

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

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RESOLUTION NO. 2017- 23

**APPROVING A MEMORANDUM OF UNDERSTANDING WITH INTERNATIONAL
ASSOCIATION OF FIREFIGHTERS, LOCAL 1230 TO BE IN EFFECT
JULY 1, 2017 THROUGH JUNE 30, 2020**

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 October 1, 2014 and expired on June 30, 2017; 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 to be in effect July 1, 2017 through June 30, 2020, with terms based on the expired Memorandum with the following revised and new provisions:

Revisions to Section 5.1, Salaries:

- The following Salary Table will be effective the first full pay period of January 2018:

	Step 1	Step 2	Step 3	Step 4	Step 5
Firefighter	4,961	5,209	5,470		
Sr. Firefighter	5,085	5,339	5,606	5,887	6,181
Fire Engineer	5,553	5,831	6,122	6,428	6,750
Fire Captain	6,117	6,423	6,744	7,081	7,435

- The following Salary Table will be effective the first full pay period of July 2018:

	Step 1	Step 2	Step 3	Step 4	Step 5
Firefighter	5,082	5,336	5,603		
Sr. Firefighter	5,209	5,470	5,743	6,030	6,332
Fire Engineer	5,730	6,016	6,317	6,633	6,965
Fire Captain	6,302	6,617	6,948	7,295	7,660

- The following Salary Table will be effective the first full pay period of July 2019:

	Step 1	Step 2	Step 3	Step 4	Step 5
Firefighter	5,336	5,603	5,883		
Sr. Firefighter	5,470	5,743	6,030	6,332	6,648
Fire Engineer	6,016	6,317	6,633	6,965	7,313
Fire Captain	6,617	6,948	7,295	7,660	8,043

Revisions to Section 5.11, Acting Pay:

- An employee assigned by the Fire Chief or his/her designated representative to perform the duties of the next higher classification on an acting basis will receive acting pay (a) upon performance of duties of the higher classification for at least one hour, and (b) upon being tested and certified by the District as qualified to perform the duties of such higher classification.
- Acting pay will be computed at five percent (5%) more than such employee's current pay step for all hours worked in such higher classification, not to exceed the maximum wage rate of the higher classification.

Revisions to Section 11.3, Health Plan Contribution:

- Effective January 2018 the District's contribution for medical coverage will be the amount listed below:
 - Employee only - \$678.48
 - Employee + 1 - \$1,356.96
 - Employee + 2 or more - \$1,764.05
- The District's contribution will not exceed 100% of the selected plan premium.
- Effective January 2019 and each January thereafter, the District's contribution will increase by 50% of the increase to CalPERS Bay Area Region Kaiser Rates for that level (Employee only, Employee +1 or Employee + 2 or more).
- The In Lieu Payment will remain at \$400 per month for employees who do not take health insurance from the District.

Revisions to Section 11.9, Retirement Coverage:

- Medical: Retiree medical is set at the District active employee contribution.
- Dental: Employees hired after January 1, 2018 and retire from the District are not eligible for any District contribution towards Dental for themselves or their dependents.

Revisions to Section 17, Uniform Allowance:

- Within 120 days of adoption of the MOU the Fire Chief will begin the process of purchasing a Class A uniform for all current employees. The District will purchase the following: Class A uniform coat, Dress Hat, Pants and Hat Badge.
- The District will provide each new hire with the components of a Class A uniform as listed above.
- If an employee leaves the District within 2 years of receiving a District provided Class A uniform, that employee will reimburse the District for the cost of the Class A uniform components provided. Reimbursement will not be required for employees who separate from the District through layoff.

Revisions to Section 20, Minimum Staffing:

- The minimum staffing level in the East Contra Costa Fire Protection District will be nine (9) fire suppression personnel per shift.
- Fire station staffing within the District may be reduced below the scheduled level in order to accommodate Fire District programs and events such as the closure of a fire station.
- If District management changes its policy with regard to the minimum level of staffing, it will inform Local 1230 of such proposed change(s) and meet and confer over the effect of such policy change(s) on workload and safety.

New Qualifications for Senior Firefighters: The Senior Firefighter classification will be available only to employees who have been employed with the District for two full years of service and who have completed probation as a Firefighter. In addition, a Senior Firefighter must be licensed and qualified to drive fire response vehicles (without supervision).

New Reopener for Paramedic Program: Upon written notice to the representatives of Local 1230, the District has the right to meet and confer with Local 1230 regarding the establishment and implementation of a paramedic program.

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 regular meeting held on the 4th day of December, 2017 by the following roll call vote:

AYES: Benson, Bryant, Kenny, Langro, Oftedal, S. Morgan, Stonebarger, Young

NOES:

ABSENT:

ABSTAIN: C. Morgan

Joel Bryant
President, Board of Directors

ATTEST:

Brian Helmick
Clerk of the Board