

## **TENTATIVE AGREEMENT REGARDING THE EXTENSION OF THE CURRENTLY IN-EFFECT MEMORANDUM OF UNDERSTANDING**

This is a tentative agreement ("TENTATIVE AGREEMENT") between the Marin County Management Employees' Association ("MCMEA") and the County of Marin ("COUNTY," collectively "the PARTIES") to extend certain provisions of the 2018-2021 memorandum of understanding ("CURRENT 2018-2021 MOU"). The terms of this TENTATIVE AGREEMENT apply only to MCMEA-represented employees. This TENTATIVE AGREEMENT is subject to ratification by the membership of MCMEA as well as subject to approval by the Marin County Board of Supervisors ("BOARD").

### **RECITALS**

**WHEREAS**, the PARTIES recognize the unprecedented social and economic impact of the COVID-19 pandemic;

**WHEREAS**, the PARTIES have discussed the projected budgetary shortfalls and accompanying budgetary uncertainty; and

**NOW, THEREFORE**, the PARTIES hereby mutually agree as follows:

### **TERMS**

#### **1. Extension**

The PARTIES agree to extend the term of the CURRENT 2018-2021 MOU for twelve (12) months, to, and including, June 30, 2022. This extension will extend the full force and effect of the existing terms of the CURRENT 2018-2021 MOU, including any and all side letters. This extension, however, does not include any terms that expressly expire/sunset (specifically reference an end date) upon the expiration of the CURRENT 2018-2021 MOU ("SUNSETTING PROVISIONS"). All SUNSETTING PROVISIONS shall expire as specified in the CURRENT 2018-2021 MOU. For example, where a term of the MOU ends "effective the final full pay period of the 2018-2021 agreement," this term/benefit shall expire/sunset effective the final full pay period in June 2021. General phrases such as but not limited to "term of this agreement" or "duration of the agreement" are not SUNSETTING PROVISIONS.

#### **2. Fringe Benefits**

Existing provisions of the CURRENT 2018-2021 MOU regarding employer contribution of fringe benefits shall extend to Benefit Year 2022. Specifically, effective December 2021, in the pay period in which there will be an increase in health insurance premiums, the COUNTY will increase the bi-weekly fringe benefit package by zero percent (0%) to five percent (5%) (based on the premium increase to the Kaiser Silver plan or the COUNTY's lowest cost HMO at that time) for benefitted employees at the employee plus one (1) and employee plus family benefit levels. For Benefit Years 2021 (December 27, 2020 – December 25, 2021) and 2022 (anticipated to be December 26, 2021 – December 24, 2022, based on the biweekly health coverage calendar), the COUNTY agrees to participate in the Teamsters Local Union No. 856 Health and Welfare Trust.

#### **3. One-Time Payment to Extend MOU and Bargain Successor Agreement in 2022**

Each full-time, regular hire employee in the bargaining unit as of January 1, 2021, shall receive a single, one-time payment in the amount of twelve-hundred dollars (\$1200.00), in a separate check. This payment is made in recognition of the PARTIES' agreement to defer bargaining of a successor agreement until 2022, and because it is for additional services rendered outside of normal working hours, it is not income for pension purposes. Part-time, regular hire employees in the bargaining unit as of January 1, 2021, shall receive this single, one-time payment prorated on the basis of their full time equivalent ("FTE") appointment. For purposes of illustration, a part-

