

CALIFORNIA DEPARTMENT OF HUMAN RESOURCES

SUMMARY OF SIDE LETTER AGREEMENT

FOR BARGAINING UNIT 8

Exclusive Employee Representative:
CAL FIRE Local 2881

Number of Employees: Approximately 6,504 full-time equivalents

General Provisions

I. Compensation

Salary Increase

- Effective the July 1, 2021 pay period following ratification of the Side Letter, all Bargaining Unit 8 employees will receive a 2.5 percent salary increase. (Article 17)

Special Salary Adjustments

- Effective the January 1, 2022 pay period following ratification the Side Letter, the maximum of the salary ranges for Bargaining Unit 8 classifications described in Articles 8.2, 8.3, and 8.4 shall be increased by 2.62 percent. (Article 17)
- Effective the January 1, 2022 pay period following ratification of the Side Letter All Bargaining Unit 8 Fire Protection employees described in Articles 8.2, and 8.3, and Specialty Classes described in Article 8.4 shall receive additional compensation in the amount of 2.62 percent of base salary for the duration of the Side Letter.

PLP 2020

- Provisions related to usage and compensability shall continue in the same manner as Vacation Policy/Annual Leave Use Policy. (Article 10.2)

II. Miscellaneous

Joint Labor Management Committee

- A joint labor management committee will be established and begin meeting within 60 days of ratification of the Side Letter to address issues of mutual concern including but not limited to hours of work, work schedules, recruitment and retention. (Article 10)

Contract Reopener Language

- The parties agree to meet and confer upon finalization of the federal regulations regarding essential worker premium pay.

III Term

- July 1, 2021 to June 30, 2022

IV Fiscal

- Fiscal Year 2021-22 cost: \$25.9 million (11.8 million General Fund)
- Total 1-Year Incremental Cost: \$25.9 million (11.8 million General Fund)
- Total 1-Year Budgetary Cost: \$25.9 million (11.8 million General Fund)

V Agreement

- This Side Letter Agreement represents salary increases, special salary adjustments, establishes a Joint Labor Management Committee, and extends the current Bargaining Unit 8 MOU for one year.
- The complete Side Letter Agreement between the state and CAL FIRE Local 2881 is posted at: [Contract Section on CalHR Website](#)