



HUMAN RESOURCES DEPARTMENT

MONA MIYASATO
Acting Director

June 23, 2009

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

SUBJECT: Approval of a tentative agreement with Marin County Fire Department Firefighters Association for a two-year Memorandum of Understanding

Dear Board Members:

RECOMMENDATION: It is the recommendation of the Department of Human Resources that your Board approve a tentative agreement for a two-year Memorandum of Understanding with the Marin County Fire Department Firefighters Association and authorize the Board President to execute the Memorandum of Understanding (MOU). The agreement is effective July 1, 2009.

SUMMARY:

Term	July 1, 2009 - June 30, 2011.
General Salary Adjustments	<p>Effective the first (1st) pay period of July 2009 or the pay period in which ratification takes place, whichever is later, the rate of pay for all classes and employees shall be increased by one and one half percent (1.5%).</p> <p>Effective the first (1st) pay period in July 2010, the rate of pay for all classes and employees shall be increased by one and one-half percent to two percent (1.5-2%) based on the April-to-April SF-Oakland-San Jose -Oakland-CPI-U.</p>
Biweekly Fringe Benefits	<p>1. Effective December 13, 2009, the biweekly fringe benefit package will increase to the following amounts:</p> <ul style="list-style-type: none">• Miscellaneous Employees \$410 plus 2 percent of biweekly salary• Safety Employees \$440 plus three percent of biweekly salary

	2. Effective the second pay period in December 2010 the County will provide an increase in the biweekly fringe package dollar amount in an amount equivalent to October 2009 to October 2010 SF-Oakland-San Jose CPI-U
Reduction in Force	Eliminated the reduction in force language and replaced the language with the following: A Reduction in Force is governed by PMR's 48.2 and 36.1.
Non-Tobacco Use Policy	The parties agreed to meet and confer on the Non-Tobacco Use Policy.
Grievance Procedure	The parties modified the grievance procedure to make it more consistent with the requirements in the PMRs. Changes include adding release from probation and claims of discrimination as actions that are not grievable.

Additional agreements were made, which include:

Clean-up on the non-discrimination clause
Added a 20+ year rate for vacation accrual
Modified Bereavement clause
Added bilingual clause

FISCAL IMPACT: The estimated annual full cost for Fiscal Year 2009-2010 is \$170,098.
Funds have been budgeted by the County Administrator for these increases.

REVIEWED BY:

<input type="checkbox"/>	Auditor	<input type="checkbox"/>	N/A
<input type="checkbox"/>	County Counsel	<input type="checkbox"/>	N/A
<input checked="" type="checkbox"/>	Human Resources	<input type="checkbox"/>	N/A

Respectfully submitted,


Angela Nicholson
Principal Personnel Analyst

Reviewed by:


Mona Miyasato
Chief Assistant County Administrator

cc: Gregg Adam, Carroll, Burdick & McDonough
Colleen Kroncke Beck, Personnel Analyst II, Human Resources
Larry Daniel, Principal Personnel Analyst, Human Resources
Terri Hampton, Deputy Director, Human Resources
Ken Massucco, Fire Chief
Misha Miki-Ladner, Senior Personnel Analyst, Human Resources
Angela Nicholson, Principal Personnel Analyst, Human Resources
Phoenicia Thomas, Administrative Services Officer, Fire Department
Donna Williamson, Labor Relations Consultant, Liebert Cassidy Whitmore