

CALIFORNIA DEPARTMENT OF HUMAN RESOURCES SUMMARY OF COLLECTIVE BARGAINING AGREEMENT FOR BARGAINING UNIT 8

**Exclusive Employee Representative:
CAL FIRE Local 2881**

Number of Employees: Approximately 5,881 full-time equivalents

General Provisions:

I. Health Benefits

Employer Contribution for Future Retirees

- Employees first hired on or after January 1, 2017, will receive an employer contribution for retiree health benefits based on an “80/80” formula. Retirees and their dependents enrolled in a basic health benefit plan will receive an employer contribution equal to 80 percent of the weighted average premium of the four largest basic health benefit plans based on state active employee enrollment. Retirees and their dependents enrolled in a Medicare health benefit plan will receive an employer contribution equal to 80 percent of the weighted average premium of the four largest Medicare health benefit plans based on state retiree enrollment.

Prefunding of Other Post-Employment Benefits

- The state and Bargaining Unit (Unit) 8 members will prefund retiree healthcare with the goal of reaching 50 percent cost sharing of actuarially determined total normal cost for employer and employees by July 1, 2019. The state and employees will each make the following contributions:
 1. Effective July 1, 2017, 1.5 percent of pensionable compensation.
 2. Effective July 1, 2018, an additional 1.5 percent for a total of 3.0 percent of pensionable compensation.
 3. Effective July 1, 2019, an additional 1.4 percent for a total of 4.4 percent of pensionable compensation.

Post-Employment Health and Dental Vesting Schedule

- All employees first hired by the state on or after January 1, 2017, will be subject to an extended vesting schedule providing 50 percent of the employer contribution upon completion of 15 years of state service, increasing 5 percent for each additional year of service, until the employee is 100 percent vested at 25 years of state service.

Medicare Part B Supplemental Benefit

- All employees first hired on or after January 1, 2017, will no longer be eligible to use the employer contribution for a retiree health benefit plan for Medicare Part B premiums.

II. Compensation

Special Salary Adjustments (SSA)

- Effective January 1, 2017, employees in the Fire Fighter II (Paramedic) classification will receive an SSA of 5.1% and employees in the Fire Captain (Paramedic) classification will receive an SSA of 0.41%.
- Effective January 1, 2017, employees in these Unit 8 fire protection classifications will receive the following SSA:

Fire Fighter II and Fire Fighter II/Paramedic (PM)	4.50%
Fire Apparatus Engineer and Fire Apparatus Engineer/PM	6.50%
Fire Captain, Fire Captain/PM, and Heavy Fire Equipment Operator	5.30%
Battalion Chief	4.54%
Forestry Fire Pilot	2.50%

- Effective July 1, 2017, employees in these Unit 8 fire protection classifications will receive the following SSA:

Fire Fighter II and Fire Fighter II/PM	4.20%
Fire Apparatus Engineer and Fire Apparatus Engineer/PM	6.00%
Fire Captain, Fire Captain/PM, and Heavy Fire Equipment Operator	5.00%
Forestry Fire Pilot	2.50%

- Effective July 1, 2018, employees in these Unit 8 fire protection classifications will receive the following SSA:

Fire Fighter II and Fire Fighter II/PM	3.50%
Fire Apparatus Engineer and Fire Apparatus Engineer/PM	3.00%

Fire Captain, Fire Captain/PM, Forestry Fire Pilot, and Heavy Fire Equipment Operator	2.50%
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- Effective July 1, 2019, employees in these Unit 8 fire protection classifications will receive the following SSA:

Fire Fighter II, Fire Fighter II/PM, Fire Apparatus Engineer, Fire Apparatus Engineer/PM, Fire Captain, Fire Captain/PM, Forestry Fire Pilot, and Heavy Fire Equipment Operator	2.75%
Battalion Chief	2.00%

- Effective July 1, 2020, employees in these Unit 8 fire protection classifications will receive the following SSA:

Fire Fighter II, Fire Fighter II/PM, Fire Apparatus Engineer, Fire Apparatus Engineer/PM, Fire Captain, Fire Captain/PM, Forestry Fire Pilot, and Heavy Fire Equipment Operator	2.50%
Battalion Chief	2.00%

- Effective January 1, 2017, employees in specialty classifications will receive an SSA of 2.0%. Additionally, these employees will receive an SSA of 2.0% effective July 1, 2017, July 1, 2018, July 1, 2019, and July 1, 2020. (section 8.4)

Overtime Compensation

- Effective July 1, 2017, extended duty week compensation for Battalion Chiefs shall be compensated at the time and one-half rate based on a 56-hour clock.
- Effective July 1, 2017, all overtime (extended duty week and unplanned) for Firefighter I employees shall be compensated at the time and one-half rate based on a 65-hour clock.
- Effective July 1, 2018, all overtime (extended duty week and unplanned) shall be compensated at the time and one-half rate based on a 60 hour clock.
- Effective July 1, 2019, all overtime (extended duty week and unplanned) shall be compensated at the time and one-half rate based on a 56 hour clock.

Uniform Allowance

- Effective upon ratification, the annual uniform allowance for permanent full time employees shall be increased from \$540 to \$1650 and the annual boot allowance shall increase from \$290 to \$480. The uniform and boot allowances will no longer be considered as compensation for purposes of retirement contributions (section 12.3).

Miscellaneous

- Effective upon ratification, all employees in specialty classifications (excluding Forester 1) will receive a one-step fire mission pay differential for summer months. (section 8.4)
- Effective upon ratification, employees in specialty classifications will now be eligible for Immediate Response Status and receive compensation for all hours assigned to an incident. (section 8.4)

III. Miscellaneous

- Eliminates the Voluntary Personal Leave Program (section 10.17).
- Effective May 1, 2017, and depending on the availability of departmental funds, employees will now be eligible to cash out up to 80 hours of leave (section 10.xxx).
- Incorporates the Wounded Warriors Transitional Leave Act (Chap. 794, Stat. of 2015) which provides up to 96 hours of additional sick leave for an employee hired on or after January 1, 2016, who is a military veteran with a service-connected disability rated 30 percent (section 10.xxx).
- Eliminates the use of Industrial Disability Leave for time off to attend medical appointments once the employee has returned to work or has been deemed able to return to work (section 11.21).
- Effective the first day of the pay period following ratification, the lodging reimbursement rates shall increase from \$90 to \$110 for Marin County, from \$125 to \$140 for Alameda, San Mateo, and Santa Clara Counties and from \$150 to \$250 for San Francisco County (section 12.1).
- Updates the Substance Abuse Testing program consistent with federal standards (Appendix A).

IV. Duration

- January 1, 2017 through July 1, 2021

V. Fiscal

- Fiscal Year 2016-17: \$17.0 million (\$11.0 million General Fund)
- Total Incremental: \$146.2 million (\$94.9 million General Fund)
- Total Budgetary: \$475.6 million (\$308.5 million General Fund)

VI. Agreement

- The complete Tentative Agreement between the state and CAL FIRE is posted at: [CalHR Contracts Web Page for Bargaining Unit 8](#)