Negotiations Update

Sheriff Staff Officers' Association (SSOA)

July 19, 2019 UPDATE

The County of Marin and SSOA representatives reached an overall tentative agreement on July 11, 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 employee in the Chief Deputy Coroner classification to receive an equity adjustment as follows:
     - Year 1 – 2.0%
   - All other represented classifications to receive an equity adjustment as follows:
     - Year 1 – 1.5%

4. **P.O.S.T.** – Increase the P.O.S.T. (Peace Officer Standards and Training) certificate incentive payment as follows:
   - Year 1 – Advanced-level certificate: $555.00/month
     Management-level certificate: $695.83/month
   - Year 3 – Advanced-level certificate: $575.00/month
     Management-level certificate: $715.83/month

5. **Fringe Benefits**
   - Adjust County’s 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 to the County’s Kaiser S plan (or the County’s lowest cost HMO at the time).
   - Freeze the employee-only biweekly fringe adjustment.
   - Elimination of Cash Back for employees who change their benefits in such a way that reduces/eliminates cash back will not be eligible for cash back in the future.