



# Memorandum of Understanding

Between

Stanislaus Consolidated Fire  
Protection District

And

Stanislaus Consolidated Firefighters'  
Union Local 3399

July 1, 2024 - June 30, 2026

## TABLE OF CONTENTS

PREAMBLE	3
PARTIES TO THE UNDERSTANDING	3
ARTICLE I - RECOGNITION	3
ARTICLE II - RIGHTS OF THE DISTRICT	7
ARTICLE III - WAGES AND OVERTIME	8
ARTICLE IV- BENEFITS AND OTHER GENERAL CONDITIONS	9
ARTICLE V – ANNUAL LEAVE	11
ARTICLE VI – VACATION	13
ARTICLE VII - HOLIDAYS	15
ARTICLE VIII - SICK LEAVE BENEFITS	17
ARTICLE IX - RETIREMENT	20
ARTICLE X – BEREAVEMENT LEAVE	21
ARTICLE XI - RIGHTS OF THE EMPLOYEES	22
ARTICLE XII - EDUCATION REIMBURSEMENT AND INCENTIVE	22
ARTICLE XIII - UNIFORM ALLOWANCE	25
ARTICLE XIV - SENIORITY & LAYOFFS	26
ARTICLE XV - WORK SCHEDULES	27
ARTICLE XVI - GRIEVANCE PROCEDURE	28
ARTICLE XVII - SPECIALTY PAY	32
ARTICLE XVIII - LEAVES OF ABSENCE	34
ARTICLE XIX - STATION BIDDING / SHIFT ASSIGNMENT	37
ARTICLE XX - STAFFING LEVELS	39
ARTICLE XXI - MEDICAL, DENTAL, VISION AND LIFE INSURANCE	39
ARTICLE XXII - STRESS COUNSELING	41
ARTICLE XXIII - DONATION OF ACCRUED LEAVE TIME	41
ARTICLE XXIV - LONG-TERM DISABILITY INSURANCE	41
ARTICLE XXV - CENTRAL VALLEY RETIREE MEDICAL TRUST	42
ARTICLE XXVI- EXPOSURE REPORTING SYSTEM	42
ARTICLE XXVII - MEMORANDUM OF UNDERSTANDING CONCLUSION	43
SIGNATURE PAGE	44
Salary Schedule	45
Sick Leave Affidavit and Physician’s Certification	47
Outside Employment Form	48

**STANISLAUS CONSOLIDATED FIRE PROTECTION DISTRICT  
AND  
STANISLAUS CONSOLIDATED FIREFIGHTERS' UNION LOCAL 3399**

**PREAMBLE**

**PARTIES TO THE UNDERSTANDING**

- A. This Memorandum of Understanding is between the Stanislaus Consolidated Fire Protection District, herein referred to as the "District," and representative non-management union employees of the District represented by the Stanislaus Consolidated Firefighters' Union Local 3399, hereinafter referred to as the "Union."
- B. It is the purpose of this Memorandum to achieve and maintain harmonious relations between the District and the Union, to provide for equitable and peaceful resolution of differences that may arise, and to establish proper standards of wages, hours and other conditions of employment.
- C. This Memorandum is entered into pursuant to the provisions of "The Meyers-Milias-Brown Act" (Gov. Code Section 3500-35 10) of the State of California, in that the District-Union representatives noted herein did meet and confer in good faith and reached agreement on those matters within the scope of representation pursuant to applicable provisions of the "Act."
- D. All rights, privileges, and working conditions enjoyed by the employees at the present time, which are not included in this Memorandum, shall remain in force and unaffected during the term on this Memorandum unless changed by mutual consent.
- E. The Union further agrees that the Employees shall not abuse benefits they now enjoy in this Fire District.

**ARTICLE I - RECOGNITION**

**Section 1-1**

The District recognizes the Union as the exclusive bargaining agent for all employees of the District who are in the following classifications:

- Firefighter
- Fire Engineer
- Fire Captain

## Section 1-2

Non-Discrimination - The District and Union agree that the provisions of this Memorandum shall apply to all represented employees without discrimination because of an individual's race, military status, religion (creed), color, age, gender, gender expression, national origin, disability or marital status as defined by applicable Federal and State laws and regulations.

## Section 1-3

For the purpose of the Memorandum of Understanding, the use of the masculine pronoun or any derivative thereof shall be applied as to include both male and female employees.

## Section 1-4

The Union and the District, including their respective officers, agents and representatives, agree not to discriminate by word, deed or act, or to take any reprisals now or in the future of any nature against any employees, or threaten or coerce any employee because said employee is a Union member or is not a Union member, and does or does not engage in Union activities.

## Section 1-5

### **Deduction of Dues**

A. The Union shall have the right to payroll deduction of dues and other agreed upon payroll deductions for members of this bargaining unit to the extent permitted by law. Bargaining unit members shall be entitled to have dues deducted by filing an authorization form with the Union. The Union will notify the District of the employee's name and the amount of dues to be withheld.

B. An employee's earnings must be sufficient after the other legal and required deductions are made to cover the amount of the dues authorized. When an employee is in a non-pay status for an entire pay period, no withholding will be made to cover the pay period from future earnings. In the case of an employee who is in a non-pay status during only part of the pay period, and the salary is not sufficient to cover the full withholding, no deduction shall be made. All other legal and required deductions (including health care deductions) have priority over Union dues.

C. It shall be the sole responsibility of the Union to procure and enforce payroll deduction of dues.

D. The District shall make payroll deductions in reliance upon Union's certification that the Association has and will maintain an authorization signed by each employee who affirmatively consents to pay Union membership dues. Similarly, the District shall only cancel or modify membership dues or any other mutually agreed payroll deduction for any bargaining unit employee in reliance on information provided by Union to the extent permitted by law.

E. The Union shall refund to the District any amounts paid to it in error upon presentation of supporting evidence. The District will deduct and remit to the Union any amounts which were not deducted in accordance with the procedures prescribed herein.

F. Dues withheld by the District shall be transmitted monthly to the Union officer designated in writing by the Association as the person authorized to receive the funds at the address specified.

G. Hold Harmless: The Union shall indemnify, defend, protect and hold harmless the District and its elected and appointed officials, officers, employees and agents acting on its behalf from and against any and all losses, damages, costs, expenses, claims, demands, suits, judgements and other forms of liability arising out of the application and enforcement of this Section, including, but not limited to, any claims made by bargaining unit employees for the return of membership dues deducted by the District in reliance on Union's certification, and any claims made by any bargaining unit employees for any deduction cancellation or modification the Union made in reliance on the information provided by Union. In no event shall the District be required to pay from its own funds Union dues which the employee was obligated to pay but failed to pay regardless of the reasons.

H. Any Union member who notifies the District of their desire to discontinue dues or otherwise withdraw from Union membership shall be referred back to the Union. The District agrees to continue all dues deductions until notified of a deduction change by the Union.

### **Use of District Facilities**

The Association may use District conference rooms and similar building facilities for meetings with employees in the bargaining unit; may post material on bulletin boards; and may visit work locations to confer with its members regarding grievances or other business within the scope of representation or otherwise provided for within the Agreement.

## **Employee Communication**

This provision applies to all new employees hired into the bargaining unit and is intended to comply with Government Code sections 3555 et seq.

A. The District will provide the Association with not less than ten (10) calendar days' advance written notice of the time, date and location of all new employee orientation meetings, unless an urgent and unforeseeable need for a new employee orientation meeting precludes the District from providing the Association with ten (10) calendar days' advance notice. The advance notice will include the number of Association bargaining unit employees attending the orientation meetings. Notice will be made by way of email to the Association President or another contact person designated by the Association.

B. Upon request, the Association will be given up to fifteen (15) minutes as part of the new employee orientation meetings to present information to bargaining unit employees generally relating to the Association's role as the bargaining unit's representative, Association membership information, the rights and obligations created by the MOU and District personnel rules, and to answer questions. One (1) Association representative may present information to new employees.

C. Information Requirements –The District will provide the Association with a digital file via email to the email address designated by the Association containing the following information for each employee to the extent the District has the information on file:

- Name
- Job title
- Work location
- Personal telephone number (may be home or cellular as provided by employee)
- Home address
- Personal email addresses if provided by the employee and on file with the District (new hires only) unless the employee submits a written request to the District and the Association to withhold disclosure of his/her personal email address

The above information will be provided as follows:

- For new hires, at the end of each month.
- Regularly for all bargaining unit employees every one-hundred-twenty (120) calendar days.

Sectionn 1-6

**Terms of Understanding** - This Memorandum of Understanding embodies wages, hours, employee benefits and other terms and conditions of employment.

## **ARTICLE II - RIGHTS OF THE DISTRICT**

### Section 2-1

The District agrees in the exercise of the management functions to comply with the provisions of this Memorandum of Understanding and that the provisions of this clause shall not be used by the District for the purpose of discriminating against the Union or any of its members.

### Section 2-2

Nothing in this Memorandum of Understanding is intended nor shall it be construed as denying or in any manner limiting the right of the District, in its judgment, to control and supervise all operations and direct all working forces, including, but not limited to, the right to select and hire, discharge, suspend or discipline for just cause, classify, lay off, recall, promote, demote or transfer employees or relieve them from their duties, establish schedules, hours of work, shift assignment, maintain existing work rules and modifications thereof as may be reasonable and necessary, and to do any and all things necessary to manage, control and administer its operations efficiently and economically.

### Section 2-3

The Union recognizes the need for the District to exercise its judgment in managing its operations, and agrees that the District shall have the right to regulate the use of all equipment and other property of the District, establish new, or close down stations, or departments thereof, or expand, reduce, alter or combine any job or department, operation or function, determine number and location of stations and the work to be done, methods or procedures used in performance of work, complement of employees needed or assigned to a particular function, and to maintain discipline among its employees.

### Section 2-4

The District and Union representatives will meet and confer at times mutually agreed by the parties for the purpose of discussing changes that impact this Memorandum of Understanding and are being contemplated by the District that may affect the employees.

## ARTICLE III - WAGES AND OVERTIME

### Section 3-1

#### COLA

- Year 1: Effective the first full pay period following July 1, 2024 all employees represented by Local 3399 will receive a 5% increase to base salary.
- Year 2: Effective the first full pay period following July 1, 2025 all employees represented by Local 3399 will receive a 5% increase to base salary.

### Section 3-2

The District and Union agree to meet and confer regarding the impact of any contract for services of L3399 employees, mergers, consolidations, or formations of JPA's, etc.

### Section 3-3

#### Overtime

- a) For the purposes of calculating overtime, the District has adopted an extended work period as authorized under section 207(k) of the FLSA. Specifically, the District declares a 24-day work period, with an FLSA overtime threshold of 182 hours in the 24-day work period for fire suppression/shift personnel, beginning at 7am on the first day of the work period.
- District fire suppression/shift personnel in this unit who work in excess of 182 hours in the 24-day work period shall be compensated for hours worked above 182 shall be compensated at time and a half the regular rate of pay pursuant to the FLSA.
  - Scheduled overtime hours in a fire suppression/shift employee's regular duty cycle from 183 to 192 per work period shall be reported to CalPERS as compensation earnable as permitted by applicable law.
- b) Any District employees in this unit who are not fire suppression/shift personnel, but rather are assigned to a 7-day, 40-hour week (i.e. "40-hour personnel") shall



be compensated at time and a half the regular rate of pay pursuant to the FLSA for hours worked in excess of 40 in the 7-day work period. Such work periods begin each week on Monday at 0800, except in alternative work schedule situations (e.g. a 9/80 schedule.) Should such schedule be adopted or permitted by the District, a specific 7-day work period shall also be adopted for such schedule.

- c) An employee's "regular rate of pay" shall include all forms of remuneration required by the FLSA, including but not limited to incentive pays and cash-in-lieu of health care.
- d) Employees' regular rate of pay shall be calculated using the "salary methodology" as defined in 29 C.F.R. §§ 778.109 and 778.113.
- e) Use of accrued District paid leave (e.g. vacation, sick, CTO, trade time off) will be considered "hours worked" for purposes of determining overtime owed under this Agreement.
- f) Employees shall not work overtime except as specifically assigned by, or approved in advance by the District.

#### ARTICLE IV - BENEFITS AND OTHER GENERAL CONDITIONS

##### Section 4-1

Employee Medical Examinations - To ensure that employees are able to perform their duties safely, medical examinations may be required. For entry-level positions, after an offer has been made to an applicant entering a designated job category, a medical examination will be performed at the District's expense by a health professional of the District's choice. The offer of employment and assignment to duties is contingent upon satisfactory completion of the exam. Current employees may be required to take medical examinations to determine fitness for duty. Employees shall schedule their annual medical physicals and follow up for a normal day off, thus they are to be compensated with four hours of overtime or the actual time spent if exceeding four hours.

##### Section 4-2

Medical examinations required for the appropriate California driver's license will be paid by the District if the examination is done by the designated District medical examiner.

### Section 4-3

Outside Employment/Self Employment - Employees wishing to hold outside jobs/self-employment must provide prior notification and may as long as the outside activity does not have an adverse impact on their job performance. Employees will submit an Outside Employment Form (Exhibit E) annually. All employees will be judged by the same continued satisfactory annual job evaluation for their classification, and will be subject to the District's scheduling demands, or emergency recall, regardless of any outside work requirements.

If the District determines that an employee's outside work interferes with performance or ability to meet the requirements of the District which are in effect, the employee will be asked to terminate the outside employment if he/she wishes to remain with the District. The employee shall reserve the right to grieve the decision through the grievance procedure, limited to review by Board of Directors.

Outside employment that constitutes a conflict of interest is prohibited. District employees may not receive any income or material gain from individuals outside the District for materials produced or services rendered while performing their jobs.

### Section 4-4

Step Increase Upon Promotion - Any employee who is promoted to a position in a class allocated to a higher salary range than the class of position which he/she currently occupies shall receive the nearest higher salary in the new salary range, which salary shall not be less than five percent more than his/her former salary. Provided, however, that in no case shall the increased salary be more than the top step in the new range. For purposes of further annual increases within the salary range, the probationary period and performance evaluations will be changed to the date when the promotion was effective.

### Section 4-5

#### Out-of-Grade Compensation:

Any employee working as qualified relief shall be paid out-of-grade compensation at the appropriate pay rate of the higher classification (5% minimum). The agreed out-of-class assignment pay will be on an hour-per-hour basis.

The intent of this section is to ensure that employees are fairly compensated when the needs of the District require a formal out-of-class assignment. It is recognized that the chief officers have sole discretion in selecting employees for any such assignment. When Captains, Engineers and Firefighters are working out-of-grade, they shall meet the

criteria as outlined in department policy, Promotional and Acting (Out-of-Grade) Standards. All out-of-grade positions will be distributed as outlined in department policy, Promotional and Acting (Out-of-Grade in a higher class) Standards.

#### Section 4-6

DMV License Fees - DMV license fees (excluding Class C) required for performance of duties shall be paid or reimbursed by the District. The District will not be liable for late fees not directly attributed to District action/inaction.

#### Section 4-7

##### Filling of Temporary Appointments

1. When the District makes a temporary appointment within the ranks of the union, such temporary appointment shall be for a maximum period of 180 calendar days.
2. When the District makes a temporary appointment from the ranks of the union for a position outside of the confines of the union, such temporary appointment shall be for a maximum period of 180 calendar days.
3. Temporary appointments shall be filled from an existing promotional list. In the absence of such a list, the District will post a "Temporary Job Description" for the position and ask any qualified applicants from within the District to apply.
4. The "Temporary Job Description" shall list all pertinent information, e.g., work hours, job assignments, responsibilities, accountabilities, and salary (exempt or nonexempt).

#### Section 4-8

##### Promotional Opportunities

1. Promotional testing to the positions of Fire Engineer and Fire Captain will be in-house only, as long as there are sufficient qualified candidates who apply for the open position(s), the number of vacant positions plus 2 in accordance with District Policy.
2. For promotional testing to the positions of Fire Engineer and Fire Captain that includes external candidates, Internal candidates in good standing after successful completion of all components of the test shall receive an additional 3% credit on test score.
3. The Fire Chief may select any eligible candidate from an existing promotional list.

## **ARTICLE V - ANNUAL LEAVE**

#### Section 5-1

All vacation and holiday leave for the calendar year will be granted on a proportional share, based on 26 pay periods per year. The annual maximum cap will be 756 hours for 56-hour employees and 600 hours for 40-hour employees. Calculation for the cap will not include annual leave time accrued prior to consolidation March 5<sup>th</sup>, 1995 (Old Bank).

#### Section 5-2

Any personnel whose annual leave bank goes over the “cap” shall meet with the Operations Chief or his Battalion Chief and formulate a written plan, signed by both parties, to reduce that employee’s bank below the “cap.” Employees whose annual leave bank is nearing the “cap” will make every effort to stay below the “cap.” Employees who are at or over the cap will still earn annual leave at their appropriate rate, as long as they meet with their Battalion Chief or the Operations Chief to come up with a written plan, signed by both parties, and abide by the plan for the reduction. Employees who are at or over the “cap” and have not met with either the Battalion Chief or Operations Chief to put a plan in place, or are not adhering to the plan, will no longer accrue vacation and holiday time until such time as the hours are brought back under the “cap.”

#### Section 5-3

All time credited through vacation will be termed “Vacation Leave.” All time credited through holiday accrual will be termed “Holiday Leave.” Both can be used toward voluntary time off. Scheduling of time off will be done by a combination of an advance scheduling process and request procedures per District “Leave Approval Timeline & Cancellation Policy.” After annual leave is selected in December, approval of other annual leave time off is at the discretion of the Fire Chief or designee pending maintenance of service levels and activity potential. Excluding staff assignments and Duty Chief, a maximum of three personnel will be allowed off on annual leave on any given day. Leave shall not be unreasonably denied. The District shall not cancel a pre-approved vacation for the purposes of avoiding overtime. No employee shall lose earned vacation leave time because of work urgency. If an employee has reached the maximum allowed balance and is unable to take vacation leave, the District may approve a waiver of maximum allowed unused balance, per Section 5-2.

#### Section 5-4

In the event that available annual leave is not used by the end of the benefit year, employees may carry over unused time forward to the next benefit year. Calculations of an employee’s accrual will be done per pay period by administrative

personnel. However, it will be the responsibility of each employee to track and manage their annual leave to prevent cessation of accrual.

#### Section 5-5

The minimum charge against accumulated Vacation or Holiday leave shall be twelve (12) hours or multiples thereof starting at 0700 or 1900. Vacation leave shall be compensated at the employee's base rate of pay.

#### Section 5-6

Upon termination of employment, employees will be paid for unused annual leave that has been earned through the last day of work, at their regular hourly base rate of pay.

### ARTICLE VI - VACATION

#### Section 6-1

Vacation time off with pay is available to eligible employees. Employees in the following employment classifications are eligible to earn and use vacation time described in this MOU. Once accrued, like holiday time, accrued time becomes annual leave and is taken according to policy. Personnel shall make the annual leave selections in December on a shift seniority/department basis.

- 40-hour employees - those that work 40-hour work week
- 56-hour employees - those that work 56-hour workweek

Vacation time and Holiday time are accrued on different schedules.

#### Section 6-2

##### Vacation Earning Schedule

The amount of paid vacation time employees receives each year increases with the length of their employment as shown in the following schedule. Rates of accrual are shown for both 40-hour personnel and 56-hour personnel.

YEARS OF SERVICE	40-HOUR PERSONNEL			56-HOUR PERSONNEL		
	Days	Hours	Rate	Shifts	Hours	Rate

0 to 5 years	10.3	103	3.96	6	144	5.54
6 to 10 years	13.7	137	5.27	8	192	7.39
11 to 15 years	17.2	172	6.62	10	240	9.23
16 to 20 years	22.3	223	8.58	13	312	12.00
21 and above	24.0	240	9.23	14	336	12.92

Section 6-3

Leave Cash-out, see Section 7-2

<b>VACATION RATE ACCRUALS</b>
-------------------------------

<b>Year of Hire</b>				
1-5 Accrual Rate	6-10 Accrual Rate	11-15 Accrual Rate	16-20 Accrual Rate	21+ Accrual Rate
2000	2005	2010	2015	2020
2001	2006	2011	2016	2021
2002	2007	2012	2017	2022
2003	2008	2013	2018	2023
2004	2009	2014	2019	2024
2005	2010	2015	2020	2025
2006	2011	2016	2021	2026
2007	2012	2017	2022	2027
2008	2013	2018	2023	2028
2009	2014	2019	2024	2029
2010	2015	2020	2025	2030
2011	2016	2021	2026	2031
2012	2017	2022	2027	2032
2013	2018	2023	2028	2033
2014	2019	2024	2029	2034

2015	2020	2025	2030	2035
2016	2021	2026	2031	2036
2017	2022	2027	2032	2037
2018	2023	2028	2033	2038
2019	2024	2029	2034	2039
2020	2025	2030	2035	2040
2021	2026	2031	2036	2041
2022	2027	2032	2037	2042
2023	2028	2033	2038	2043
2024	2029	2034	2039	2044
2025	2030	2035	2040	2045
2026	2031	2036	2041	2046
2027	2032	2037	2042	2047
2028	2033	2038	2043	2048
2029	2034	2039	2044	2049
2030	2035	2040	2045	2050

## ARTICLE VII - HOLIDAYS

### Section 7-1

The District will recognize the following holidays:

- New Year's Day (January 1)
- Martin Luther King Jr. Day (third Monday in January)
- Presidents Day (third Monday in February)
- Memorial Day (last Monday in May)
- Juneteenth (June 19)
- Independence Day (July 4)
- Labor Day (first Monday in September)
- Veteran's Day (November 11)
- Thanksgiving Day (fourth Thursday in November)
- Christmas Day (December 25)

Each holiday will be accrued at the rate of 24 hours per holiday or 240 hours annually for 56-hour personnel, and 17.14 hours or 171.4 hours annually for 40-hour personnel. Accrual rates will be 9.23 hours for 56-hour personnel and 6.59 hours for 40-hour personnel per pay period.

\*\* All 40-hour employees shall continue to accrue holiday hours for the purposes of taking the District recognized holidays off. These hours will not be usable for cash out purposes during a temporary assignment.

Any existing hours in any temporarily assigned employees banks as of 1/1/14, or at the time of their appointment to a 40hr position, shall be frozen in a separate bank, for use at the employees' discretion.

## Section 7-2

The employee has the option to cash out up to 231 hours for 40-hour personnel or 324 hours for 56-hour personnel of vacation or holiday time per fiscal year, paid at straight time. Maximum amount of holiday time to be reported to CalPERS annually remains 240 hours for 56-hour personnel. Cash out may occur anytime throughout the year with two pay periods notice. A minimum of 48 hours must be cashed out for each occurrence. Employees must have sufficient time in their "bank" to offset the hours requested, negative "bank" balances will not be allowed. If the district payroll system is changed at any time during this agreement both parties agree to meet and confer regarding possible changes to this section.

Noted: CalPERS rules follow the California Code of Regulations Criteria 571 (a) and (b). Cash out reported for retirement calculations fall under special compensation. Subsection "b" specifies the standards that all special compensation must meet.

Special compensation items must meet the definitions listed in 571 (a) as well as the criteria listed in 571 (b) to be reported to CalPERS.

## Section 7-3

### **Holiday Hour Opt-Out Option**

Permanently assigned 40-hour employees shall have an option to NOT earn holiday hours. If they choose this opt-out option, they shall be entitled to a 8.2% increase in their base pay. Employees will not have the option to switch back and forth between the opt-out option after selection. Any of the District recognized holidays listed in section 7-1



above, would require the employee to either, (a) work as normal (b) use any accrued leave bank.

## **ARTICLE VIII - SICK LEAVE BENEFITS**

### Section 8-1

The District provides paid sick leave benefits to all eligible employees for periods of temporary absence due to non-occupational illnesses or injuries and may be used to attend personal medical or dental appointments or to be present during childbirth, surgeries, critical illness or injury involving members of the immediate family. All employees will be allowed to use 144 hours of sick leave for bonding per child.

### Section 8-2

For existing employees, hired before April 1, 2020, 56-hour employees will accrue sick leave benefits at the rate of 18 hours per month, 40-hour employees will accrue at the rate of 12 hours per month. Accrual rates will be 8.31 per pay period for 56-hour personnel and 5.53 per pay period for 40-hour. All employees' use of sick leave will be charged at the rate of 100 percent of actual time taken. Unused sick leave benefits will be allowed to accumulate.

For new employees, hired after April 1, 2020, shall accrue sick leave as follows. 56-hour employees will accrue sick leave benefits at the rate of 11.2 hours per month, 40-hour employees will accrue at the rate of 8 hours per month. Accrual rates will be 5.17 per pay period for 56-hour personnel and 3.69 per pay period for 40-hour. All employees' use of sick leave will be charged at the rate of 100 percent of actual time taken. Unused sick leave benefits will be allowed to accumulate.

Existing employees (Hired before 4/1/2020)	New hires (Hired after 4/1/2020)
56 Hour.....18 hour	56 Hour .....11.2 Hours per month
40 Hour.....12 hour	40 Hour.....8 Hours per month

### Section 8-3

Paid sick leave can be used in minimum increments of an hour. Eligible employees may use sick leave benefits for an absence due to their own illness or injury or that of a family member who resides in the employee's household, providing the sickness or injury falls within the eligibility guidelines for Health Medical Insurance.

#### Section 8-4

Employees who are unable to report to work due to illness or injury must notify the Duty Chief at least one hour prior to the start of the employees scheduled tour of duty, by phone call or text. It is the responsibility of the employee to keep the Duty Chief informed as to a continued absence beyond the first day during a prolonged illness. The employee must notify the Duty Chief if it is the employee or an eligible family member that is ill or injured, per Section 8-3. The employee does not have to disclose the nature of the illness or injury.

#### Section 8-5

Sick leave hours are intended solely to provide income protection in the event of illness or injury, and may not be used for any other absence.

Upon departure from employment in good standing with the District (not resulting from retirement, death, the creation of a joint powers authority in which the District is a member, or the merger or consolidation of the District, etc.), 25% of unused sick leave shall be cashed out to the employee. Remaining unused sick leave shall be forfeited.

In the event the District enters into a joint powers agreement, merger, consolidation, etc. with another agency(cies) and, as a result, an employee is no longer employed by the District, the District and the Union agree to meet and confer for the purpose of addressing how then existing unused sick leave accruals (banks) shall be allocated.

Upon retirement from District service or death while in District service, the employee's unused sick leave accrual shall be converted to additional CalPERS service credit. If the conversion of an employee's unused sick leave to service credit would result in service credit in excess of the 90% ceiling for local safety members, only the amount of unused sick leave needed to reach the applicable ceiling will be certified to CalPERS. For employees hired on or before July 1, 2017, the remaining unused sick leave will be cashed out to the employee in amount not to exceed 25% of the value (calculated at the employee's hourly rate at the time of the cash-out). The percentage in the preceding sentence will be reduced to 20% for employees hired after July 1, 2017, and will be reduced to zero for employees hired on or after April 1, 2020.

See Article IX - Retirement Benefits for further details.

## Section 8-6

If an employee is ordered by a doctor to be off work, the employee shall obtain a written order from the doctor stating:

1. The date the medical leave is to start
2. The reason for the medical leave
3. The date the employee can return to work, or date of next scheduled visit

It shall be the employee's responsibility to ensure that the written medical leave form be delivered to Headquarters Station so that it, or a copy of it, is placed in their personnel file. This must be done prior to the beginning of the next scheduled work shift. 56-hour personnel must also immediately notify the Duty Chief so that adjustments to station staffing can be accomplished if needed.

## Section 8-7

When the absence exceeds 40 hours for 40-hour personnel or 96 scheduled hours or more for 56-hour personnel, the employee shall provide a completed Sick Leave Affidavit and Physician's Certification Form (Exhibit D) to the Duty Chief, with the physician indicating satisfactory proof of illness or injury. Certification of illness or injury will be required upon return to duty. Failure to provide satisfactory certification of illness or injury in a timely manner will result in termination of said benefits for the time off.

An employee must submit a Sick Leave Affidavit and Physician's Certification Form, Exhibit D "Government," whenever sick leave surpasses 206 hours for 40-hour or 288 hours for 56-hour employees in a fiscal year. The Duty Chief or the Operations Chief may waive the requirement to have a physician sign the form based on the circumstances surrounding the need for the sick leave use.

This waiver must be approved by the Duty Chief or Operations Chief when calling in requesting sick leave use. The Sick Leave Affidavit and Physician's Certification will be required upon return to duty. Failure to provide the Sick Leave Affidavit and Physician's Certification Form in a timely manner will result in termination of said benefits for the time off.

Management has the right to require certification of illness or injury at any time from employees participating in a personnel improvement plan regarding attendance, or if a pattern of misuse is demonstrated.

Management will also take into consideration long-term illnesses or injuries affecting Sick Leave Affidavit and Physician's Certification Form requirements. The Duty Chief or the Operations Chief may waive the requirement to have a physician sign the form, based on the circumstances surrounding the need for the sick leave use and the long-term illness or injury. This waiver must be approved when calling in requesting sick leave use.

All expenses regarding the Sick Leave Affidavit and Physician's Certification will be the employee's responsibility.

Any employee who makes or causes to be made any knowingly false or fraudulent material statement or material representation for the purpose of obtaining or denying benefits will be denied benefits received as a result of the false information and will be subject to disciplinary action up to and including termination.

## **ARTICLE IX - RETIREMENT**

### Section 9-1

The District has contracted with the California Public Employees Retirement System (CalPERS) to provide retirement benefits for District employees. The District has amended its contract with CalPERS to reflect the provision of the 3% @ 50 retirement program. These benefits shall remain unchanged for all employees hired prior to January 1, 2013. Employees who are classified by CalPERS as Classic employees shall pay a member contribution of 12%.

Employees hired on or after January 1, 2013, who are deemed "new members" by CalPERS are subject to the Public Employees' Pension Reform Act of 2013 (PEPRA), including the 2.7% at 57 retirement formula and a mandatory employee contribution equal to 50% of normal costs as determined by CalPERS on an annual basis. However, employees hired on or after January 1, 2013, who are deemed classic members by CalPERS are subject to the same retirement benefits available to employees hired prior to January 1, 2013.

Other amendments in the District's CalPERS contract include the fourth level of 1959 survivor benefits pursuant to Government Code Section 21574, and the one-year final compensation period pursuant to Government Code Section 20042. However, employees deemed "new members" by CalPERS are subject to a three-year final compensation period pursuant to Government Code Section 7522.32.

The District has also amended its CalPERS contract to add provisions pursuant to

Government Code Section 20965, which provides for the conversion of unused sick leave to additional service credit, at no additional cost to employees. Under the District's CalPERS contract, 8 hours of unused sick leave equals one workday and 2000 hours equals 1 year of service credit.

An employee may also elect to purchase up to four years of service credit for any active military or merchant marine service performed prior to employment with the District as outlined in Government Code Section 21024. Employees may be eligible for other opportunities to purchase service credit through CalPERS associated with prior service. Interested employees should contact CalPERS for more information.

## **ARTICLE X - BEREAVEMENT LEAVE**

### Section 10-1

If an employee wishes to take time off due to the death of an immediate family member, the employee must notify his or her supervisor immediately.

Up to three consecutive shifts or 72 hours per event for 56-hour personnel and five days or 40 hours per event for 40-hour personnel of paid bereavement leave will be provided to eligible regular full-time employees, excepting workers compensation leave.

An employee may, with the Fire Chief or designee's approval, have bereavement leave extended as necessary with appropriate use of accrued leave time.

### Section 10-2

The District defines an immediate family member as the employee's spouse, domestic partner (as registered with the State), parent/guardian, child, sibling, grandparents or grandchildren. The relationships noted shall include in-laws and step relations. Special consideration will also be given to any other person whose association with the employee was similar to any of the above relationships.

The above provision will be implemented consistent with the AB 1949 and FEHA as amended.

## **ARTICLE XI - RIGHTS OF THE EMPLOYEES**

### Section 11-1

The District and the Union agree that nothing in this Memorandum of Understanding is intended to deny the Union or its represented members of any applicable rights or privileges granted under Federal, State, County, District or Local law.

## **ARTICLE XII - EDUCATION REIMBURSEMENT**

### Section 12-1

This section shall apply to all Associates, Bachelors and Masters accredited classes obtained through regionally accredited or FESHE approved programs. The District shall reimburse each full-time employee an amount not to exceed \$1,000.00 per fiscal year for reimbursement of the costs of books, tuition and "related fees." "Related fees" are defined as providing the maximum reimbursement based on the previous calendar years approved federal rates for lodging, meal allowance, and incidental expenses per the United States General Services Administration (GSA). "Related Fees" are applicable when the distance is greater than 50 miles from your place of residence.

There total of all annual reimbursements from the District shall fully fund all employees covered under this bargaining unit. To be eligible, the employee must have prior approval from the Fire Chief or designee that the major is job-related and/or will result in a benefit to the employee and to the District. Reimbursement will not exceed the actual amount paid by the employee and will be processed only if the employee provides proof of maintaining a "C" grade or a 2.0 or better grade point average. Reimbursement will be accomplished within 30 days of proof of successful completion. A canceled check, invoice or itemized receipt will be necessary to file the claim.

The following procedure shall be followed annually:

May 1, District Staff will send out a Memo to all employees reminding them that all education reimbursement requests must be submitted to the Administrative Office by May 30.

May 30, District Staff will provide a detailed educational account print-out to the Union indicating all expenditures within the current fiscal year. Once the amount is determined, District Staff will evaluate additional educational reimbursements for all union personnel not to exceed the amount needed to fully fund all employees covered under this

bargaining unit. Reimbursement will not exceed the actual amount paid by each employee and must meet the criteria set forth in paragraph 1 of 12-1.

Step 1: May 1 – District staff sends out reminder memo

Step 2: May 30 – All Educational Reimbursement requests must be received and a detailed print-out of the Education account shall be submitted to the Union.

Step 3: June 30 – Approved reimbursement to eligible employees meeting the above criteria with available funds up to the annual budgeted amount needed to fully fund all employees covered under this bargaining unit will be disbursed. District Policy/Procedure will be developed detailing utilization of the educational funds.

Additional annual District education reimbursement of up to \$1,000.00 available with approval of Fire Chief subject to availability of funds. Education reimbursement shall not exceed a total of \$2,000.00 per employee per year.

## Section 12-2

This section shall apply to all types of specialty classes. The District agrees to utilize the approved career ladder, as a minimum, to identify classes that will be considered for reimbursement. To be eligible, the employee must have prior approval of the Fire Chief and provide proof of completion of the course with a "C" grade or better.

## Section 12-3

The parties agree that off duty voluntary attendance at non-required training courses, for the purpose of individual career advancement shall not be counted as work time, even though the District may pay for all or part of such training. The employee is responsible to find the necessary time off to attend the approved classes. The employee may use any available annual leave or trade time as approved, per District policy.

## Section 12-4

### Educational Incentive Pay:

The District and the L3399 agree to the following educational incentive program.

Upon completion of a regionally-accredited/FESHE college's AA/AS or BA/BS degrees program, the district will increase salary according to the following:

- Associates Degree: \$225 per month or;
- Bachelors' Degree: \$450 per Month

To Receive the Educational incentive, you must provide a copy of your unofficial transcript and a copy of your diploma for certification. A confirmation email will be sent to the employee confirming the date of when the incentive pay will become effective. All educational incentive pay will be effective upon the confirmation email sent to the employee. There will be NO retroactive pay.

Any dispute arising from the accreditation determination will be decided between a panel consisting of one member from management, a representative from L3399 and a representative of the Board of Directors.

Paramedic education incentives are accumulative and will be added to the Bachelors or Associates degree incentive.

All educational incentives to be paid as part of the normal bi-weekly payroll process, and shall be considered PERSable income for retirement purposes as permitted by law.

#### Section 12-5

#### Bilingual Incentive:

The District and the L3399 agree to the following Bilingual Incentive program. Employees agree to the following, and in return they shall be entitled to a \$75 monthly stipend. Certification that the employee possesses a needed language to meet district needs.

- A. The certification of employee's abilities shall be approved by the District.
- B. Agreed languages are Spanish, Portuguese. Additional languages can be added as district needs arise.
- C. Those employees receiving this incentive agree to be available, at a minimum by phone, for translation purposes. Those calls will be compensated on an hour for hour basis with a one hour minimum. Every attempt will be made to contact those members who qualify for this incentive who are on duty first.

All bilingual incentives to be paid as part of the normal bi-weekly payroll process, and shall be considered PERSable income for retirement purposes as permitted by law.



## **ARTICLE XIII - UNIFORM ALLOWANCE**

### Section 13-1

Uniform allowance will be disbursed as a bi-weekly allowance of \$38.46 paid per pay period and received each pay day. There shall be no change in the number, style, and color of uniforms without agreement by the Union.

The purpose of this allowance is to fund the purchase and maintenance of those items required to maintain compliance with the District's uniform policy.

All new hires will be allocated \$500.00 for the purpose of purchasing required uniforms and appropriate accessories on their first paycheck. Beginning with their second paycheck, they will start receiving the \$38.46 stipend.

Due to changes created by PEPRA Uniform allowance will only considered compensable for retirement for classic employees. and appropriate deductions for retirement shall occur.

### Section 13-2

The District will replace any piece of District-provided Personal Protective Equipment when damaged during the course of employment. Employees may utilize any monies received for damaged equipment, to pay any differences towards an upgrade.

### Section 13-3

The items required to maintain compliance with the District's uniform policy may be changed during the duration of this MOU with approval from management and the union.

The District will provide the following items, one time only, at no cost to each member covered under this agreement.

Class A jackets new style long and pants (all line personnel)

All colors and models to be referred with the Current Uniform Policy.

## ARTICLE XIV - SENIORITY & LAYOFFS

### Section 14-1

Employees' seniority will be based on the amount of total continuous service with the District in a full-time position. Those employees employed at the time of consolidation are credited with seniority from the agency at the time of consolidation. In an affected seniority progression line, that employee with the least total continuous service shall be the first separated.

Written Notice - Written notice of layoff shall be served on affected employees in person or by certified letter mailed to the last address on file with the District Administration. Notice will be served or mailed at least 21 calendar days prior to the effective date of the separation. Notice shall be deemed served when given in person or upon return of a delivery receipt or receipt showing attempted delivery.

### Section 14-2

For a period of one year from the effective date of layoff, no regular position in the affected classification in the department involved shall be filled without first providing employees possessing rights to re-employment with an opportunity to be rehired. Re-employment lists shall be in inverse order of lay-off with the most senior employee from amongst those laid-off rehired first. Such re-employment would be at the same salary step, or the salary range assigned such classification and with the same seniority as the employee had earned at the time of lay-off. Benefits paid out at the time of separation such as vacation or sick leave may be bought back at the employee's expense. Written notice of the re-employment opportunity shall be sent by certified mail to the last known address of the former employee. The former employee shall have 14 calendar days to respond to the notice. This time period will commence upon the District's notification of receipt of certified or registered mail notification.

### Section 14-3

Whenever in the judgment of the Board of Directors, it becomes necessary in the interest of the economy or the necessity for a position to no longer exist, the Board of Directors may abolish a position or classification, and if necessary, reduce personnel by laying off employees without the filing of disciplinary charges and without granting the employee(s) the right of appeal except as accorded in these provisions.

In reducing the number of employees, the order of separation shall be based on seniority

as herein specified. Seniority will be based on the current seniority list.

#### Section 14-4

Employees in the same classification shall be separated by seniority with the least senior employee being laid off first. There will not be any ties in seniority. If more than one person is hired at the same time, then final overall ranking will be used to determine seniority. The following are the different types of appointments, and the layoff of personnel shall be in this order.

1. Probationary
2. Regular Full-Time

#### Section 14-5

Seniority will be based on the current seniority list. The District will meet and confer with the Union over the impact of a reduction in force.

### **ARTICLE XV - WORK SCHEDULES**

#### Section 15-1

The normal work schedule for all 56-hour personnel employees is an average 56 hours per week, working a 24-day work period. All scheduled time is to be considered as time worked.

#### Section 15-2

40-hour personnel will normally begin at 0800 hours each day and conclude the workday at 1700 hours with a one-hour lunch. 40-hour personnel flex time employees will begin the workday at 0700 hours each day and conclude the workday at 1800 hours with a one-hour lunch. Flex time schedule will be implemented at the option of the Fire Chief or designee.

#### Section 15-3

56-hour personnel will work a 2 on and 4 off schedule. The schedule will consist of working two consecutive 24-hour shifts and then being off duty four consecutive 24-hour shifts. This will be known as the 48/96 work schedule. The two consecutive 24-hour shifts will be known as a tour.

#### Section 15-4

56-hour personnel will begin their shift at 0700 hours and conclude their shift 24 hours later at 0700 hours. Lunch will begin at 1130 hours and end at 1300 hours. When 56-hour personnel work a full tour, they must be up, dressed and ready to perform their duties at 0800 hours at the start of their second shift. In the event that personnel are unable to sleep due to required performances of duties between 2200 to 0700 of the first shift of their tour, that employee may recover lost sleep by sleeping in that morning. This will be on an hour-for hour basis, example: personnel go out on a car fire at 2300 hours and are up for one hour and then they go out at 0400 hours for a grass fire and are up for two hours. 56-hour personnel may recover the three hours they lost by sleeping in until 1000. Personnel must be up and ready to perform their duties at the conclusion of any lost sleep time.

#### Section 15-5

When operating requirements or other needs cannot be met during regular working hours, employees may be given the opportunity to volunteer for overtime work assignments. All overtime work must receive the Fire Chief or designee's prior authorization. Overtime assignments will be distributed as outlined in the Out-of-Class Assignment and Filling of Overtime Positions policies. The Union is designated to administer the filling of overtime for those positions they represent.

#### Section 15-6

Emergency call back shall be for a minimum three hours worked. Employees will be expected to work the full time.

#### Section 15-7

Training Officer Overtime. It is agreed that the 40-hour Training Officer (T.O.), will not be able to work overtime on an engine unless it comes to a mandate and it's the T.O.'s day off. The T.O. must be cleared to work at the station of the mandate. The T.O. will not be mandated to work as an engine company captain.

### **ARTICLE XVI - GRIEVANCE PROCEDURE**

#### Section 16-1

It is the intent and purpose of this article to provide for the presentation and

adjustment of the employee grievances. The district and the union agree that employees in the bargaining unit shall have the right to use the following procedures to grieve matters involving the interpretation and application of specific provisions of this Memorandum of Understanding, or policy. At any step in this process, at the request of the employee, a union representative shall be present. It is the intent of the district that union representation shall be provided expeditiously on the workday it is requested, when operational needs permit.

### Step 1

When an employee has a grievance, they shall contact their immediate supervisor in an attempt to resolve the grievance through discussion with their immediate supervisor. If grievance is not resolved within fifteen (15) calendar days or the employee is not satisfied with discussion and or decision of the immediate supervisor the employee may proceed to step 2 of grievance procedure. Grievances settled in the first step must not be of a precedent-setting nature, nor establish a precedent on any subject matter which may be binding on either party.

### Step 2

If the grievance is not settled at step one, the grievant must submit their grievance in writing to the Fire Chief within fifteen (15) calendar days from when the employee knew about the grievance or reasonably should have known. The Fire Chief shall respond in writing within fifteen (15) calendar days. If the Fire Chief fails to respond within the time frame, the grievant has the right to move to the next step.

Within the time frame above the grievant may present the grievance to the Executive Board of the Association to determine if the Executive Board will support the cause.

### Step 3

If no agreement can be reached in Step 2, the grievance may be submitted to the Board of Directors Grievance Committee. The committee shall be comprised of a minimum of two Stanislaus Consolidated Fire Protection District Board Members. The grievant has a maximum of fifteen (15) calendar days from receipt of the response from the Fire Chief to submit the grievance in writing to the Grievance Committee. The Grievance Committee shall render a decision thereon in writing within fifteen (15) calendar days of the receipt of the written grievance.

#### Step 4

If no agreement can be reached in Step 3, the grievance may be submitted to an Adjustment Board. The Adjustment Board shall be comprised of one (1) union representative, one (1) management representative and one (1) representative from the State Mediation and Conciliation Service. The State Mediation and Conciliation Service will be requested to send a list of at least five (5) qualified arbitrators. The Union and the District will mutually agree to select one of the arbitrators from the list. If an agreement is unable to be reached, each party shall alternately strike one name from the list and the last remaining name shall serve as arbitrator. The first party to strike a name shall be determined by the toss of a coin.

It shall be understood in disputes involving interpretation of the MOU, that the Grievance Committee will only interpret this Memorandum of Understanding and will not have the power to add to, delete from, or amend any part of this agreement. The decision of the Grievance Committee shall be final and binding on all parties.

#### Section 16-2

Any of the time requirements in the above Steps 2 through 4 may, upon request of either party, be extended by mutual agreement.

#### Section 16-3

Any grievance must be filed promptly but in no event later than fifteen (15) calendar days after the occurrence, or primary knowledge of, the event grieved, or it shall be deemed to have been waived by the aggrieved party.

Vacation periods, authorized leaves of absence, holidays, FMLA and/or sickness will be excluded from the time limits as set forth

It is understood and agreed that in the event of failure on the part of the District to answer any grievance within the prescribed period of time set forth above, the Union shall have the right to appeal to the next step without a decision unless the time requirement has been extended by mutual agreement.

#### Section 16-4

It is recognized that the nature of the grievance may be such that its initiation

at a step above Step 1 is appropriate. In such cases, the District and the Union may agree to grievance initiation at a higher step of this grievance procedure.

#### Section 16-5

For purposes of communication regarding Steps 2 through 5 of the grievance procedure, both parties/sides involved with the grievance will openly communicate the best methods for delivering and responding to the grievance. Every effort will be made to ensure the other party knows when a response has been sent, however; it is not the sender's responsibility to see that the response has been read within the time frame permitted. Failure to open, or read a response, does not extend the response period. Hand delivered, electronic mail, and/or USPS mail are accepted methods of delivery. Every effort should be made to ensure both sides understand the timeline(s) involved.

#### Section 16-6

Notification: A grievance shall be submitted in writing (following step one) and shall include, at a minimum:

1. Nature of the grievance
2. Date when the incident occurred.
3. Description of the incident
4. Rule or policy violated, and
5. Specific remedy sought by the employee(s).

#### Section 16-7

In the event that a grievance involves, or directly affects, an individual normally included in the response process of any of the steps, that individual shall recuse themselves from the process and yield to either their counterpart (i.e., Battalion Chief to Battalion Chief), or to their supervisor (i.e., Fire Chief

to Board of Directors Grievance Committee).

## ARTICLE XVII - SPECIALTY PAY

### Section 17-1

#### HAZARD PREMIUM -Specialty Teams Program

The District and the Union agree that those members who volunteer and have demonstrated proficiency for qualification and obtain the necessary certification/continuing education are eligible for consideration of appointment to the District approved Specialty Team(s) Members who have volunteered may be selected for the team and upon providing verification of the required training for compensation. Those employees who continue to renew their training and remain active members assigned to their respective team(s) shall be paid as part of the normal bi-weekly payroll process, and shall be considered PERSable income for retirement purposes as permitted by law. Team members shall be responsible for meeting all training hour requirements.

Stipends are as follows:

- First Team: \$1,050 Annual Stipend (\$50 of which covers notification reimbursement)
- Second Team: \$500 additional

The District recognizes the following Teams:

- Haz-Mat
- Swiftwater
- In exchange for annual stipend above, all team members would be required to receive messages as part of the team. Members who are trained and certified as a result of District funded/supported training will have a mandatory commitment of three years.
- The Haz-Mat team shall have a minimum staffing level of one team member per shift. The Swiftwater team shall have a Minimum staffing level of 2 team members on duty at St. 24 & St. 26 per shift. Shift assignments shall occur at the regular bid cycle in accordance with section 19-1 of this MOU.

The current teams Maximums are as follows:

Haz-Mat: 3\* Team Members  
Swiftwater: 21\* Team Members



- \* Team members in excess of this number shall be grandfathered in until the number of team members drops below the cap.

## Section 17-2

### Paramedic Program

The District and L3399 agree to the following paramedic incentive program for all Ranks.

Twelve percent (12%) above the current salary structures for Firefighter, Engineer and Captain.

Employees that possess National Registry Paramedic Certification and currently receive \$225 per month as of Board approval of this MOU and maintain this certification will continue to receive this compensation for duration of their employment with District.

New paramedics must meet the following minimum requirements:

- Licensed by the state of California and accredited in Stanislaus County.
- Maintain all required Certifications (ACLS, PALS, PHTLS/ITLS)
- Must have completed the Districts fire academy and have been assigned to a shift.

Current employees who are currently licensed as paramedics must meet the above requirements and agree to a three-year minimum commitment to the paramedic program before receiving the incentive or finish out bid cycle unless there is a person to fill void, whichever is greater.

The District will pay for all license, certification and accreditation fees that are required to maintain paramedic licensing and accreditation.

The District will provide opportunities for paramedics to obtain their CEU's both on and off duty. Off-duty CEU training must be approved by the District in advance and cannot be substituted for training that is offered on duty. Paramedics will be compensated at an overtime rate for attending trainings that are not part of their normal work schedule.

It is the responsibility of the employee to maintain all required licenses and accreditations.

Management will determine which Engine/Quint companies will be activated as paramedic units and the sequence of activations.

Two paramedics shall be assigned to each shift: one shall be required to bid the paramedic station and the second shall work at any other SCFPD station. All bids are by seniority.

When overtime is required to fill a paramedic vacancy on a paramedic company, off duty paramedics will be offered the overtime prior to moving any other on duty paramedic from another station to fill the vacancy and any ancillary moves needed to allow proper coverage.

-If available (unassigned), the "relief" person will be utilized to backfill the resulting station vacancy when any other paramedic is moved to fill a paramedic position at the paramedic station.

Paramedics may be moved from station to station or be mandated for overtime to maintain staffing of all paramedic companies. A separate paramedic mandate list will be created.

Prior to pursuing a transportation or community paramedic program, the District agrees to meet and confer with Local 3399.

#### Section 17-3

##### Training Officer

This position is a flexible 40-hour work schedule. 5% pay incentive to current salary.

#### Section 17-4

##### Additional Rescue Program(s)

The District agrees that, should these additional program(s) become fully operational during the term of this agreement, the contract would be reopened to discuss all related specialty pay.

## **ARTICLE XVIII - LEAVES OF ABSENCE**

#### Section 18-1

##### Family Care Leave (FMLA)

The District shall comply with both State and Federal laws providing for employee leaves for family and medical care as regulated by the State of California Fair Employment and Housing Commission and the Federal Department of Labor.

#### Section 18-2

When and if the District reaches fifty (50) employees, family leave will provide that after completion of one full year of service (and having worked at least 1,250 hours during the twelve (12) months preceding the leave), an employee may take an unpaid family leave of up to twelve (12) weeks in a twelve (12) month period for the following covered events:

1. The birth, adoption or foster placement of a child;
2. The employee's own serious health condition; or
3. The serious health condition of the employee's child, parent or spouse

After a continuous absence of thirty (30) calendar days for any covered event described herein, the employee shall be placed on family leave. While on family leave, an employee may elect to utilize any accrued vacation, holiday or compensating time off. Accrued sick leave may only be used for the period of an employee's actual illness/injury or when authorized for the employee's care of a critically ill child, parent or spouse. While on family leave, the District shall continue to pay contributions towards the employee's health, dental and vision plan at the same rate it did while the employee was on active status unless the employee chooses to discontinue coverage. State law provides that family leave is separate and distinct from pregnancy disability leave. All Federal laws and guidelines must be followed regarding FMLA Leave.

#### Section 18-3

##### Pregnancy Disability Leave

A pregnant employee shall furnish her supervisor no later than the fourth month of pregnancy, a statement by the attending physician which indicates the estimated time of delivery. A pregnant employee is entitled to take a pregnancy disability leave for the portion of the pregnancy and the time following delivery during which the doctor determines she is disabled (not to exceed four months). Prior to that time, the employee shall complete the necessary documents.

#### Section 18-4

Such an employee may elect to take accrued vacation, compensating time, sick leave or leave without pay during the period of disability. Reinstatement subsequent to pregnancy disability leave of absence shall be to the same classification from which leave

was taken.

#### Section 18-5

#### Personal Leave

Eligible employees may request personal leave only after having completed the new hire probationary period. As soon as eligible employees become aware of the need for a personal leave of absence, they must request a leave from the Fire Chief or designee. Personal Leave is unpaid leave.

#### Section 18-6

Personal leave may be granted for a period of up to 14 calendar days annually. If this initial period of absence proves insufficient, consideration will be given to a written request for a single extension of no more than seven calendar days.

#### Section 18-7

Requests for personal leave will be subject to the Chief's discretion and be evaluated based on a number of factors, including anticipated workload requirements and staffing considerations during the proposed period of absence.

#### Section 18-8

Personal leaves will be subject to the terms, conditions, and limitations of the applicable plans. The District will continue to provide health insurance benefits for the full period of the approved personal leave.

Vacation, sick leave, and holiday benefits will not continue to accrue during the approved personal leave period.

#### Section 18-9

If an employee fails to report to work promptly at the expiration of the approved leave period, the District will assume the employee has resigned

#### Section 18-10

#### Military Leave

Any employee who is granted a military leave of absence to serve in the Armed Forces of

the United States shall have his/her seniority continued as if the person has remained on the District payroll. The employee shall be reinstated from the military leave of absence at the same salary range that he/she would have been eligible to receive had he/she been on the job. Military leaves of absence will be governed by the provisions of the Military and Veterans Code of the State of California, Section 39 et seq. Military leaves of absence shall not be granted without the approved military orders identifying the deployment/assignment request.

## **ARTICLE XIX - STATION BIDDING /SHIFT ASSIGNMENT**

### Section 19-1

This bid process will be administered by the Union and governed by the guidelines of this agreement between the Union and Management.

Management shall retain its right to approve or deny any bid request taking into consideration the customer service and operational needs of the district. If said person is denied a bid request, management shall document in writing the reason(s) for the denial to said employee. No employee shall be unreasonably denied his/her request for shift or station bid.

Employees within the classification of Captain, Engineer and Firefighter shall be allowed to bid for *station and shift* assignments every two (2) years.

The bid shall take place the first week of November to coincide with the need to begin Annual Leave picks for the upcoming year soon after.

The bid process shall be administered in successive order of seniority (date of hire). This is only to include full time employment with this District.

The "rank order" of the bid process shall be Captain, Engineer, and Firefighter

The administrator will be the Union President or his/her designee.

The administrator will be the person in charge of administering the bid.

#### Bi-annual Bid Process:

The bid process will begin promptly at 0900 hours on a pre-designated day at Station 22; the first week of November.

Each person shall have up to ten (10) minutes to respond to the pre-designated means of contact. At such time, you must make a choice, or you will be skipped.

All persons shall be notified of their turn to bid by the means designated on their primary contact as identified in Telestaff , unless otherwise specified prior to the bid process beginning. Multiple means of contact can be submitted to the facilitator only

Anyone that is unable to be contacted the day of the bid by any means will bear the responsibility to provide the facilitator a list of shift and station picks in order of preference prior to the beginning of the bid.

If the facilitator cannot reach the person whose turn it is, within the ten (10) minute time frame, he/she will be skipped and will pick whenever they call in, but after the person you currently are attempting to contact.

Anyone out on a long-term comp. injury or long-term disability will not be allowed to bid unless a *definitive* date of return is known and falls within this two (2) year bid. When said person returns to duty, he/she shall assume the last bid position from the previous bid for the remainder of the current bid.

All bid selections are final.

#### Mid-bid Vacancy Process:

If a vacancy occurs during the two (2) year bid, the vacancy will be announced and posted for a period of 6 days, ending at 1700 hrs. on the 6<sup>th</sup> day. The person who signed up and is highest on the seniority list will get the first chance, and so on. The decision to move shall be made at time the person is contacted. With each move, it may create a new opening that would then need to be posted in the same manner.

It is agreed that if you accept a new bid position on another shift, you will forfeit any annual leave picks that conflict with the maximum amount of personnel already scheduled to be off on your new shift.

You shall be limited to only one (1) Mid-bid vacancy move between shifts, per bid cycle. Movement from different stations within your shift will be unlimited.

Persons that are promoted or demoted during the bid, will assume the last vacant position for the remainder of the current bid. These individuals will not forfeit their annual leave picks that were already approved by management.

All bid selections are final.

## **ARTICLE XX - STAFFING LEVELS**

### Section 20-1

#### Minimum Staffing –

There will be a minimum staffing level of 3 personnel at stations: 21, 22, 23, 24, 26. The District and the union understand that this does not negate management's right of developing staffing levels, but in fact reinforces the commitment to staff the stations in a safe manner.

### Section 20-2

Station Coverage During Union Meetings - The District shall allow the union president or representative to move their engine to the station holding the meeting. Their station will be covered by an on-duty crew. The president or representative shall make prior notification to the Duty Chief, and the Duty Chief shall make the necessary arrangements of moving personnel, engines or providing coverage. The Duty Chief can make a determination that emergency situations or operational needs override the ability to provide coverage.

## **ARTICLE XXI - MEDICAL, DENTAL, VISION AND LIFE INSURANCE**

### Section 21-1

#### Medical, Dental, Vision

The District agrees to continue providing medical, dental and vision care coverage at no cost for employees and their eligible dependents. A cafeteria plan will be offered for enhanced medical/dental/vision options. District agrees to meet & confer prior to any benefit change, as well as to continuously work to find increased/differing levels of coverage.

Upon retirement, retirees will be eligible to participate in Medical, Dental and Vision plans sponsored by the District, provided that the retirees pay the entire premium for the selected plan, (the District pays nothing). Retirees are responsible for adhering to all rules and regulations regarding the offered plans.

For employees hired on or before July 1, 2017, upon retirement from District service or death while in District service, the District will contribute an amount equal to the value of 2024-2026 M.O.U.

50% of the employee's unused sick leave accrual to the Central Valley retiree Medical Trust to be used to reimburse the retirees, or his or her eligible dependent's, expenses for medical, dental and vision benefits pursuant to applicable plan documents, laws and regulations.

For employees hired after July 1, 2017, upon retirement from District service or death while in District service, the District will contribute an amount equal to the value of 50% of the employee's unused sick leave accrual, up to 1,000 hours, to the Central Valley retiree Medical Trust to be used to reimburse the retirees, or his or her eligible dependent's, expenses for medical, dental and vision benefits pursuant to applicable plan documents, laws and regulations.

It is understood that this contribution shall not constitute a conversion of unused sick leave. Rather, unused sick leave shall be merely used as a variable in calculating the amount of contributions that the District will make to a retiree health savings account on behalf of eligible employees.

#### Section 21-2

##### Waiver of Medical Benefits

Should a permanent member be able to provide proof that they have on-going medical insurance through a spouse or domestic partner that is at a minimum equal to that provided by the District; they may elect to withdraw from the Fire District's medical plan. Employees withdrawing from the plan may elect to have 50% of the cost of the plan they were previously enrolled in paid as follows:

- A. Deferred compensation; or
- B. Cash Benefit - paid monthly as a cash benefit (cash benefits shall be subject to taxation)

If employee is not enrolled in one of the District's present plans, his compensation amount will be based on the average of all available HMO health plans.

To remain eligible for this benefit, employees must annually provide to the District proof of medical coverage. Should the employee at any time elect to exit or re-enter the District's health plan, they can only do so during an open enrollment period.

#### Section 21-3



### Life Insurance

The District agrees to provide term life insurance for all represented personnel in the amount of \$100,000 at no cost to the employee.

## **ARTICLE XXII - STRESS COUNSELING**

### Section 22-1

The District has contracted for services for the employees for Counseling and Stress Debriefing. These services include employee counseling and Critical Incident Stress Debriefing (CISD) at the District's expense. Generally, the employee may have three visits prior to referral to another program. Details for this program are available from management.

## **ARTICLE XXIII - DONATION OF ACCRUED LEAVE TIME**

### Section 23-1

Periodically the serious illness of a District employee has provoked a response for fellow employees seeking to be able to donate accrued annual leave time to their fellow employee (per Catastrophic sick leave policy). Personnel policy permits the transfer of annual leave credit for paid time off benefits, annual leave, upon the approval of the Fire Chief or designee, based on regular rate of pay of donor. No donated leave time will be allowed to be cashed out by the employee receiving the donated time.

### 23-2 **Union Time Bank**

Union Time Bank was developed to allow members to attend Union business without placing a financial burden upon the District. Union agrees to donate one hour of vacation time per month to the time bank from each of its members. Use of the time bank is established through District Policy (Local 3399 Firefighters Release Time Bank policy) with agreement of the Union.

## **ARTICLE XXIV - LONG-TERM DISABILITY INSURANCE**

### Section 24-1

The District agrees to pay the member's contribution to the California Association of Professional Firefighters Long-Term Disability Plan.

## ARTICLE XXV - CENTRAL VALLEY RETIREE MEDICAL TRUST

### Section 25-1

**1. MONTHLY EMPLOYER CONTRIBUTION AMOUNT.** The Stanislaus Consolidated Fire Protection District (hereafter, the "District") and the Local 3399 bargaining unit (hereafter, the "Association") agree that the District shall contribute an amount of \$200.00 per month per Association employee on a pre-tax basis to the Central Valley Retiree Medical Trust (hereafter, the "Trust") pursuant to the requirements in Section 2, "Remittance of Contributions" below. The monies contributed to the Trust fund shall only be used for retiree medical expenses (including health insurance premiums, health services, and medical supplies) and/or reasonable administrative expenses therefor. The employee shall not have the option to receive a cash payout of the employee contribution to the Trust in lieu of the transfer to the Trust.

**2. REMITTANCE OF CONTRIBUTIONS.** The District shall remit the above monthly contributions to the Trust for the duration of the Memorandum of Understanding. Those contributions shall be remitted monthly, in one aggregate transfer to the custodian of the Central Valley Retiree Medical Trust within 10 days. In addition, the District shall submit a monthly list of contributing employees to the Plan Administrator, Selene Calderon at BPA (Benefit Programs Administration), 1200 Wilshire Blvd, Fifth Floor, Los Angeles, CA 90017, Ph: (562)463-5000, Email: [selene@bpabenefits.com](mailto:selene@bpabenefits.com)

The District hereby acknowledges receipt of the Trust Agreement governing the Trust and will comply with rules set by the Trust Office in regard to reporting and remitting the required contributions set forth above.

## ARTICLE XXVI - EXPOSURE REPORT SYSTEM

### Section 26-1

The District agrees to enroll and cover the annual expense for all employees covered under this bargaining unit for the purpose of exposure tracking. The website for California Professional Firefighters will be available to each member to track all exposures for each member. This is an independent tracking system for all hazard exposures, to maintain tracking for long term illness exposures.

## ARTICLE XXVII - MEMORANDUM OF UNDERSTANDING CONCLUSION

### Section 27-1

Appendices and Amendments - All appendices and amendments to this Memorandum shall be lettered, dated, and signed by the responsible parties and shall be subject to all provisions of this Memorandum.

### Section 27-2

Savings Clause - If any provisions of this Memorandum or the application of such provisions should be rendered or declared invalid by any court action or by reason of existing or subsequently enacted legislation, the remaining parts or portions of this Memorandum shall remain in full force and effect.

### Section 27-3

Merger or Consolidation - In the event the District shall contemplate merging or consolidating with another District or government agency, the District will meet and confer with the Union concerning the contemplated action and impact upon the union membership.

### Section 27-4

Duration of Agreement - This Memorandum of Understanding shall be effective July 1, 2024, and shall remain in full force and effect through June 30, 2026.

### Section 27-5

Negotiations Impasse Resolution - If the parties reach impasse during contract negotiations either side may request third party intervention through the State Mediation and Conciliation Service.

**SIGNATURE PAGE**

**For the Stanislaus Consolidated  
Fire Protection District**

**For the Stanislaus Consolidated  
Firefighters Union Local 3399**

Greg Bernardi, Board President	Shawn Ehrenberg, L3399 President
Steven Stanfield, Board Vice President	Zack Swanson, L3399 Lead Negotiator
Jonathan Goulding, Director	Vince Wells, Labor Consultant, Mastagni and Holstedt
Brandon Rivers, Director	
Charles Neal, Director	

APPROVED AS TO FORM:

\_\_\_\_\_  
Frank Splendorio, District Counsel

\_\_\_\_\_  
Date

**STANISLAUS CONSOLIDATED FIRE PROTECTION DISTRICT**

Effective 07/01/2024 to 06/30/2025

			Step A	Step B	Step C	Step D	Step E
30	Engineer (56 hr) Safety	Hourly	\$ 25.19	\$ 26.46	\$ 27.78	\$ 29.17	\$ 30.63
		Bi-Weekly	\$ 2,821.26	\$ 2,963.01	\$ 3,111.57	\$ 3,267.14	\$ 3,430.50
		Monthly	\$ 6,112.73	\$ 6,419.85	\$ 6,741.72	\$ 7,078.81	\$ 7,432.75
		Annual	\$ 73,352.79	\$ 77,038.14	\$ 80,900.69	\$ 84,945.72	\$ 89,193.01
30A	Engineer (40 hr)* Safety	Hourly	\$ 36.18	\$ 37.99	\$ 39.89	\$ 41.88	\$ 43.98
		Bi-Weekly	\$ 2,894.28	\$ 3,039.33	\$ 3,191.20	\$ 3,350.76	\$ 3,518.30
		Monthly	\$ 6,270.93	\$ 6,585.22	\$ 6,914.26	\$ 7,259.98	\$ 7,622.98
		Annual	\$ 75,251.15	\$ 79,022.58	\$ 82,971.17	\$ 87,119.73	\$ 91,475.72
30B	Engineer (40 hr Opt Out Option)* Safety	Hourly	\$ 39.15	\$ 41.11	\$ 43.16	\$ 45.32	\$ 47.58
		Bi-Weekly	\$ 3,131.61	\$ 3,288.56	\$ 3,452.88	\$ 3,625.52	\$ 3,806.80
		Monthly	\$ 6,785.15	\$ 7,125.20	\$ 7,481.23	\$ 7,855.30	\$ 8,248.06
		Annual	\$ 81,421.74	\$ 85,502.43	\$ 89,774.81	\$ 94,263.55	\$ 98,976.73
30C	Engineer/Paramedic (56 hr) Safety 12% higher Fully implemented	Hourly	\$ 28.21	\$ 29.63	\$ 31.12	\$ 32.67	\$ 34.31
		Bi-Weekly	\$ 3,159.81	\$ 3,318.57	\$ 3,484.95	\$ 3,659.20	\$ 3,842.16
		Monthly	\$ 6,846.26	\$ 7,190.23	\$ 7,550.73	\$ 7,928.27	\$ 8,324.68
		Annual	\$ 82,155.12	\$ 86,282.72	\$ 90,608.77	\$ 95,139.21	\$ 99,896.17
35	Captain (56 hr) Safety	Hourly	\$ 28.60	\$ 30.03	\$ 31.53	\$ 33.11	\$ 34.76
		Bi-Weekly	\$ 3,202.88	\$ 3,363.71	\$ 3,531.35	\$ 3,707.91	\$ 3,893.31
		Monthly	\$ 6,939.58	\$ 7,288.03	\$ 7,651.25	\$ 8,033.82	\$ 8,435.51
		Annual	\$ 83,274.90	\$ 87,456.38	\$ 91,815.02	\$ 96,405.78	\$ 101,226.07
35A	Captain (40 hr)* Safety	Hourly	\$ 41.08	\$ 43.14	\$ 45.29	\$ 47.56	\$ 49.94
		Bi-Weekly	\$ 3,286.60	\$ 3,451.09	\$ 3,623.44	\$ 3,804.61	\$ 3,994.84
		Monthly	\$ 7,120.98	\$ 7,477.36	\$ 7,850.79	\$ 8,243.33	\$ 8,655.50
		Annual	\$ 85,451.70	\$ 89,728.35	\$ 94,209.48	\$ 98,919.95	\$ 103,865.95
35B	Training Captain (40 hr)* includes additional 5% stipend Safety = 35A plus 5%	Hourly	\$ 43.14	\$ 45.29	\$ 47.56	\$ 49.94	\$ 52.43
		Bi-Weekly	\$ 3,451.09	\$ 3,623.44	\$ 3,804.61	\$ 3,994.84	\$ 4,194.59
		Monthly	\$ 7,477.36	\$ 7,850.79	\$ 8,243.33	\$ 8,655.50	\$ 9,088.27
		Annual	\$ 89,728.35	\$ 94,209.48	\$ 98,919.95	\$ 103,865.95	\$ 109,059.25
35C	Captain (40 hr Opt Out Option)* Safety	Hourly	\$ 44.45	\$ 46.68	\$ 49.01	\$ 51.46	\$ 54.03
		Bi-Weekly	\$ 3,556.11	\$ 3,734.08	\$ 3,920.78	\$ 4,116.82	\$ 4,322.66
		Monthly	\$ 7,704.90	\$ 8,090.51	\$ 8,495.03	\$ 8,919.78	\$ 9,365.77
		Annual	\$ 92,458.74	\$ 97,086.07	\$ 101,940.38	\$ 107,037.40	\$ 112,389.28
35D	Captain/Paramedic (56 hr) Safety 12% higher Fully implemented	Hourly	\$ 32.03	\$ 33.64	\$ 35.31	\$ 37.08	\$ 38.93
		Bi-Weekly	\$ 3,587.23	\$ 3,767.35	\$ 3,955.11	\$ 4,152.86	\$ 4,360.50
		Monthly	\$ 7,772.32	\$ 8,162.60	\$ 8,569.40	\$ 8,997.87	\$ 9,447.76
		Annual	\$ 93,267.89	\$ 97,951.15	\$ 102,832.83	\$ 107,974.47	\$ 113,373.19
75	Firefighter (56 hr) Safety	Hourly	\$ 22.06	\$ 23.17	\$ 24.33	\$ 25.54	\$ 26.82
		Bi-Weekly	\$ 2,470.99	\$ 2,595.02	\$ 2,724.49	\$ 2,860.72	\$ 3,003.75
		Monthly	\$ 5,353.81	\$ 5,622.53	\$ 5,903.07	\$ 6,198.22	\$ 6,508.13
		Annual	\$ 64,245.70	\$ 67,470.39	\$ 70,836.82	\$ 74,378.66	\$ 78,097.59
75A	Firefighter (40 hr)* Safety	Hourly	\$ 31.70	\$ 33.28	\$ 34.95	\$ 36.70	\$ 38.53
		Bi-Weekly	\$ 2,536.02	\$ 2,662.58	\$ 2,795.95	\$ 2,935.75	\$ 3,082.54
		Monthly	\$ 5,494.71	\$ 5,768.92	\$ 6,057.89	\$ 6,360.79	\$ 6,678.83
		Annual	\$ 65,936.51	\$ 69,227.02	\$ 72,694.71	\$ 76,329.44	\$ 80,145.91
75B	Firefighter (40 hr Opt Out Option)* Safety	Hourly	\$ 34.30	\$ 36.01	\$ 37.81	\$ 39.70	\$ 41.69
		Bi-Weekly	\$ 2,743.97	\$ 2,880.91	\$ 3,024.95	\$ 3,176.20	\$ 3,335.01
		Monthly	\$ 5,945.28	\$ 6,241.97	\$ 6,554.07	\$ 6,881.77	\$ 7,225.86
		Annual	\$ 71,343.30	\$ 74,903.64	\$ 78,648.82	\$ 82,581.26	\$ 86,710.32
75C	Firefighter/Paramedic (56 hr) Safety 12% higher Fully implemented	Hourly	\$ 24.71	\$ 25.95	\$ 27.24	\$ 28.61	\$ 30.04
		Bi-Weekly	\$ 2,767.51	\$ 2,906.42	\$ 3,051.43	\$ 3,204.00	\$ 3,364.20
		Monthly	\$ 5,996.27	\$ 6,297.24	\$ 6,611.44	\$ 6,942.01	\$ 7,289.11
		Annual	\$ 71,955.18	\$ 75,566.84	\$ 79,337.24	\$ 83,304.10	\$ 87,469.30



**STANISLAUS CONSOLIDATED FIRE PROTECTION DISTRICT**

Effective 07/01/2025 to 06/30/2026

			Step A	Step B	Step C	Step D	Step E
30	Engineer (56 hr) Safety	Hourly	\$ 26.46	\$ 27.78	\$ 29.17	\$ 30.63	\$ 32.16
		Bi-Weekly	\$ 2,963.01	\$ 3,111.57	\$ 3,267.14	\$ 3,430.50	\$ 3,602.03
		Monthly	\$ 6,419.85	\$ 6,741.72	\$ 7,078.81	\$ 7,432.75	\$ 7,804.39
		Annual	\$ 77,038.14	\$ 80,900.69	\$ 84,945.72	\$ 89,193.01	\$ 93,652.66
30A	Engineer (40 hr)* Safety	Hourly	\$ 37.99	\$ 39.89	\$ 41.88	\$ 43.98	\$ 46.18
		Bi-Weekly	\$ 3,039.33	\$ 3,191.20	\$ 3,350.76	\$ 3,518.30	\$ 3,694.21
		Monthly	\$ 6,585.22	\$ 6,914.26	\$ 7,259.98	\$ 7,622.98	\$ 8,004.13
		Annual	\$ 79,022.58	\$ 82,971.17	\$ 87,119.73	\$ 91,475.72	\$ 96,049.51
30B	Engineer (40 hr Opt Out Option)* Safety	Hourly	\$ 41.11	\$ 43.16	\$ 45.32	\$ 47.58	\$ 49.96
		Bi-Weekly	\$ 3,288.56	\$ 3,452.88	\$ 3,625.52	\$ 3,806.80	\$ 3,997.14
		Monthly	\$ 7,125.20	\$ 7,481.23	\$ 7,855.30	\$ 8,248.06	\$ 8,660.46
		Annual	\$ 85,502.43	\$ 89,774.81	\$ 94,263.55	\$ 98,976.73	\$ 103,925.57
30C	Engineer/Paramedic (56 hr) Safety 12% higher Fully implemented	Hourly	\$29.63	\$ 31.12	\$ 32.67	\$ 34.31	\$ 36.02
		Bi-Weekly	\$3,318.57	\$ 3,484.95	\$ 3,659.20	\$ 3,842.16	\$ 4,034.27
		Monthly	\$7,190.23	\$ 7,550.73	\$ 7,928.27	\$ 8,324.68	\$ 8,740.92
		Annual	\$86,282.72	\$ 90,608.77	\$ 95,139.21	\$ 99,896.17	\$ 104,890.98
35	Captain (56 hr) Safety	Hourly	\$ 30.03	\$ 31.53	\$ 33.11	\$ 34.76	\$ 36.50
		Bi-Weekly	\$ 3,363.71	\$ 3,531.35	\$ 3,707.91	\$ 3,893.31	\$ 4,087.98
		Monthly	\$ 7,288.03	\$ 7,651.25	\$ 8,033.82	\$ 8,435.51	\$ 8,857.28
		Annual	\$ 87,456.38	\$ 91,815.02	\$ 96,405.78	\$ 101,226.07	\$ 106,287.37
35A	Captain (40 hr)* Safety	Hourly	\$ 43.14	\$ 45.30	\$ 47.56	\$ 49.94	\$ 52.44
		Bi-Weekly	\$ 3,451.09	\$ 3,623.65	\$ 3,804.83	\$ 3,995.07	\$ 4,194.82
		Monthly	\$ 7,477.36	\$ 7,851.23	\$ 8,243.79	\$ 8,655.98	\$ 9,088.78
		Annual	\$ 89,728.35	\$ 94,214.77	\$ 98,925.51	\$ 103,871.79	\$ 109,065.38
35B	Training Captain (40 hr)* includes additional 5% stipend Safety = 35A plus 5%	Hourly	\$ 45.30	\$ 47.56	\$ 49.94	\$ 52.44	\$ 55.06
		Bi-Weekly	\$ 3,623.65	\$ 3,804.83	\$ 3,995.07	\$ 4,194.82	\$ 4,404.56
		Monthly	\$ 7,851.23	\$ 8,243.79	\$ 8,655.98	\$ 9,088.78	\$ 9,543.22
		Annual	\$ 94,214.77	\$ 98,925.51	\$ 103,871.79	\$ 109,065.38	\$ 114,518.65
35C	Captain (40 hr Opt Out Option)* Safety	Hourly	\$ 46.68	\$ 49.01	\$ 51.46	\$ 54.03	\$ 56.73
		Bi-Weekly	\$ 3,734.08	\$ 3,920.78	\$ 4,116.82	\$ 4,322.66	\$ 4,538.80
		Monthly	\$ 8,090.51	\$ 8,495.03	\$ 8,919.78	\$ 9,365.77	\$ 9,834.06
		Annual	\$ 97,086.07	\$ 101,940.38	\$ 107,037.40	\$ 112,389.28	\$ 118,008.74
35D	Captain/Paramedic (56 hr) Safety 12% higher Fully implemented	Hourly	\$ 33.64	\$ 35.31	\$ 37.08	\$ 38.93	\$ 40.65
		Bi-Weekly	\$ 3,767.35	\$ 3,955.11	\$ 4,152.86	\$ 4,360.50	\$ 4,552.62
		Monthly	\$ 8,162.60	\$ 8,569.40	\$ 8,997.87	\$ 9,447.76	\$ 9,864.00
		Annual	\$ 97,951.15	\$ 102,832.83	\$ 107,974.47	\$ 113,373.19	\$ 118,367.99
75	Firefighter (56 hr) Safety	Hourly	\$ 23.17	\$ 24.33	\$ 25.54	\$ 26.82	\$ 28.16
		Bi-Weekly	\$ 2,595.02	\$ 2,724.49	\$ 2,860.72	\$ 3,003.75	\$ 3,153.94
		Monthly	\$ 5,622.53	\$ 5,903.07	\$ 6,198.22	\$ 6,508.13	\$ 6,833.54
		Annual	\$ 67,470.39	\$ 70,836.82	\$ 74,378.66	\$ 78,097.59	\$ 82,002.47
75A	Firefighter (40 hr)* Safety	Hourly	\$ 33.28	\$ 34.94	\$ 36.70	\$ 38.53	\$ 40.46
		Bi-Weekly	\$ 2,662.58	\$ 2,795.57	\$ 2,935.75	\$ 3,082.54	\$ 3,236.66
		Monthly	\$ 5,768.92	\$ 6,057.06	\$ 6,360.79	\$ 6,678.83	\$ 7,012.77
		Annual	\$ 69,227.02	\$ 72,684.71	\$ 76,329.44	\$ 80,145.91	\$ 84,153.21
75B	Firefighter (40 hr Opt Out Option)* Safety	Hourly	\$ 36.01	\$ 37.81	\$ 39.70	\$ 41.69	\$ 43.77
		Bi-Weekly	\$ 2,880.91	\$ 3,024.95	\$ 3,176.20	\$ 3,335.01	\$ 3,501.76
		Monthly	\$ 6,241.97	\$ 6,554.07	\$ 6,881.77	\$ 7,225.86	\$ 7,587.15
		Annual	\$ 74,903.64	\$ 78,648.82	\$ 82,581.26	\$ 86,710.32	\$ 91,045.84
75C	Firefighter/Paramedic (56 hr) Safety 12% higher Fully implemented	Hourly	\$ 25.95	\$ 27.24	\$ 28.61	\$ 30.04	\$ 31.54
		Bi-Weekly	\$ 2,906.42	\$ 3,051.43	\$ 3,204.00	\$ 3,364.20	\$ 3,532.41
		Monthly	\$ 6,297.24	\$ 6,611.44	\$ 6,942.01	\$ 7,289.11	\$ 7,653.56
		Annual	\$ 75,566.84	\$ 79,337.24	\$ 83,304.10	\$ 87,469.30	\$ 91,842.77

**STANISLAUS CONSOLIDATED FIRE PROTECTION DISTRICT  
Sick Leave Affidavit and Physician's Certification**

Sick leave benefits are detailed in the Memorandum of Understanding, Article 8. I hereby make request for sick leave pay for a period of \_\_\_\_ shift hours. My absence began on the \_\_\_\_ day of, 20\_\_\_\_, Ended on the \_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_, and was caused by illness of:  Myself  Spouse  Dependent Child\*  other\* \_\_\_\_\_ \*Must meet criteria of MOU Article 8.

Any employee who makes or causes to be made any knowingly false or fraudulent material statement or material representation for the purpose of obtaining or denying benefits will be denied benefits received as a result of the false information, and subject to disciplinary action up to and including termination.

I certify that the above statement is true and correct.

\_\_\_\_\_  
Employee Signature Date

\_\_\_\_\_  
Duty/Ops Chief Signature Date

**PHYSICIAN'S CERTIFICATION**

This is to certify that I was the attending physician during the illness above described, and that to my knowledge the above statement of the cause of absence is true and correct.

\_\_\_\_\_  
Printed Name of Physician Address of Physician

\_\_\_\_\_  
Physician's Signature Phone Number Date

**STANISLAUS CONSOLIDATED FIRE PROTECTION DISTRICT**

# OUTSIDE EMPLOYMENT NOTIFICATION

NAME \_\_\_\_\_

YEAR \_\_\_\_\_

## Outside Employment Information

*Name of Employer:* \_\_\_\_\_

*Number of hours per week/per month:* \_\_\_\_\_

*Schedule:* \_\_\_\_\_

I understand that this outside employment will in no way interfere with my principal employment with the Stanislaus Consolidated Fire Protection District and is in keeping with the current MOU.

*Signature:* \_\_\_\_\_ *Date:* \_\_\_\_\_

## Supervisor

I have reviewed this request for outside employment, and from the information submitted, this in no way interferes with the performance of duties of the position.

*Signature:* \_\_\_\_\_ *Date:* \_\_\_\_\_

## Fire Chief

I concur with the assessment above and affirm that such outside employment will not jeopardize the service of the department.

*Signature:* \_\_\_\_\_ *Date:* \_\_\_\_\_