

Negotiations Update

Sheriff Staff Officers' Association (SSOA)

May 30, 2018 UPDATE

As of May 30, 2018, the County of Marin and SSOA representatives have held 6 bargaining sessions.

The County's proposals include the following:

1. **Wages** – The County has proposed to increase base wages for employees represented by SSOA as follows:

July 2018 – 2.5%
2. **Term of the Agreement** – 1 Year (July 1, 2018 – June 30, 2019)
3. **Health** – The County is in the process of finding a sustainable and viable health plan to replace its current Anthem Blue Cross PPO medical plan, which has grown increasingly unaffordable in recent years.
4. **Fringe Benefits** – The County will adjust its health insurance contribution by 3-5% for the employee + 1 and employee + family levels when the premium increase to the County's Kaiser S plan (or the County's lowest cost HMO at the time) is at least 3%.
5. **Cash Back** – The County has proposed to gradually reduce all forms of cash back of unused fringe benefit monies for employees who receive County health benefits over the life of the new labor agreement as follows:

Effective July 1, 2018 – cap of \$100 per pay period
Effective July 1, 2018 – elimination of hold harmless monies

In addition, there will be no cash back for employees hired on or after July 1, 2018 and for employees who do not receive cash back as of July 1, 2018.
6. **Vacation** – The County has proposed to 1) Increase by one year the time it takes for employees to reach an increased vacation accrual level
7. **Rental Assistance** – The County has proposed that the parties meet no later than September 30, 2018 to develop a countywide pilot rental assistance program using the \$250,000 that the County has allocated for this program.

The parties continue to discuss their outstanding proposals and will return to the bargaining table on June 13 at 9:30 AM