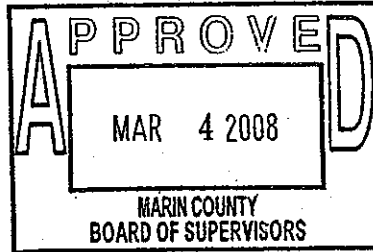




HUMAN RESOURCES DEPARTMENT

LAURA S. ARMOR
Director

March 4, 2008



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

SUBJECT: Approval of a tentative agreement with the Fire Operations Battalion Chiefs' Association for a one-year contract extension

Dear Board Members:

RECOMMENDATION: It is the recommendation of the Department of Human Resources that your Board approve a tentative agreement for a one-year contract extension with the Fire Operations Battalion Chiefs' Association. The Association ratified the agreement on February 8, 2008, which is in the January 27-February 9, 2008 pay period and therefore is effective January 27, 2008.

SUMMARY: In order to achieve consistency in the fringe-benefits formula and retiree health plan 4, the County requested to re-open the 2004-2008 contract with the Fire Operations Battalion Chiefs' Association. Following an agreement with the Fire Fighters' Association for a contract extension, talks resumed with the Battalion Chiefs, and agreement was reached with language on fringe benefits and retiree health plan 4 consistent with the safety groups which had previously settled. The contract was extended until June 30, 2009. The agreement is as follows:

Term	Extend 2004-2008 contract by one year to June 30, 2009.
Salary	Effective in the pay period in which ratified: 1% increase. Effective July 13, 2008: CPI-U 3-4%.
Equity	Effective in the pay period in which ratified: 4.5% equity increase. Effective July 13, 2008: 3% equity increase. Re-look at comparator agencies during the term of the agreement.
Fringe	Effective upon ratification: \$400 + 3% and change of distribution to "B" (insurance first). Effective December 2008: \$420 + 3%.

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<p>Waiver of Participation</p>	<p>Any employee covered by the agreement may make written application to the Human Resources Director for waiver of required participation in one or more insurance programs, except dental insurance, vision insurance, and basic life insurance, if said employee provides acceptable proof of equivalent coverage in a group plan through other sources. An employee who waives participation under this section shall use the fringe-benefit package to pay up to 50% of the employee's cost of retirement and will receive up to an additional \$100 biweekly after mandatory and optional insurances are deducted.</p> <p>Effective upon implementation of the new fringe formula, any employee whose fringe-benefit package amount under the new formula is less than their prior fringe-benefit package amount will have the prior fringe-benefit-package amount frozen and if currently receiving cash back as of the effective date, will continue to receive cash back but in no case will an employee receive an increase in the amount of cash back received as of the effective date of the fringe-benefits change. New employees will not be eligible for cash back except as noted in the agreed-upon waiver-of-participation language.</p>
<p>Retirement Health Benefits Plan 4</p>	<p>Eligibility: membership date on or after January 1, 2008, five years of credited County service and five years of continuity of coverage in the plan at the time of retirement.</p> <p>Level of Benefit: medical and dental premiums are subject to years of credited County service (exclusive of golden handshakes and public-service buybacks) with an allocation factor of \$150 per year to a maximum of 20 years of service (\$3,000) annually. Dependent coverage is available – paid by the retiree.</p>
<p>Uniform Allowance</p>	<p>Increase the uniform allowance of \$700 annually by \$100 to \$800 annually upon ratification</p>

FISCAL IMPACT: The cost of the agreement for the remainder of the current fiscal year is \$11,940. Annualized the cost is \$31,045.

REVIEWED BY: Auditor N/A
 County Counsel N/A
 Human Resources N/A

Respectfully submitted,



Laura S. Armor
 Director of Human Resources

cc: Danny Briones, Accounting Manager, Auditor-Controller's Office
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Tim Thompson, Fire Operations Battalion Chief

