

Southern Marin Fire Protection District and Southern Marin Chief Officers Association

Term Sheet and MOU changes

The Southern Marin Fire Protection District and the Southern Marin Chief Officers Association have reached a tentative agreement for a new labor contract. In a closed session on July 28, 2021, the Board approved the five Tentative agreements as set forth below. In addition, the proposed changes to the language of the MOU are set forth below. Both the tentative agreements and the proposed changes to the MOU are subject to ratification by the Southern Marin Chief Officers Association. Once that occurs, the final MOU shall be presented to the Board for approval.

Tentative Agreement #1

- Contract runs from July 1, 2021 – June 30, 2022.

Proposed change to MOU at the introductory language of page 1:

“This Memorandum of Understanding shall be presented to the Southern Marin Fire Protection District Board for ratification as the joint recommendations of the undersigned for salary and fringe benefit adjustments for the period commencing July 1, 2021 and ending June 30, 2022.

Tentative Agreement #2

- Merge the Chief Officer Association and the Firefighters Association to one bargaining unit to negotiate future wages and benefits, effective at the end of this contract period.

Proposed addition to MOU at newly created Section 1.1.3.:

1.1.3 Bargaining of Future MOU

The Southern Marin Fire Chief Officers' Association, I.A.F.F. Local 1775, shall take all steps necessary to participate in future collective bargaining sessions jointly with the Southern Marin Professional Firefighters, I.A.F.F. Local 1775. The District has previously recognized and approved I.A.F.F., Local 1775 as the employee organization duly authorized to collectively bargain with the District regarding terms and conditions of employment, including the Battalion Chiefs' unit.

Tentative Agreement #3

- The district shall make a one-time payment of \$6,500 to all incumbents in the Battalion Chief classification. Payment will be made at the first regular pay period occurring after approval of terms of any final agreement by both the Union and the District. Payment shall go to the current incumbents at the time of payment who qualify for one-time payment.

Proposed addition to MOU at newly created Section 3.15.:

3.15 One-Time Payment

Effective the first pay period following District and Southern Marin Fire Chief Officers' Association approval of the terms from the 2021-2022 Agreement, bargaining unit employees shall each receive a lump sum payment of six thousand five hundred dollars (\$6,500). Such lump sum payment shall be one time only, not recurring, and will not be added to any employee's base pay, nor used for MCERA retirement calculations.

Tentative Agreement #4

- Educational Incentive – Section 3.3 (sub-category D) shall be replaced with the following language: *A 3.5% of the monthly base salary per month pay incentive for employees holding a Chief Officer Certificate from the State Board of Fire Services.*

Proposed change to MOU at Section 3.3.D.:

A 3.5% of the monthly base salary per month pay incentive for employees holding a Chief Officer Certificate from the State Board of Fire Services.

Tentative Agreement #5

- This contract shall exclude language pertaining to the Public Employees' Pension Reform Act (PEPRA) until the upcoming Firefighters Association bargaining unit has been initiated.

Based upon the tentative agreement, no proposed change to MOU is made.