

DEPARTMENT OF  
**HUMAN RESOURCES**

Recruiting, developing and supporting the County's workforce.

Joanne Peterson  
DIRECTOR

November 25, 2014

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Marin County Board of Supervisors  
3501 Civic Center Drive  
San Rafael, CA 94903

**SUBJECT:** Tentative Agreement between Marin County and the Marin County Fire Battalion Chiefs

Dear Board Members,

**RECOMMENDATION:** It is recommended by the Human Resources Department that your Board approve the Tentative Agreement between the County and the Marin County Fire Battalion Chiefs for a successor 2-year Collective Bargaining Agreement and authorize the Board president to execute the Collective Bargaining Agreement (CBA).

**SUMMARY:** This 2-year agreement reflects many of the County's long-term priorities, which include reducing the County's contribution towards the employee's share of pension costs and providing affordable health benefits to its employees. The Collective Bargaining Agreement with this bargaining unit expired on June 30, 2014.

**Term:** July 1, 2014 – June 30, 2016

**Salaries:** **Year 1:**

No general cost of living adjustment

**Year 2:**

Effective in July 2015, employees in the Administrative Battalion Chief Classifications will receive a cost of living increase of 2%-3%, based on the San Francisco/Oakland/San Jose Consumer Price Index for Urban Consumers (CPI-U).

**Equity:** **Year 1:**

In recognition of that fact that bargaining unit members in the Administrative Battalion Chief Classifications have fallen behind the comparable agencies, all employees in those classifications will receive a 10% market equity adjustment effective the first full pay

period after ratification.

**Year 2:**

In recognition of that fact that bargaining unit members in the Administrative Battalion Chief Classifications have fallen behind the comparable agencies, all employees in those classifications will receive a 5.2% market equity adjustment effective the first full pay period of July 2015.

**Differential Payment:**

**Year 1:**

In order to comply with CBA provisions that require operational battalion chiefs to be paid at an hourly rate that is 20.4% above the hourly rate of senior fire captain classification, all operational battalion chiefs will receive a 2.8% salary increase during first pay period after ratification.

**Year 2:**

To maintain the 20.4% differential in the second year of the agreement, a 2-3% cost-of-living adjustment will be given to the operational battalion chiefs that is tied to the 2-3% COLA given to the senior fire captain classification under the firefighters CBA. This increase is effective the first pay period of July 2015

The 20.4% differential will sunset at the end of the second year of the agreement.

**Health Benefits:**

**Year 1:**

- In December of 2014, the County will increase the contribution to fringe benefits in an amount equivalent to the October-to-October San Francisco/Oakland/San Jose CPI-U for the current year.
- Effective the first pay period after ratification, employees hired after January 1, 2013 who are no longer eligible for any County contribution towards the employee's pension costs will receive an additional \$179 per pay period toward health care to continue to ensure affordable health benefits for those employees.

**Year 2:**

- In December of 2015, the County will increase the contribution to fringe benefits in an amount equivalent to the October to October San Francisco/Oakland/San Jose CPI-U for the current year.
- The Parties agreed to a reopener of the agreement to negotiate a new long-term employee benefits structure.

**Retirement Changes:**

In the event that the following conditions are met, the parties have reached agreement to eliminate 2% of the County's contribution toward the employee's share of their pension benefit:

1. Legal determination that the additional unused health allowance would not be pensionable;
2. Approval of the aforementioned changes by all other County bargaining units; and
3. Determination that the aforementioned changes do not result in greater pension liability than current benefit levels.

In practice, the County will reduce its contribution to each employee's (hired before 1/1/13) required employee pension in an amount equal to 2% of the employee's salary.

In the event that this occurs, the County acknowledges its interest in offering a competitive health benefits package to its employees. The County will increase each employee's health benefit allowance in an amount equal to at least 2% of the employee's salary in order to make spouse and family coverage more affordable for employees.

Cash back of the unused health allowance would be limited to 2% of salary.

**Miscellaneous:**

**Vacation Hours:** Administrative Battalion Chiefs increase to 360 hour cap on vacation time, which is consistent with all other County employees.

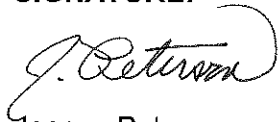
**Overtime:** Administrative Battalion Chiefs are to be paid \$97.10 per hour for all overtime worked.

**FISCAL IMPACT:** This agreement will result in additional costs of \$73,865.38 during fiscal year 2014/2015. In addition to the on-going costs incurred in year one, year two (fiscal year 2015/2016) will result in additional budgeted expenses ranging from \$75,607.14 to \$91,492.57 depending upon the annual CPI-U. Funds to cover these additional expenses are available in the existing budget.

**REVIEWED BY:**

<input checked="" type="checkbox"/> County Administrator	<input type="checkbox"/> N/A
<input type="checkbox"/> Department of Finance	<input type="checkbox"/> N/A
<input checked="" type="checkbox"/> County Counsel	<input type="checkbox"/> N/A
<input checked="" type="checkbox"/> Human Resources	<input type="checkbox"/> N/A

**SIGNATURE:**



Joanne Peterson  
Director of Human Resources

cc: Roger Crawford, Deputy Director of Human Resources  
Dan Eilerman, Deputy County Administrator, CAO  
Misha Miki-Ladner, Senior Personnel Analyst, Project MERIT