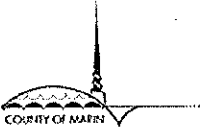
#### HHS

20. Teamsters Local Union 856, Health and Welfare Trust

For the term of this ~~September 19, 2021 through June 30, 2024~~ 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").

#### Nurses

Add same language to Section 17 of the Nurses language, with changes noted above.

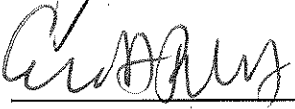


2025 Contract Negotiations  
County of Marin/MAPE  
GU, HHS, Nurses

For MAPE:

  
\_\_\_\_\_  
Roland M. Katz  
Chief Negotiator

4/24/26  
Date


  
\_\_\_\_\_  
Erica Butler  
President

04/24/2026  
Date

For County:

  
\_\_\_\_\_  
Jennifer Stoughton  
Chief Negotiator

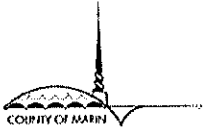
4/24/26  
Date

  
\_\_\_\_\_  
Lisa Li  
Director of ELR

4-24-26  
Date

\_\_\_\_\_  
Cathy Clary  
Secretary

\_\_\_\_\_  
Date




TENTATIVE AGREEMENT

County Proposal 18 – Emergency Overtime for Emergency Management Coordinator and Sr. Emergency Management Coordinator  
[GU]


In the event of emergencies or major projects, the Department Head may authorize on a case-by-case basis overtime at straight time for employees in the Emergency Management Coordinator and Senior Emergency Management Coordinator classifications, subject to confirmation from the Department of Labor as consistent with its guidelines regarding exempt employees.

For MAPE:

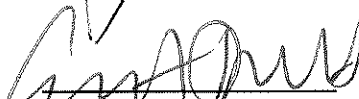
For County:

  
\_\_\_\_\_  
Roland M. Katz  
Chief Negotiator

4/24/26  
Date

  
\_\_\_\_\_  
Jennifer Stoughton  
Chief Negotiator

4/24/26  
Date

  
\_\_\_\_\_  
Erica Butler  
President

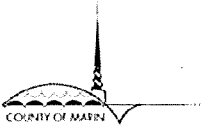
04/24/2026  
Date

  
\_\_\_\_\_  
Lisa Li  
Director of ELR

4/24/26  
Date

\_\_\_\_\_  
Cathy Clary  
Secretary

\_\_\_\_\_  
Date



## TENTATIVE AGREEMENT

[Revised 4/28/2026] County Proposal 19 – POST Certification Pay (In Response to Labor 1.C.15)

[GU]

### Article 2.4 Specified Wage Adjustments

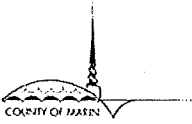
#### [NEW Section] 2.4.9 P.O.S.T. Certification Pay for Communications Dispatchers

Effective the first full pay period following adoption of this agreement by the Board of Supervisors, Regular Hire employees in the Communications Dispatcher series 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 and one quarter percent (3.25%) of base pay.

Effective the first full pay period following adoption of this agreement by the Board of Supervisors, Regular Hire employees in the Communications Dispatcher series who possess an advanced 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.

Effective the first full pay period following adoption of this agreement by the Board of Supervisors, Regular Hire employees in the Communications Dispatcher series who possess a supervisory or management certificate awarded to them by the California Commission on Peace Officer Standards and Training will be eligible for a P.O.S.T. certificate incentive of eight and one-half percent (8.5%) of base pay.

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



[New Section]

Defense Investigator Training Academy (DITA) Certification Pay for Public Defender Investigator Series

Effective the first full pay period following adoption of this agreement by the Board of Supervisors, Regular Hire employees in the Public Defender Investigator Series who possess a Defense Investigator Training Academy (DITA) Certificate will be eligible for a DITA certificate incentive of two and one-half percent (2.5%) of base pay.

For MAPE:

For County:

  
\_\_\_\_\_  
Roland M. Katz  
Chief Negotiator

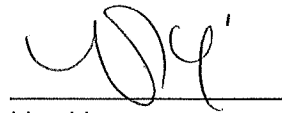
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Jennifer Stoughton  
Chief Negotiator

\_\_\_\_\_  
Date

\_\_\_\_\_  
Erica Butler  
President

\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Lisa Li  
Director of ELR

4-20-26  
\_\_\_\_\_  
Date

\_\_\_\_\_  
Cathy Clary  
Secretary

\_\_\_\_\_  
Date



TENTATIVE AGREEMENT

County Proposal 20 – License Reimbursement (in response to MAPE Labor 10.B.)  
[HHS]

Section V. Salaries

N. License Reimbursement

The County will reimburse for the costs of one license renewal per year for Regular Hires in the following classifications:

- Mental Health Practitioner (Code 1089)
- Mental Health Practitioner Bilingual (Code 1090)
- Licensed Mental Health Practitioners (Code 1087)
- Licensed Mental Health Practitioners Bilingual (Code 1091)
- Licensed Crisis Specialist (Code 1486)
- Registered Dental Assistant (Code 1276)**
- Sr Registered Dental Assistant (Code 1277)**


**License reimbursement eligibility includes employees who, at the written direction of the County, perform Registered Dental Assistant (RDA) duties and are required to maintain an active RDA license.**

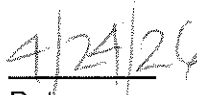
For MAPE:


For County:


  
\_\_\_\_\_  
Roland M. Katz  
Chief Negotiator


  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Jennifer Stoughton  
Chief Negotiator

  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Erica Butler  
President

  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Lisa Li  
Director of ELR

  
\_\_\_\_\_  
Date

\_\_\_\_\_  
Cathy Clary  
Secretary

\_\_\_\_\_  
Date



### TENTATIVE AGREEMENT

#### County Proposal 21 – Tool Allowance (in response to MAPE Labor 11)

Chapter 4: Terms and Conditions

#### 4.3.3 Tool Allowance

The County will provide a tool allowance to the Department of Public Works garage mechanics and Parks and Open Space mechanics up to two hundred and fifty dollars (\$250) per year upon presentation of receipts to cover the cost of maintaining a full set of mechanic's hand tools in safe, working condition as required by Department policy. The tool allowance shall be two hundred and fifty dollars (\$250) per quarter payable to eligible, full-time employee on the payroll for the pay period including September 30, December 30, March 30, and June 30.

For MAPE:


For County:

  
\_\_\_\_\_  
Roland M. Katz  
Chief Negotiator

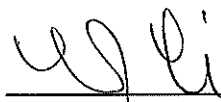
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Date

  
\_\_\_\_\_  
Jennifer Stoughton  
Chief Negotiator

4/24/26  
Date

  
\_\_\_\_\_  
Erica Butler  
President

04/24/2026  
Date

  
\_\_\_\_\_  
Lisa Li  
Director of ELR

4-24-26  
Date

\_\_\_\_\_  
Cathy Clary  
Secretary

\_\_\_\_\_  
Date



TENTATIVE AGREEMENT

[Revised 4/21/2026 – Title change only] County Counterproposal to Labor 1.C.2, 1.C.18., 1.C.22, and 9 regarding Behavioral Health Practitioner and Crisis Specialist series.  
[HHS]

[New Section]


The County agrees to conduct a class study to consider consolidating the licensed and unlicensed Behavioral Health Practitioner and Crisis Specialist series and establishing a senior level classification in the consolidated series. The County agrees to complete the classification work by December 31, 2026.

For MAPE:


For County:

  
\_\_\_\_\_  
Roland M. Katz  
Chief Negotiator


4/24/26  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Jennifer Stoughton  
Chief Negotiator

4/24/26  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Erica Butler  
President

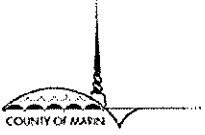
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Lisa Li  
Director of ELR

4/24/26  
\_\_\_\_\_  
Date

\_\_\_\_\_  
Cathy Clary  
Secretary

\_\_\_\_\_  
Date



**TENTATIVE AGREEMENT**

**County Counterproposal to Labor 29 and 30**


**The County agrees to discuss Parks Department Rotations and Park Seasonal Employees in the Joint Labor Management Committee.**

For MAPE:


  
\_\_\_\_\_  
Roland M. Katz  
Chief Negotiator

4/24/26  
Date


For County:

  
\_\_\_\_\_  
Jennifer Stoughton  
Chief Negotiator

4/24/26  
Date

  
\_\_\_\_\_  
Erica Butler  
President

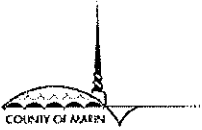
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\_\_\_\_\_  
Lisa Li  
Director of ELR

4-24-26  
Date

\_\_\_\_\_  
Cathy Clary  
Secretary

\_\_\_\_\_  
Date



## TENTATIVE AGREEMENT

### County Counter Proposal to Labor 35 Release Time

#### GU

##### 6.2.4 Bargaining Representation

In connection with Agreement negotiations, unless otherwise agreed, the Union's bargaining committee will not exceed two (2) persons per bargaining unit, except that only one (1) employee from Unit 16 shall participate on the bargaining committee, as well as a total of four (4) at-large members from all the Union's bargaining agreements and collective bargaining units. Employee members of Union's bargaining committee will be allowed to absent themselves from duties for reasonable periods of time, without loss of pay, for the purpose of participating in Agreement negotiations.

#### HHS

##### Section III. Administration

##### E. Bargaining Committee

In connection with contract negotiations, unless otherwise agreed, each bargaining committee will not exceed seven (7) persons, plus the chapter president, as well as a total of four (4) at-large members from all the Union's bargaining agreements and collective bargaining units. Employee members of Union's bargaining committee will be allowed to absent themselves from duties for reasonable periods of time, without loss of pay, for the purpose of participating in contract negotiations.

#### Nurses

##### Section 3: Administration

##### D. Bargaining Committee Structure.

In connection with contract negotiations, unless otherwise agreed, each bargaining committee will not exceed five (5) two (2) persons, plus the Union Chapter President, as well as a total of four (4) at-large members from all the Union's bargaining agreements and collective bargaining units. Employee members of Union's bargaining committee will be allowed to absent themselves from duties for reasonable periods of time, without loss of pay, for the purpose of participating in contract negotiations.




2025 Contract Negotiations  
County of Marin/MAPE  
GU, HHS, Nurses

For MAPE:

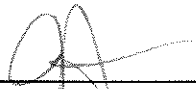
  
\_\_\_\_\_  
Roland M. Katz  
Chief Negotiator

4/27/26  
Date


  
\_\_\_\_\_  
Erica Butler  
President

04/24/2026  
Date

For County:

  
\_\_\_\_\_  
Jennifer Stoughton  
Chief Negotiator

4/24/26  
Date

  
\_\_\_\_\_  
Lisa Li  
Director of ELR

4/24/26  
Date

\_\_\_\_\_  
Cathy Clary  
Secretary

\_\_\_\_\_  
Date



## TENTATIVE AGREEMENT

### County Counterproposal on Labor 38 Jail Stationary Engineer Paid Lunch

#### Article 4.1 Hours of Work

##### 4.1.1 Normal Workday

A normal workday for a classification shall consist of consecutive hours of work interrupted by a lunch break of not less than one-half (1/2) hour or more than one (1) hour.

##### 4.1.1.1 Rest Periods

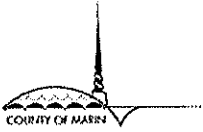
Under normal conditions, the work schedule of all employees shall include a fifteen- (15) minute rest period during each half shift. Rest periods are paid and therefore no payments will be made for rest periods that are not taken. At the discretion of a department head or designee, an employee may combine breaks with an unpaid lunch break.

##### 4.1.1.2 Rest Periods for Single Staffed Library Branches

Library employees in single-person staffed library branches who work three and one-half (3 ½) hour shifts without another employee available to relieve them will be paid an extra fifteen minutes of pay in lieu of a fifteen minute rest period provided for in Section 4.1.1.1, above.

##### 4.1.1.3 Missed Lunch Period for Jail Stationary Engineer

The parties recognize that the unpaid lunch period, as described above, should normally be taken and employees should make reasonable efforts to accommodate an unpaid lunch period within their shifts. However, due to the occasional urgent nature of the jail stationary engineer classification work, the parties recognize that jail stationary engineers may not be able to take an unpaid lunch period. Upon approval of the department head or designee, a jail stationary engineer may take their unpaid lunch break at the end of their shift if they have requested coverage for an unpaid lunch break during their shift and no coverage is available to relieve them from their duties.



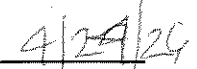
For MAPE:


For County:

  
\_\_\_\_\_  
Roland M. Katz  
Chief Negotiator


  
\_\_\_\_\_  
Date

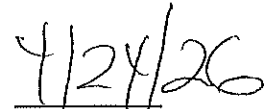
  
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Jennifer Stoughton  
Chief Negotiator

  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Erica Butler  
President

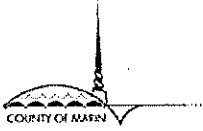
  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Lisa Li  
Director of ELR

  
\_\_\_\_\_  
Date

\_\_\_\_\_  
Cathy Clary  
Secretary

\_\_\_\_\_  
Date



## TENTATIVE AGREEMENT

### County Counterproposal to Labor 42 – Copies of Notices [GU, HHS]

#### General Unit:

#### Article 5.4 Disciplinary Action

##### 5.4.3 Notice of Intent

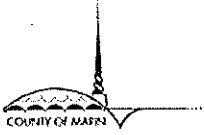
Notice of intent to take disciplinary action shall be given to the employee no later than twenty-five (25) working days from the date that the fact-finding investigation has concluded. Service of the Notice of Intent is complete on the date the County hand delivers or sends by regular United States mail the notice. **The County will make best efforts to provide a courtesy electronic copy of the Notice of Intent to take disciplinary action to the Union.** The County will attempt to conclude fact-finding investigations within ninety (90) days of having knowledge of the event giving rise to the discipline. If the investigation goes beyond 90 days, upon request, the County will provide Union with a written update on the status of the investigation including the expected date of completion.

##### 5.4.1 In General

All disciplinary actions arising under this Agreement shall be resolved in accordance with the disciplinary appeal process in Personnel Management Regulation 47. **The County will make best efforts to provide a courtesy electronic copy of the Final Notice of Discipline to the Union.**

Any disciplinary action subject to appeal to the Personnel Commission pursuant to PMR 47, by agreement of the parties, may be submitted to an arbitrator for him/her to make written findings and render a decision in accordance with PMR 47.9.

If the parties disagree about whether a termination shall be heard by an arbitrator, within 2 business days of the disagreement, either party may request mediation. Mediation shall be scheduled within 30 days of the initial request. The request for mediation does not preclude the department from scheduling an initial hearing date before the Personnel Commission. Mediation shall not be binding.



If the parties mutually agree to have the termination heard before an arbitrator, 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. The arbitrator shall have the same limitations as listed in PMR 24.4.

HHS:

**[New Section] Notice of Intent**

Service of the Notice of Intent is complete on the date the County hand delivers or sends by regular United States mail the notice. **The County will make best efforts to provide a courtesy electronic copy of the Notice of Intent to take disciplinary action to the Union.**

**Section XIV. Disciplinary Appeals**

All disciplinary actions arising under this Agreement shall be resolved in accordance with the disciplinary appeal process in Personnel Management Regulation 47. **The County will make best efforts to provide a courtesy electronic copy of the Final Notice of Discipline to the Union.**

Any disciplinary action subject to appeal to the Personnel Commission pursuant to PMR 47, by agreement of the parties, may be submitted to an arbitrator for him/her to make written findings and render a decision in accordance with PMR 47.9.

If the parties disagree about whether a termination shall be heard by an arbitrator, within 2 business days of the disagreement, either party may request mediation. Mediation shall be scheduled within 30 days of the initial request. The request for mediation does not preclude the department from scheduling an initial hearing date before the Personnel Commission. Mediation shall not be binding.


If the parties mutually agree to have the termination heard before an arbitrator, 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. The arbitrator shall have the same limitations as listed in PMR 24.4.



For MAPE:

  
\_\_\_\_\_  
Roland M. Katz  
Chief Negotiator

4/24/26  
Date


  
\_\_\_\_\_  
Erica Butler  
President

04/24/2026  
Date

For County:

  
\_\_\_\_\_  
Jennifer Stoughton  
Chief Negotiator

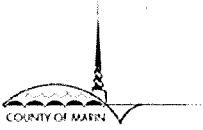
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Date

  
\_\_\_\_\_  
Lisa Li  
Director of ELR

4-24-26  
Date

\_\_\_\_\_  
Cathy Clary  
Secretary

\_\_\_\_\_  
Date



## TENTATIVE AGREEMENT

**[Revised 4/28/2026] County Counterproposal to Labor 5.B. Omnibus Budget Reconciliation Act of 1990 (OBRA)/Part-Time Seasonal Temporary (PST) (safe harbor) plan**

### GU

#### Article 3.2 Retirement

##### 3.2.6 Part-Time, Regular Hire Employee PST Plan Contribution

Effective the first full pay period in January 2022~~7~~, County will pay ~~3%~~5% of applicable salary to the Omnibus Budget Reconciliation Act of 1990 (OBRA)/Part-Time Seasonal Temporary (PST) (safe harbor) plan for all Part-time regular hire employees who are not eligible to be members of MCERA.

The County's ~~3%~~5% contribution shall be in addition to the contributions made by the employees.

#### [New Section: Deferred Compensation]

All employees represented by MAPE have the voluntary option to contribute to the County sponsored 457(b) Compensation Plan.

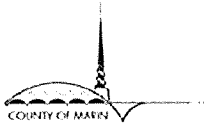
### HHS

#### Section XVIII. Retirement

##### B. Part-Time, Regular Hire Employee PST Plan Contribution

Effective the first full pay period in January 2022~~7~~, County will pay ~~3%~~5% of applicable salary to the Omnibus Budget Reconciliation Act of 1990 (OBRA)/Part-Time Seasonal Temporary (PST) (safe harbor) plan for all Part-time regular hire employees who are not eligible to be members of MCERA.

The County's ~~3%~~5% contribution shall be in addition to the contributions made by the employees.



**[New Section: Deferred Compensation]**

**All employees represented by MAPE have the voluntary option to contribute to the County sponsored 457(b) Compensation Plan.**

**Nurses**

**Section 22: Retirement**

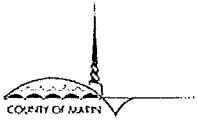
**C. Part-Time, Regular Hire Employee PST Plan Contribution**

Effective the first full pay period in January 202~~2~~7, County will pay ~~3%~~5% of applicable salary to the Omnibus Budget Reconciliation Act of 1990 (OBRA)/Part-Time Seasonal Temporary (PST) (*safe harbor*) plan for all Part-time regular hire employees who are not eligible to be members of MCERA.

The County's ~~3%~~5% contribution shall be in addition to the contributions made by the employees.

**[New Section: Deferred Compensation]**

**All employees represented by MAPE have the voluntary option to contribute to the County sponsored 457(b) Compensation Plan.**



2025 Contract Negotiations  
County of Marin/MAPE  
GU/HHS/Nurses

For MAPE:

  
\_\_\_\_\_  
Roland M. Katz  
Chief Negotiator

4/24/26  
Date

\_\_\_\_\_  
Erica Butler  
President

\_\_\_\_\_  
Date

\_\_\_\_\_  
Cathy Clary  
Secretary

\_\_\_\_\_  
Date

For County:

\_\_\_\_\_  
Jennifer Stoughton  
Chief Negotiator

\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Lisa Li  
Director of ELR

4-20-26  
Date



## TENTATIVE AGREEMENT

### County Counterproposal to Labor 9 County Counterproposal to Labor 1.B.1.v. and Labor 9 – Jail/Court Differential

GU

#### Article 2.4 Specified Wage Adjustments

##### 2.4.7 Jail Assignment Differential

Employees in the Senior Custodian, Custodian, Environmental Compliance Specialists, Building Maintenance Worker Trainee, Building Maintenance Worker I, Building Maintenance Worker II, Building Maintenance Worker III, Maintenance Electrician, Senior Maintenance Electrician, Stationary Engineer, Clinical Psychologist I, and Clinical Psychologist II, **Cook, Lead Cook, Housekeeper, and Program Coordinator** classifications will receive a ten percent (10%) hourly assignment differential when assigned to work in the County Jail.

##### 2.4.7(a) Jail/Court Differential

Employees in the Sheriff Services Assistant classification will receive a two percent (2%) hourly assignment differential when assigned to work in the County Jail or Court Floor.

HHS

#### Section V. Salaries

##### I. Assignment Differential

Mental Health Practitioner, and Licensed Mental Health Practitioner, **Support Service Worker I, Support Service Worker II, Social Service Worker I, Social Service Worker II**, and corresponding bilingual classes assigned to work in the jail will be eligible for a ten-percent (10%) assignment differential.



For MAPE:


  
\_\_\_\_\_  
Roland M. Katz  
Chief Negotiator

4/24/20  
Date


For County:

  
\_\_\_\_\_  
Jennifer Stoughton  
Chief Negotiator

4/24/20  
Date

  
\_\_\_\_\_  
Erica Butler  
President

04/24/2020  
Date

  
\_\_\_\_\_  
Lisa Li  
Director of ELR

4-24-20  
Date

\_\_\_\_\_  
Cathy Clary  
Secretary

\_\_\_\_\_  
Date



TENTATIVE AGREEMENT

County Counterproposal to Labor 1.C.9. regarding Social Service Workers/Substance Abuse Counselors  
[HHS – New Section]

**P. Substance Use Counselor Certificate Differential**  
**Employees in the classifications of Social Service Worker I and Social Service Worker II, including Bilingual classifications, who are required to maintain one or more of the following active certifications:**

- **Certified Addiction Treatment Counselor (CATC)**
- **Substance Use Disorder Certified Counselor (SUDCC)**
- **Certified Alcohol and Drug Counselor (CADC)**
- **Or other similar certification recognized by the California Department of Health Care Services (DHCS)**

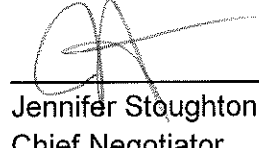
**shall receive a two percent (2%) differential for all hours worked. The 2% differential is the maximum amount allowed.**

For MAPE:


For County:

  
\_\_\_\_\_  
Roland M. Katz  
Chief Negotiator


4/24/26  
Date

  
\_\_\_\_\_  
Jennifer Staughton  
Chief Negotiator

4/24/26  
Date

  
\_\_\_\_\_  
Erica Butler  
President

04/24/2026  
Date

  
\_\_\_\_\_  
Lisa Li  
Director of ELR

4-24-26  
Date

\_\_\_\_\_  
Cathy Clary  
Secretary

\_\_\_\_\_  
Date



## TENTATIVE AGREEMENT

### County Proposal 22 – Boot and Fire Boot Reimbursement (in response to MAPE Labor 12.A. and Labor 13)

#### Chapter 4: Terms and Conditions

#### 4.3.2 Coveralls, Clothing, and Footwear

##### 1. Uniforms and Coveralls

###### A. Generally

The County shall provide and launder coveralls or uniforms for such classes of employment as are specified by mutual agreement with the Union.

###### B. Field Employees in Marin County Parks

Field employees of the Parks and Open Space Department who are required to wear uniforms shall be compensated for required uniforms and articles of clothing. The amount of compensation shall be ~~one hundred twenty five dollars (\$125)~~ **two hundred fifty dollars (\$250)** per quarter payable to eligible, full-time employees on payroll for the pay period including September 30, December 30, March 30, and June 30.

###### C. Sheriffs Service Assistants

The Sheriff's Office requires Sheriff's Service Assistants ("SSA") to wear uniforms. Upon hire, SSAs shall be issued two (2) pants, four (4) shirts, one (1) jacket and one (1) belt. Thereafter, annually and upon request of the SSA, the Sheriff's Office will provide two (2) replacement shirts and two (2) replacement pants. Other replacements of the uniform items will be supplied as needed with the approval of management.

###### D. Uniform Allowance (Parking Enforcement Officer)

The County shall, at the end of each calendar quarter, pay \$230.00 dollars (\$920.00 dollars annually) as a uniform allowance to each Parking Enforcement Officer (0724) who is employed on the date of payment and who is required to maintain a uniform. Upon request, the entire annual uniform allowance may be advanced to a new Parking Enforcement Officer for the initial purchase of uniforms. If the new Parking Enforcement Officer leaves his/her position prior to the completion of one year of service (1,975 hours worked), the employee shall be required to pay back the uniform allowance as follows:

Length of Service	Payback Schedule
1-92 days	100% of allowance
93-184 days	50% of allowance
185-276 days	25% of allowance



## 2. Footwear

### A. Full-time and part-time Regular Hire Employees

All full-time and part-time Regular Hire employees of the County garage, Road Maintenance crews, Parks and Open Space **field employees** Landscape Maintenance workers, ~~Parks and Open Space Resource Specialists~~, Marin Center Utility Workers, Shipping/Receiving Clerks, Building Maintenance Workers, Building Inspectors, Building Plans Checkers, Engineering Technicians-Survey Section, Environmental Health Specialists, Print Shop Workers, Agricultural Weights & Measures Inspectors, ~~Hazardous Material Specialists I and II~~, Communications Technicians, Senior Communications Technicians, and Communications Network Systems Analysts who are required to wear appropriate footwear are eligible for **a footwear allowance**, reimbursement pursuant to this section. **The footwear allowance shall be four hundred dollar (\$400) per year payable first full pay period following July 1 to eligible, full-time and part-time Regular Hire employees who are on payroll for the pay period including July 1. The footwear allowance shall be four hundred dollars (\$400) for all eligible, full-time and part-time Regular Hire employees hired between July 1 and December 31 payable on the first full pay period following start date. The footwear allowance shall be two hundred dollars (\$200) to eligible, full-time and part-time Regular Hire employees who are appointed as of January 1 – June 30 of the fiscal year payable on first payroll following start date.**

*Departments will determine what constitutes appropriate footwear for purposes of this section. Employees are responsible for ensuring that footwear is appropriate prior to purchasing. **Departments may take disciplinary action against employees who do not wear appropriate footwear to work.***

#### i. Contingent Hire

Contingent Hire Seasonal employees **in Marin County Parks and Open Space District** in the classifications listed in Section 4.3.2.2.A.i, above, who are required to wear appropriate footwear are eligible for reimbursement **up to a maximum of two hundred and fifty dollars (\$250)** after being employed for thirty (30) calendar days. Should the Contingent Hire Seasonal employees leave County employment before half of the season is complete (season to be determined by each department/division), the employee shall reimburse the County fifty percent (50%) of the allowance, which will be deducted from the employee's final paycheck.

### B. ~~Reimbursable Footwear~~



i. ~~Appropriate Footwear~~

~~Departments will determine what constitutes appropriate footwear for purposes of this section. Employees are responsible for ensuring that footwear is appropriate prior to purchasing. The County will not reimburse employees for footwear that does not meet the Department's/position's requirements.~~

ii. ~~Components of Footwear~~

~~Boots and/or shoes determined to be appropriate footwear are reimbursable. Up to two (2) sets of insoles are reimbursable per fiscal year. In no event will the reimbursement amount exceed the maximum reimbursement amounts detailed in Section 4.3.2.2.C.i, below.~~

C. ~~Reimbursement~~

i. ~~Maximum Reimbursement~~

~~The maximum total reimbursement amount shall be two hundred fifty dollars (\$250) to eligible, full-time and part-time Regular Hire employees who are appointed as of July 1 – December 31 of the fiscal year and one hundred twenty five dollars (\$125) to eligible, full-time and part-time Regular Hire employees who are appointed as of January 1 – June 30 of the fiscal year.~~

ii. ~~Manner of Reimbursement~~

~~The County will use either a vendor/voucher or a receipt/reimbursement system. DPW will maintain at least one vendor/voucher arrangement and a receipt/reimbursement system. Employees are responsible for providing documentation to evidence the purchase date, the cost, and sufficient documentation describing the footwear to demonstrate the purchase of appropriate footwear.~~

iii. ~~Frequency of Reimbursement~~

~~Normally, employees shall submit only one reimbursement request per fiscal year, with exceptions for unforeseeable need.~~

3. Fire Boots

Fire Boots for Certain Marin County Parks Employees

Open Space Park Rangers and Marin County Parks Maintenance Equipment Operators are required to carry and wear during fire operations appropriate footwear for assisting fire fighters in extinguishing wild land fires, and participating in fire control activities.



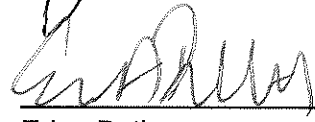
Full-time Open Space Park Rangers, **Resource Specialists**, and Marin County Parks Maintenance Equipment Operators will receive up to a ~~\$300.00~~ **six hundred dollar (\$600)** fire boot **reimbursement** allowance every two years for the purchase of required safety boots.

The County will use a vendor/voucher reimbursement system. Section 4.3.3 shall only apply to employees of Marin County Parks.

For MAPE:

  
\_\_\_\_\_  
Roland M. Katz  
Chief Negotiator

4/24/26  
Date

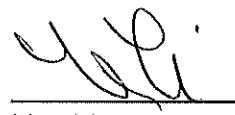
  
\_\_\_\_\_  
Erica Butler  
President

04/24/2026  
Date

For County:

  
\_\_\_\_\_  
Jennifer Stoughton  
Chief Negotiator

4/24/26  
Date

  
\_\_\_\_\_  
Lisa Li  
Director of ELR

4-24-26  
Date

\_\_\_\_\_  
Cathy Clary  
Secretary

\_\_\_\_\_  
Date



TENTATIVE AGREEMENT

County Counterproposal on Labor 23 - Addendum to Career Development and Equal Employment Opportunity Side Letter Agreement

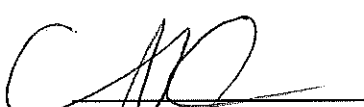
On August 25, 2022, the parties entered into a Career Development and Equal Employment Opportunity Side Letter Agreement. Through no fault of either party, the parties did not achieve the goals set forth in that side letter. The parties therefore agree to meet no later than September 30, 2026, to identify career ladders and training/education that may be eligible for career development leave. The parties may have up to five (5) persons attend these meetings.

The parties also agree to establish a joint-labor management committee that will meet no later than September 30, 2026, and quarterly thereafter, to explore the development of additional career development opportunities for MAPE represented employees. The parties may have up to five (5) persons attend these meetings.

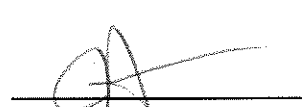
The provisions of this Addendum to the Career Development and Equal Employment Opportunity Side Letter Agreement shall expire on June 30, 2028.

For MAPE:

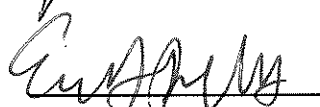
For County:

  
Roland M. Katz  
Chief Negotiator

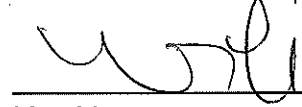
4/24/26  
Date

  
Jennifer Stoughton  
Chief Negotiator

4/24/26  
Date

  
Erica Butler  
President

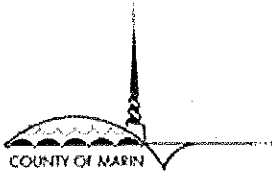
04/24/2026  
Date

  
Lisa Li  
Director of ELR

4-24-26  
Date

\_\_\_\_\_  
Cathy Clary  
Secretary

\_\_\_\_\_  
Date



April 23, 2026

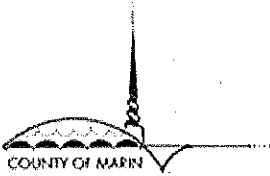
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Nurses Bilingual Side Letter

Nurses

**Section 25: Bilingual Skills Pay Policy**

- A. When a department head, with the approval of the Director of Human Resources, designates a position or assignment as requiring bilingual skills of at least fifty percent (50%) of the employee's work time and this special language skill is a qualification for recruitment and selection purposes, any employee in such a designated position or assignment who has first demonstrated proficiency in a language acceptable to the department and Director of Human Resources shall be eligible to receive paid a five-percent (5%) salary differential on all hours in paid status based upon on their hourly pay rate. Upon separation of the employee from said position requiring designated bilingual skills, this salary differential payment to the employee will be discontinued.
- ~~B. When a department head, with the approval of the Director of Human Resources, designates an assignment as requiring bilingual skills of at least 50% of the employee's work time, any employee in such a designated assignment who has first demonstrated proficiency in a language acceptable to the department and the Director of Human Resources shall be eligible to receive a five percent (5%) salary differential based on their hourly pay rate for time spent using such skills. Upon the separation of the employee from said assignment requiring bilingual skills, this salary differential payment to the employee will be discontinued.~~
- CB. Effective October 3, 2021, ~~a~~**All** employees who are in a non-bilingual classification for which there is a bilingual analog will be reclassified into the bilingual classification if they meet the criteria to be paid the bilingual differential. Going forward, all employees hired into classifications for which there is a non-bilingual classification, and an analog bilingual classification shall be hired into the bilingual classification if they meet the criteria to be paid bilingual differential.




2025 Contract Negotiations  
County of Marin/MAPE Nurses

For MAPE:

  
\_\_\_\_\_  
Roland M. Katz  
Chief Negotiator

4/24/26  
Date

  
\_\_\_\_\_  
Erica Butler  
President

04/24/2026  
Date


\_\_\_\_\_  
Cathy Clary  
Secretary

\_\_\_\_\_  
Date

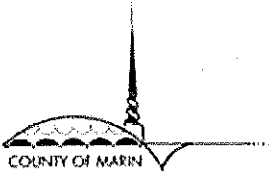
For County:

  
\_\_\_\_\_  
Jennifer Stoughton  
Chief Negotiator

4/24/26  
Date

  
\_\_\_\_\_  
Lisa Li  
Director of ELR

4-24-26  
Date



April 23, 2026

Time passed: \_\_\_\_\_

Nurses Holiday Side Letter

## Nurses

### Section 15: Holidays

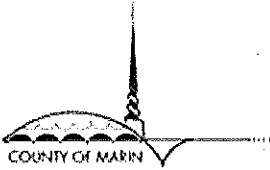
#### A. Regular Holidays.

1. Regular Hire employees shall be entitled to the following holidays with pay: the first (1st) day of January; the third (3rd) Monday in January; the third (3rd) Monday in February; the thirty-first (31) day of March\*; the last Monday in May; the nineteenth (19) day of June\*; the fourth (4th) day of July; the first (1st) Monday in September; Veterans' Day; Thanksgiving Day; the Friday immediately following Thanksgiving Day; December 25; and 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 if designated as a holiday by the Board of Supervisors.

~~\*Effective August 21, 2022~~

2. When a holiday falls on a Saturday or Sunday, the Friday preceding a Saturday holiday or a 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, **and whose regular day off falls on the holiday**, the day immediately following the employee's two days off shall be deemed to be a holiday in lieu of the day observed. Employees working in twenty-four- (24) hour facilities shall observe the holiday on the actual holiday.

**Employees who work on the holiday will be compensated (in cash) with a paid holiday according to the employee's job class. Alternatively, an employee may take an in-lieu holiday during the pay period or, if unable to take the in-lieu holiday during the pay period due to departmental scheduling and coverage issues, an employee may bank the holiday hours for use within the fiscal year. An employee who banks a holiday and does not use it within the fiscal year shall be paid for the banked**



**holiday at straight time calculated at the rate of pay the employee was receiving when the holiday was earned.**


3. To be eligible for holiday pay, employees must be in paid status on both the work day before and the work day after the holiday or work the holiday.

B. Contingent Hire (Extra Hire) - Compensation for Work on a Holiday


Contingent Hire (Extra Hire) employees who work on a holiday, as provided in the section 15.A.1 holiday list of Independence Day through Memorial Day only, shall be paid time and a half (1-1/2) in overtime pay for hours worked on the holiday. There shall be no other holiday compensation for Contingent Hire (Extra Hire) employees who work a holiday.

This provision does not apply to Contingent Hire (Extra Hire) employees who are specifically hired or recalled to work the annual County fair.

For MAPE:

  
\_\_\_\_\_  
Roland M. Katz  
Chief Negotiator

4/24/26  
Date

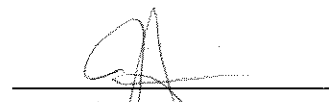
  
\_\_\_\_\_  
Erica Butler  
President

04/24/2026  
Date


\_\_\_\_\_  
Cathy Clary  
Secretary

\_\_\_\_\_  
Date

For County:

  
\_\_\_\_\_  
Jennifer Stoughton  
Chief Negotiator

4/24/26  
Date

  
\_\_\_\_\_  
Lisa Li  
Director of ELR

4-24-26  
Date




TENTATIVE AGREEMENT

Farmworkers Day Holiday

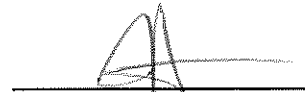
The parties agree to change the name of the holiday observed on March 31<sup>st</sup> from Cesar Chavez Day to Farmworkers Day.

For MAPE:


For County:

  
\_\_\_\_\_  
Roland W. Katz  
Chief Negotiator

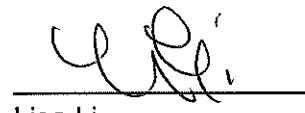
4/24/26  
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Erica Butler  
President

04/24/26  
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Lisa Li  
Director of ELR

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Cathy Clary  
Secretary

\_\_\_\_\_  
Date