

RESOLUTION NO. 2024/07

EXHIBIT A

CLASSIFICATIONS WITHIN THE MANAGEMENT UNIT

The Central Marin Fire Authority Management Unit (“Management Unit”) is defined to include the following classifications:

Fire Chief

Deputy Fire Chief – Vacant 2024-2025

Fire Marshal – Vacant 2024-2025

Hazard Mitigation Specialist

RESOLUTION NO. 2024/07

EXHIBIT B

CENTRAL MARIN FIRE AUTHORITY OUTLINE OF FIRE MANAGEMENT UNIT SALARIES AND BENEFITS

1. CONDITIONS OF EMPLOYMENT

a) At-Will Status

Managers are unrepresented employees that serve at-will to the Management Committee. The Management Committee shall supervise the Fire Chief, who is responsible for the supervision of all other chief officers. Consistent with the provisions of this outline and the annually adopted budget, the Management Committee shall assign salary and benefits to managers.

b) Terms of Employment

Managers shall receive a letter of employment from the Management Committee that shall review terms of employment.

c) Comportment Consistent with the Policies, Practices, and Expectations of the Fire Department

Managers are expected to comport themselves consistent with the policies, practices, and expectations of the Fire Department. Such comportment includes refraining from the use of tobacco products while on duty.

2. SALARY

The Central Marin Fire Authority recognizes the value of attracting and retaining qualified managers and is committed to providing a fair and competitive salary to management employees.

a) Annual Adoption of Salary Table

The Central Marin Fire Authority, as part of its annual review and adoption of a budget, shall review and adopt salaries for managers.

b) Salary Adjustments

- i) No later than the last working day of May, the Management Committee shall inform each manager if the proposed budget will include a recommendation for a salary adjustment for that manager. Recommendations for salary adjustments will be based on an assessment that shall include, but not be limited to, consideration of the following criteria:

- (a) performance reviews
- (b) market competitiveness
- (c) internal equity and compaction

- ii) the financial condition of Central Marin Fire Authority and member agencies

c) Performance Reviews and Performance Pay

The Management Committee shall conduct a regular performance review of each manager.

d) Market Competitiveness Review

The Management Committee shall provide the Management Unit with the methodology by which managers may conduct a market competitiveness review.

e) Cost of Living Increases

- i) Effective the first full pay period in July 2024, the Authority shall increase the top step of the salary range for Management Unit employees by 6%. The Authority shall pay this increase retroactively to the first full pay period in July 2024 during the first full pay period after adoption of this Memorandum of Understanding.
- ii) Effective the first full pay period in July 2025, the Authority shall increase the top step of the salary range for Management Unit employees by 4%.
- iii) Effective the first full pay period in July 2026, the Authority shall increase the top step of the salary range for Management Unit employees by 4%.

f) Equity Adjustment for Fire Chief

Equity Adjustment for Fire Chief effective the first full pay periods in July 2024. The Fire Chief will receive an equity adjustment of 5% in addition to the above listed increases to base salaries. The Authority shall pay the equity adjustment retroactively to the first full pay period in July 2024 during the first full pay period after adoption of this Memorandum of Understanding. Equity adjustments for Firefighter Paramedics are included in the salary tables depicted in Attachment C.

3. LONGEVITY PAY

Employees in represented classifications shall receive longevity pay, of two percent (2.0%) of the base pay, beginning with the employee's eighth (8th) consecutive year of employment with the Authority.

Employees in represented classifications shall receive an additional two percent (2%) of longevity pay for a total of four percent (4%) of the base pay, beginning with the employee's twelfth (12th) consecutive year of employment with the Authority.

4. BENEFITS

a) Mobile Technology Expense Allowance

Fire Management Unit members are expected to own and maintain a mobile phone device sufficient to be in contact with City employees while outside of the office. Fire Management Unit members shall receive a monthly mobile technology allowance of \$150 to assist with the cost of such a device and the associated service plan.

b) Conformity with International Association of Fire Fighters, Local 1775 MOU

The following benefits shall be provided to managers in the manner described in the International Association of Fire Fighters, Local 1775 Memorandum of Understanding:

- i) Uniform Allowance
- ii) Retirement Health Savings Account (as described in the Retirement Section of the MOU). *See Section 7.e of this document which applies to all members of the Management Unit, not only employees hired before 3/31/2015 as in the IAFF MOU.*

c) Deferred Compensation

457 Plan: The Central Marin Fire Authority currently contracts with ICMA Retirement Corporation and CalPERS 457 plans. Employees may defer up to the IRS established limits each year through payroll deduction.

There is a mandatory 1% of salary contribution and a 1% of salary employer match to the employee's choice of the two plans.

d) Automobile Expense Allowance

For those managers whose duties require the use of a personal automobile to carry out their duties and assignments, the Management Committee may authorize a monthly allowance of up to \$350. A manager who does not receive an automobile allowance may request reimbursement for mileage at the current Internal Revenue Service (IRS) Standard Rate.

e) Health and Welfare – Active Employees

Central Marin Fire Authority will provide group medical, dental and life insurance to active employees as described in the International Association of Fire Fighters, Local 1775 Memorandum of Understanding.

- i) For employees hired subsequent to July 1, 2017, the Authority shall contribute below-listed amount per month toward each employee's Section 125 Plan benefit allowance components. All contributions listed below include the Minimum Employer Contribution (MEC):

(1) Employee Only: Up to 90% of the Bay Area Kaiser rate for Employee only

(2) Employee plus one: Up to 90% of the Bay Area Kaiser rate for Employee plus one

(3) Employee plus two or more: Up to 90% of the Bay Area Kaiser family rate

An employee may use any benefit allowance stated above toward the cost of employer provided PERS Health insurance for the employee and eligible dependents. An employee may not use the benefit allowance for other reasons.

Any Employee that enrolls in a Medical Plan that has a higher premium than the Authority's contribution, as stated above, will pay the difference via pre-tax payroll deductions.

ii) The Authority desires to promote the health and well-being of members by encouraging physical fitness. Improved health and fitness are understood by both parties to improve members' current sense of wellness and to reduce future medical issues and costs.

Effective the first full pay period in July 2024, the Authority shall reimburse members up to a maximum of five hundred (\$500) per fiscal year for qualifying expenses:-

(1) Health/fitness/wellness club memberships and programs, (online or in person) memberships and programs.

(2) Classes and programs (online or in person) related to health, fitness, and/or wellness.

(3) Health/Fitness equipment. Generally, health/fitness equipment is defined to include any machine, apparatus, or item that would be available for use by the member at a health/fitness club or through an organized health/fitness/wellness group, course, or program.

(4) Massage, chiropractic treatment, or acupuncture treatment.

(5) The form and information required to claim reimbursement for this benefit are left to the discretion of the Fire Chief (or his/her designee).

(6) Medical, health, cancer, and bloodwork screening tests.

(7) Classes or consultations related to nutritional health and sleep.

Off-duty recreational, athletic, and social activities may not be covered by workers' compensation benefits if the injury arises out of voluntary participation and the

activity is not part of the employee's work-related duties per Labor Code section 3600(a)(9).

f) Retiree Medical

Central Marin Fire Authority will provide retiree medical benefits to eligible employees as described in the International Association of Fire Fighters, Local 1775 Memorandum of Understanding.

5. LEAVE

a) Holidays

Central Marin Fire Authority will provide the following fixed paid holidays each year:

- New Year's Day
- Martin Luther King, Jr.'s Birthday (Third Monday in January)
- Lincoln's Birthday (February 12th)
- Presidents' Day (Third Monday in February)
- Memorial Day (Last Monday in May)
- Juneteenth (June 19th)
- Independence Day (July 4th)
- Labor Day (First Monday in September)
- Columbus Day (Second Monday in October)
- Veterans Day (November 11th)
- Thanksgiving Day (Fourth Thursday in November)
- Day after Thanksgiving Day
- Christmas Day (December 25th)
- One floating holiday to be taken on either the last working day prior to Christmas Day or New Year's Day, only after prior approval is obtained from the Fire Chief. Fire Department offices and non-emergency services are to be available to the public on both days.

b) Personal Leave

At the beginning of the fiscal year, managers shall be credited personal leave as described herein. Personal leave is paid time off and any outstanding balance of personal leave shall expire on the last day of the fiscal year.

- i) Fire Management Unit employees shall receive four (4) days of personal leave in lieu of floating holidays.
- ii) *Annual Allocation:* In addition to the personal leave described in Paragraph 4(b)(i), Fire Management Unit employees shall be credited with five (5) days of personal leave each year. The allocation shall be prorated for any employee who begins work after the beginning of the fiscal year.

c) Vacation Leave

- i) *Rate of Accrual:* Managers shall accrue vacation leave in a manner consistent with the methodology described in the International Association of Fire Fighters, Local 1775 Memorandum of Understanding.
- d) Sick Leave**

Full time, regular employees, including probationary employees, shall accrue sick leave at the rate of eight (8) hours per month for employees regularly assigned a 40-hour work week. Sick leave accruals are prorated for employees regularly assigned to less than a 40-hour work week. Employees may use accumulated sick leave for any reason allowed under state and federal law including illness, injury, pregnancy, diagnosis, care, treatment or dental appointments. With appropriate certification, sick leave may also be used for issues related to domestic violence or stalking. Sick leave may also be used to care for a parent, child, spouse, registered domestic partner, parent-in-law, sibling, grandchild or grandparent as provided for in AB1825. Unused sick leave may be accumulated without limit.
- e) Jury Duty**

If called for jury duty in a Superior or Federal Court, an employee will remain in his/her regular pay status while serving as a juror or while awaiting jury service and return to the Central Marin Fire Authority all fees received (other than mileage allowances). The employee shall furnish upon completion of jury duty a certificate which shall indicate the days attended and fees received.
- f) Military Leave**

The Central Marin Fire Authority grants military leave and related benefits maintenance, job seniority and retention rights to all employees for service in a uniformed service in accordance with state and federal law. The employee must notify his/her supervisor of upcoming military duty as soon as he/she becomes aware of his/her obligation.
- g) Sick Leave on Vacation**

If an employee becomes ill or injured while on vacation, he/she is entitled to take sick leave in lieu of vacation. Use of sick leave while on vacation will be approved for the same reasons that would have justified sick leave had the employee been at work, including notification to immediate supervisor on the date of illness or injury and verification by a doctor's certificate.
- h) Emergency Leave**

Upon request of the employee, up to six (6) days of paid sick leave per year may be used for illness of the employee's spouse, children, parents, brother, sister or persons of a familial relationship residing in the household. Additional unpaid family medical leave may be available as provided by law.

In the event of a death in an employee's immediate family, three (3) days of bereavement leave may be granted. For purposes of this Section, the immediate

family shall consist of spouse, children, mother, father, brother, sister, aunt, uncle and grandparent of the employee or his/her spouse, or persons of a familial relationship residing in the household. Up to five (5) days of bereavement leave may be granted if the funeral is held outside of the State of California.

Bereavement leave applies only in instances in which the employee attends the funeral or is required to make funeral arrangements but is not applicable for other purposes such as settling the estate of the deceased.

i) Leave at Childbirth/Adoption

Maternity Leave

An employee, who becomes disabled due to pregnancy and/or normal recovery from childbirth, shall be granted leave for the period of disability up to a maximum of sixteen weeks. During such leave, the employee must use her accumulated sick leave time. A doctor's certificate will be required for such leave. Time away from work will be granted in accordance with the provisions of the Family Medical Leave Act and/or California Pregnancy Disability Leave Act. An employee may request the use of other accrued leaves, such as vacation or comp time, in conjunction with such sick leave use, as herein provided. When other leave balances are exhausted, additional time away may be requested as leave of absence without pay.

Paternity Leave

A maximum of three (3) days leave with pay shall be granted to employees for the purpose of preparation for and care of the employee's newborn or newly adopted child. This paternity leave shall be charged against the employee's accumulated sick leave. Such leave should be scheduled in advance when possible. Additional time off work will be granted in accordance with the Family Medical Leave Act and/or the California Family Rights Act, as applicable.

j) Family and Medical Leave Act

The parties acknowledge the applicability of the federal Family and Medical Leave Act and of the California Family Rights Act, and intend to comply with the provisions of these acts.

6. ADMINISTRATIVE LEAVE

It is the desire of the Central Marin Fire Authority to recognize the many additional hours of service its Management employees provide through an Administrative Leave program.

- a) *Annual Allocation:*** At the beginning of the fiscal year, managers shall be credited with ten (10) days of annual administrative leave to be used to compensate for additional work performed outside the normal business day. (This allocation will be prorated for employment that begins after the start of the

fiscal year.) Administrative leave may be taken as paid time off during the course of the fiscal year.

- b) *Expiration of Administrative Leave:*** Administrative leave must be used during the fiscal year granted. For those managers who do not meet the following criteria, upon the issuance of the first paycheck in June:
 - i) remain employed in good standing with Central Marin Fire Authority; and
 - ii) have used at least 5 working days of vacation leave during the current fiscal year (prior to June 1).
- c) *Conversion to Personal Leave:*** No later than the last working day in May, managers who have met or will meet the criteria in Paragraph 5(b) may notify the Management Committee of their desire to convert any amount of administrative leave to personal leave.
- d) *Direct Compensation for Administrative Leave:*** No later than the last working day in May, managers who met or will meet the criteria in Paragraph 5(b) may notify the Management Committee of their desire to receive direct compensation for all or a portion of their administrative leave balances. Direct compensation shall be made on the first paycheck in June.
- e) *Deferred Compensation for Administrative Leave:*** Following the first paycheck in June, remaining administrative leave balances shall be converted to deferred compensation and deposited into a Retiree Health Savings (RHS) account, a 457 account, or some combination of the two accounts administered by ICMA-RC. The program will be set-up and maintained in accordance with the guidelines of ICMA-RC.

7. INVOLUNTARY SEPARATION AND SERVERANCE

In the event a Management employee is terminated or asked to resign by the Management Committee during such time as the Management employee continues to be willing and able to perform his or her duties, the Central Marin Fire Authority shall pay the employee a lump sum cash payment equal to three (3) months' base salary. Receipt of this lump sum payment is contingent upon execution by the Management Committee and the employee of a separation agreement and general release of a form approved by the Central Marin Fire Authority attorney. In the addition, the Central Marin Fire Authority shall extend to the employee the right to continue health insurance as may be required and pursuant to the terms and conditions of the Consolidated Omnibus Budget Reconciliation Act of 1986 (COBRA).

8. RETIREMENT

- a) California Public Employees' Retirement System (CalPERS)**

The Central Marin Fire Authority contracts with CalPERS for the provision of a retirement program for its safety employees. The Central Marin Fire Authority does not administer the retirement program and makes no representation of the specific parameters of the program beyond what is provided in the Central Marin Fire Authority's contract with CalPERS.

The program currently offered to classic safety employees is the "3% at 55" program as described in the Memorandum of Understanding Between the Central Marin Fire Authority and the International Association of Firefighters Local 1775.

The program offered to PEPPRA safety employees is the 2.7 "2.7% at 57" program as described in the Memorandum of Understanding Between the Central Marin Fire Authority and the International Association of Firefighters Local 1775.

Central Marin Fire Authority does not currently employ any miscellaneous classic CalPERS members in the management unit.

The program offered to miscellaneous PERPA members is the "2% at 62" program.

b) Employee PERS Cost Sharing

Employee cost sharing for safety members will be implemented as described in Memorandum of Understanding between the Central Marin Fire Authority and the International Association of Firefighters Local 1775.

Employee cost sharing for miscellaneous members is in accordance with CalPERS PEPPRA rules for miscellaneous PEPPRA members. Central Marin Fire Authority does not currently employ any miscellaneous classic PERS members in the management unit.

c) Medicare

The Central Marin Fire Authority does not participate in Social Security for its full and part-time permanent employees. However, employees are subject to the Medicare portion of Social Security which mandates that the employee and the employer must contribute 1.45% of the employee's salary up to a maximum dollar amount.

d) Retiree Medical

Retiree medical benefits will be provided to eligible employees who retire from Central Marin Authority in accordance with the Memorandum of Understanding between the Central Marin Fire Authority and the International Association of Firefighters Local 1775.

e) Retirement Health Savings Account Supplemental Program

The Fire Authority will establish a Retirement Health Savings (RHS) account for management employees per the ICMA model included in the IAFF MOU, and

pertinent to IRS regulations. All management employees must participate in the program. The RHS accounts will be funded as follows:

Employee Contributions: Employees with unused vacation accumulated vacation balances at the end of any calendar year must contribute such unused vacation to the RHS plan, in an amount not to exceed forty-eight hours of vacation leave at the employee's current straight time hourly rate. Employee contributions to the RHS plan are vested immediately. This applies to all Management employees, regardless of hire date.

Employer Contributions: There shall be no employer contributions to the RHS plan described in this section.

RESOLUTION NO. 2024/07

EXHIBIT C

CENTRAL MARIN FIRE AUTHORITY MANAGEMENT UNIT

SALARY SCHEDULE 2024-2025

Fire Chief	Monthly	\$17,287	\$18,152	\$19,060	\$20,012	\$21,012
Deputy Fire Chief	Monthly	\$14,859	\$15,641	\$16,253	\$17,311	\$18,244
Fire Marshal	Monthly	\$13,050	\$13,702	\$14,386	\$15,104	\$15,862
Hazard Mitigation Specialist	Monthly	\$13,050	\$13,702	\$14,386	\$15,104	\$15,862

SALARY SCHEDULE 2025-2026

Fire Chief	Monthly	\$17,978	\$18,878	\$19,822	\$20,812	\$21,852
Deputy Fire Chief	Monthly	\$15,453	\$16,267	\$16,903	18,003	\$18,974
Fire Marshal	Monthly	13,572	14,250	14,961	15,708	16,496
Hazard Mitigation Specialist	Monthly	13,572	14,250	14,961	15,708	16,496

SALARY SCHEDULE 2026-2027

Fire Chief	Monthly	\$18,697	\$19,633	\$20,615	\$21,644	\$22,726
Deputy Fire Chief	Monthly	\$16,071	\$16,918	\$15,579	\$18,723	\$19,733
Fire Marshal	Monthly	\$14,115	\$14,820	\$15,559	\$16,366	\$17,156
Hazard Mitigation Specialist	Monthly	\$14,115	\$14,820	\$15,559	\$16,366	\$17,156