

2025 Limited Reopener Negotiations
County of Marin/MAPE

Last MAPE Wages, Health Care, and FSA/HSA Proposal June 25, 2025
County Economic Counterproposal #3 06.26.2025

The following constitutes the County's Economic Package Proposal in the 2025 Limited Reopener Negotiations. This proposal addresses wages and benefit levels for the bargaining unit, including the following:

1. General Salary Increase of 1.5% additional COLA
2. Health Benefit language eliminating the two-tier benefit based on income and normalizing the County fringe benefit at the higher level.
3. Increasing the County's Fringe contribution by a flat 6%

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

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

Article 2.1 Salary Increases

2.1.1 General Increases [Add to the existing language below as follows]

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%).

3.1.1 Fringe Benefits

Regular Hire employees enrolled in a County medical plan and in fringe Groups MA01, MA02, MA03, MA04, MA16, MH10, and SE 13 receive bi-weekly fringe benefit payments for calendar year **2025** as follows:

effective as soon as administratively possible following adoption of this agreement by the Board of Supervisors but in no event more than two full pay periods following contract adoption:

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

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.

Effective in December 2025, the pay period in which there will be an increase in health insurance premiums, the County will increase the bi-weekly fringe benefit package by an amount equal to six percent (6%) the same dollar amount as the Kaiser Silver Plan increase, from zero to five percent (0-5%) of the based upon the Kaiser Silver plan premium for plan year 2025 for all benefited employees at the employee plus one (1) and employee plus family benefit levels.

Any employee enrolling in County medical coverage is eligible to receive up to \$100.00 cash back of any remaining unused amount of their bi-weekly fringe benefit package, provided that they were hired before July 1, 2018, and they received cash back as of July 1, 2018.

Adjustment to County Fringe Contribution at the Employee-Only Enrollment Level in Plan Year 2026. If the biweekly premium at the Kaiser Silver employee-only level in plan year 2026, exceeds the County's biweekly fringe contribution at the employee-only level (i.e., \$515.25

biweekly), the County will increase its biweekly fringe contribution at the employee-only level to an amount equal to 100% of the biweekly premiums for employee-only enrollment in Kaiser Silver and mandated employee- only dental, vision and basic life insurance, for all represented employees who enroll in employee-only medical plans.

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

	Biweekly Payment Annual Salaries At/Above \$75,000	Biweekly Payment Annual Salaries-Below \$75,000
Employee-Only	\$514.60	\$514.60
Employee + 1 Dependent	\$645.39	\$657.68
Employee + Family	\$865.47	\$890.03

~~Effective December 2022 in the pay period in which there will be an increase in health insurance premiums, the County will increase the bi-weekly fringe benefit package by the same dollar amount as the Kaiser Silver Plan increase from zero percent (0%) – six percent (6%), based on the Kaiser Silver premium increase to benefited employees at the employee plus one (1) and employee plus family benefit levels. The Annual salary threshold to determine the County's fringe benefit contributions shall be adjusted from \$75,000 to \$77,000.~~

~~In December 2022, in addition to the above, the County will add \$.65 per pay period to the employee plus one (1) and employee plus family fringe payments.~~

~~Effective December 2023 in the pay period in which there will be an increase in health insurance premiums, the County will increase the bi-weekly fringe benefit package by the same dollar amount as the Kaiser Silver Plan increase from zero percent (0%) – five percent (5%), based on the Kaiser Silver premium increase to benefited employees at the employee plus one (1) and employee plus family benefit levels. The Annual salary threshold to determine the County's fringe benefit contributions shall be adjusted from \$77,000 to \$79,000.~~

~~Effective December 2024 in the pay period in which there will be an increase in health insurance premiums, the County will increase the bi-weekly fringe benefit package by the same dollar amount as the Kaiser Silver Plan increase, from zero percent (0%) – five percent (5%), based on the Kaiser Silver premium increase to benefited employees at the employee plus one (1) and employee plus family benefit levels. The Annual salary threshold to determine the County's fringe benefit contributions shall be adjusted from \$79,000 to \$85,000.~~

~~Effective in December 2025 in the pay period in the pay period in which there will be an increase in health insurance premiums, the County will increase the bi-weekly fringe benefit package by the same dollar amount as the Kaiser Silver Plan increase, from zero percent (0%) – five percent (5%), based on the Kaiser Silver premium increase to benefited employees at the employee plus one (1) and employee plus family benefit levels.~~

~~Adjustment to County Fringe Contribution at the Employee-Only Enrollment Level in Plan Years 2025 and 2026: If the biweekly premium at the Kaiser Silver employee-only level in plan years 2025 and 2026 exceeds the County's plan year 2022 biweekly fringe contribution at the employee-only level (i.e., \$514.50 biweekly), the County will increase its biweekly fringe contribution at the employee-only level to an amount equal to 100% of the biweekly premiums for employee-only enrollment in Kaiser Silver, for all represented employees who enroll in employee-only medical plans.~~

~~An employee who enrolls in County medical coverage is eligible to receive up to \$100.00 cash back of any remaining unused amount of the employee's bi-weekly fringe benefit package provided that they were hired before July 1, 2018, and they received cash back as of July 1, 2018.~~

3.1.7 Waiver of Participation

Any benefits eligible employee covered by this agreement may make an annual written application to the Human Resources Department for waiver of required participation in a

County medical plan, except Dental Insurance, Vision Insurance, and Basic Life Insurance, if said employee provides acceptable proof of equivalent coverage in a group medical plan through other sources. An employee who waives participation under this section shall use the fringe benefit package to purchase mandated benefits and is eligible to receive up to \$100.00 cash back of any remaining unused amount of their bi-weekly fringe benefit package.

Basic Life Insurance (new section)

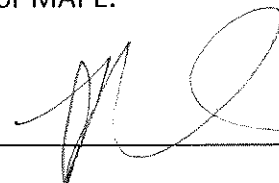
Effective January 1, 2026, the County will enhance the County-paid Group Term Basic Life and Death & Dismemberment Insurance increasing the benefit from \$10,000 to **\$50,000** and will also provide enhancements to the supplemental Group Life and Death & Dismemberment Insurance for DP/Dependents and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

~~During open enrollment or within 30 days of a qualifying event (as defined by the County of Marin Section 125 Plan), any employee covered by this Agreement may make written application to the Human Resources Director for waiver of required participation in a County medical plan if said employee provides acceptable proof of equivalent coverage in a group plan through other sources. An employee who waives participation under this section shall use the fringe benefit package to pay for mandated benefits and may receive up to one hundred dollars (\$100.00) cash back of any remaining unused amount of their biweekly fringe benefit package. Otherwise, effective December 16, 2007, there will be no additional cash back provided.~~

Successor Bargaining

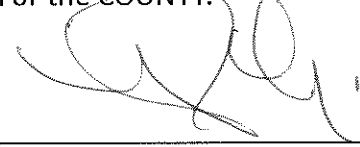
The parties will begin Successor Negotiations by September 15, 2025 with aspirations to meet regularly, thoughtfully, and as expedited as possible, with the goal of concluding before March 1, 2026.

For MAPE:

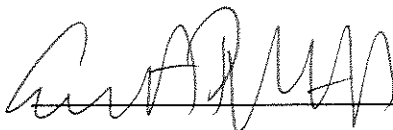
 _____ Date 6/27/25

Roland M Katz
Executive Director, MAPE


For the COUNTY:

 _____ Date 6/27/25

Lisa Li
Employee & Labor Relations Director

 _____ Date 6/27/25

Erica Butler
MAPE President

 _____ Date 6/27/25

Jennifer Stoughton
Chief Negotiator, Sloan Sakai