



EAST CONTRA COSTA FIRE PROTECTION DISTRICT
Board of Directors Special Meeting

Monday December 28, 2015

Special Meeting Location: Brentwood City Council Chambers
150 City Park Way, Brentwood, California 94513

BOARD OF DIRECTORS		
Greg Cooper	Joel Bryant-President	Randy Pope
Robert Kenny	Ronald Johansen-Vice President	Stephen Smith
Jonathan Michaelson	Cheryl Morgan	Joe Young

AGENDA

6:30 P.M.

CALL TO ORDER

PLEDGE OF ALLEGIANCE

ROLL CALL

PUBLIC COMMENTS

At this time the public may address the District Board on subject matters pertaining to District business listed on the Consent Calendar, Future Agenda Items, or items *not* listed on the agenda. Remarks may be limited to 3-minutes subject to the discretion of the Board President and with the concurrence of the Board of Directors. Members of the public wishing to address the Board may submit a "Public Comment Speaker Card" to the District Clerk. While the District encourages your comments, State law prevents the Board from discussing items that are not set forth on this meeting agenda. The Board and staff take your comments very seriously and, if appropriate, will follow up on them.

DISCUSSION ITEMS

D.1 Approve a Labor Agreement with the International Association of Firefighters, Local 1230, with a Term Expiring June 30, 2017

ADJOURN TO THE REGULAR BOARD MEETING SCHEDULED: January 4, 2016

All items appearing on the agenda are subject to action by the Board.

POSTING STATEMENT

A copy of this agenda was posted **December 24, 2015 at the East Contra Costa Fire Protection District Administrative Office, 134 Oak Street, Brentwood, CA 94513**. Pursuant to CA Government Code §54957.5, disclosable public records and writings related to an agenda item distributed to all or a majority of the Board of Directors including such records and writing distributed less than 72 hours prior to this meeting are available for public inspection at the East Contra Costa Fire Protection District Administrative Office, 134 Oak Street, Brentwood, CA 94513.

NOTICE In compliance with the Americans with Disabilities Act, any individuals requesting special accommodation to attend and/or participate in District Board meetings may contact the District Administrative Office at (925) 634-3400. Notification 48 hours prior to the meeting will enable the District to make reasonable accommodations.

BOARD OF DIRECTORS AGENDA ITEM NO. D-1

Meeting Date: December 28, 2015

Subject/Title: Approve a Labor Contract with the International Association of Firefighters, Local 1230

Submitted by: Hugh Henderson, Fire Chief

RECOMMENDATION FOR ACTION

Approve a labor contract with the International Association of Firefighters, Local 1230.

PREVIOUS ACTION

On July 8, 2013 the Board approved by Resolution 2013-14, a contract with Local 1230, with the terms running from December 1, 2012 through September 30, 2014.

SUBJECT BACKGROUND

The East Contra Costa firefighters unit is represented by the International Association of Firefighters, Local 1230. Their contract with the District expired on September 30, 2014. The terms of that contract have been honored since the expiration date.

The District and Local 1230 have met and conferred in good faith regarding wages, hours, and terms/conditions of employment. Negotiators from both parties have been authorized to agree, and have agreed, to recommend a new Memorandum of Understanding with the following new terms:

1. Contract Term

The duration of the Memorandum of Understanding would be in full force and effect from October 1, 2014 to June 30, 2017.

2. Salary rates

As illustrated in the table below, salary rates would change as follows:

- a. Effective January 1, 2016, salaries for all classifications in the bargaining unit would increase by 5%.
- b. Effective January 1, 2016, the salary differential between Step 1 and Step 2 would increase to 5%.
- c. Effective January 1, 2016, the salary differential between Step 2 and Step 3 would increase to 5%.

- d. Effective July 1, 2016, the salary differential between Step 3 and Step 4 would increase to 5%.
- e. The salary differential between classifications (Fire Fighter to Fire Engineer, and Fire Engineer to Fire Captain) would be set at 10%.

Monthly Salaries Effective January 1, 2016

	Step 1	Step 2	Step 3	Step 4	Step 5
Firefighter	4,400	4,619	4,850	4,972	5,096
Fire Engineer	4,841	5,083	5,337	5,470	5,607
Fire Captain	5,325	5,591	5,870	6,017	6,168

Monthly Salaries Effective July 1, 2016

	Step 1	Step 2	Step 3	Step 4	Step 5
Firefighter	4,400	4,619	4,850	5,093	5,220
Fire Engineer	4,841	5,083	5,337	5,603	5,744
Fire Captain	5,325	5,591	5,870	6,164	6,328

3. Enhanced EMT Differential

Effective January 1, 2016, the District would provide a 5% pay differential to all employees who possess and maintain the criteria for enhanced Emergency Medical Technicians.

4. Call Back

- a. Employees called back to work outside of their regular work schedules would be compensated at their applicable straight time or overtime rate of pay.
- b. Each employee called back for less than four hours would be paid for four hours of service. Each employee called back for four or more hours, and each employee called back within four hours of the beginning of the employee's regular shift, would be paid for time actually worked on the call-back.

5. Bereavement Leave for Death of a Family Member

- a. An employee could use District-paid time of up to two shifts (48 hours) for bereavement due to a death in the employee's immediate family or in the immediate family of the employee's spouse or domestic partner.

- b. Use of additional accruals, other than sick leave, could be authorized in conjunction with this bereavement leave at the discretion of the District.
6. "Acting Pay" for Work out of Classification
- a. An employee assigned by the Fire Chief (or the Fire Chief's designated representative) to perform the duties of the next higher classification on an acting basis, and who then performs the duties of that higher classification for 12 or more hours in a 24-hour period, would receive "acting pay."
 - b. "Acting pay" would be computed at 5% more than the employee's current pay for all hours worked in such higher classification.
 - c. "Acting pay" would be capped at the maximum rate of salary paid to employees in that higher classification.
7. Labor/management committee

The District and Local 1230 will form a labor/management committee to explore the following:

- a. retirement system options; and
- b. cost containment alternatives for retiree medical coverage.

The Enhanced EMT differential would allow District employees to train and maintain skills to provide additional lifesaving equipment and medications for advanced airway methods and treatment of anaphylactic shock and narcotic overdoses.

Staff recognizes that our Firefighters understand the hard economic times for the District and they continue to provide outstanding service to the residents we serve, with decreasing levels of personnel and increasing call volume. Our firefighters have been working out-of-contract since October 2014 and staff recommends approval of this contract.

BUDGET IMPACT

The salary adjustments included in the proposed contract were incorporated into the District's approved final budget on September 14, 2015.

The funding for the Enhance EMT differential would come from the proposed First Responder Fee, which was recommended for Board of Directors' consideration by the Finance Committee on December 17, 2015 and which will be before the full Board at its January 4, 2016 meeting.

Attachments:
Resolution

**EAST CONTRA COSTA FIRE PROTECTION DISTRICT
BOARD OF DIRECTORS
STATE OF CALIFORNIA**

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RESOLUTION NO. 2016-

**APPROVING A MEMORANDUM OF UNDERSTANDING WITH INTERNATIONAL
ASSOCIATION OF FIREFIGHTERS, LOCAL 1230 TO BE IN EFFECT
OCTOBER 1, 2014 THROUGH JUNE 30, 2017**

WHEREAS, the East Contra Costa Firefighters Unit is represented by the International Association of Firefighters, Local 1230; and

WHEREAS, Local 1230's most recent Memorandum of Understanding with the East Contra Costa Fire Protection District (District) took effect on December 1, 2012 and expired on September 30, 2014; and

WHEREAS, the District and Local 1230 have met and conferred in good faith regarding wages, hours, and terms/conditions of employment; and

WHEREAS, Local 1230's membership voted to approve a tentative agreement containing the terms of the attached proposed Memorandum of Understanding; and

WHEREAS, the Fire Chief, the District's labor negotiator and Legal Counsel recommend the Board of Directors approve and authorize the Fire Chief to execute a Memorandum of Understanding with the following new provisions:

1. Contract Term

The duration of the Memorandum of Understanding would be in full force and effect from October 1, 2014 to June 30, 2017.

2. Salary rates

As illustrated in the table below, salary rates would change as follows:

- a. Effective January 1, 2016, salaries for all classifications in the bargaining unit would increase by 5%.
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- b. cost containment alternatives for retiree medical coverage.

NOW, THEREFORE BE IT RESOLVED that the East Contra Costa Fire Protection District Board of Directors hereby approves the terms set forth above for inclusion in a Memorandum of Understanding between the District and the East Contra Costa Firefighters Unit represented by the International Association of Firefighters, Local 1230.

BE IT FURTHER RESOLVED that the Fire Chief is authorized to execute such Memorandum of Understanding, in a form approved by legal counsel.

PASSED, APPROVED AND ADOPTED by the Board of Directors of the East Contra Costa Fire Protection District at a special meeting held on the 28th day of December, 2015 by the following roll call vote:

AYES:
NOES:
ABSENT:
ABSTAIN:

Joel Bryant
President, Board of Directors

ATTEST:

Hugh Henderson
Clerk of the Board