Negotiations Update

Fire Battalion Chiefs’ Association

July 22, 2019 UPDATE

The County of Marin and Fire Battalion Chiefs’ Association representatives reached an overall tentative agreement on July 16, 2019. The parties have agreed to terms for a three-year successor agreement. For further details about the agreement, please see below:

1. **Term of the Agreement** - 3 Years (July 28, 2019 – June 30, 2022)

2. **Wages** -
   - Year 1 – 3.0%
   - Year 2 – 2.5%
   - Year 3 – 3.0%

3. **Equity Adjustments** – Represented employees in the Administrative Battalion Chief classifications shall receive 1.92% equity in year 1 to align with the Operations Battalion Chiefs.

4. **Fringe Benefits** – The County will:
   - Adjust its health insurance contribution in December of each year of the contract by 0-5% for the employee + 1 and employee + family plan levels when the premium increases for the County’s Kaiser S plan (or the County’s lowest cost HMO at the time).
   - Freeze the employee-only biweekly fringe adjustment.

5. **Cash Back** – Elimination of cash back from unspent fringe benefit dollars for:
   - Employees hired on or after July 1, 2019;
   - Employees who do not receive cash back as of July 1, 2019; and
   - Employees who change their benefits in such a way that reduces/eliminates cash back will not be eligible for cash back in the future.

6. **Hold Harmless** – Elimination of hold harmless payments for all represented employees at the end of the contract, June 30, 2022.

7. **Vacation Cap** – Prospectively, the vacation cap for Operations Battalion Chiefs will be reduced to 360 hours to align with the Administrative Battalion Chiefs’ vacation cap.