

Agreement
Between
Rodeo Hercules Fire Protection District
And
I.A.F.F. Local 1230

November 6, 2013

Section 26.3 Duration – Three years (October 1, 2013 to September 30, 2016)

Section 4 – Salaries 4.1 General Wage

The parties agreed to add the new classifications effective October 1, 2013 and modify the salary table as follows:

- Add a Firefighter I classification and rename the current Firefighter I classification to a Firefighter II and rename the current Firefighter II classification to a Firefighter III.
- The salaries for the new Firefighter I class shall be as follows:
 - Step 1 - \$3,500 per month (less OPEB contribution of 3.75%)
 - Step 2 - \$4,000 per month (less OPEB contribution of 3.75%)
 - Step 3 - \$4,500 per month (less OPEB contribution of 3.75%)
 - Step 4 - \$5,000 per month (less OPEB contribution of 3.75%)
- A Firefighter I shall remain at each step for a six (6) month period.
- Once a Firefighter I has reached Step 4 and has had satisfactory service for at least 6 months, the incumbent is eligible to promote to a Firefighter II when he/she has passed the Department's skills and abilities evaluation examination process.
- Delete the bottom step of the new Firefighter II, Firefighter III, Fire Engineer and Fire Captain.
- Add a new top step to the new Firefighter II, Firefighter III, Fire Engineer and Fire Captain to reflect a 5% increase.
- Modify the steps in each classification to maintain the current percentage between steps and each step increase in the Firefighter I classification will be given in a six month interval.
- Effective October 1, 2015, the salaries for all classifications in the bargaining unit shall be increased by 1.0% if the Secured Value of County Assessment Roll for PC 04 and PC 62 together exceeds \$5,000,000,000 as of July 2015.
- Paramedic Differential - Qualifying employees hired after October 1, 2011 or current employees who become paramedics after October 1, 2011, shall receive paramedic differential equal to 10.0% of Step 4 of the Firefighter III salary.

Section 9.1 Leaves

Twenty-four (24) hour shift personnel shall accrue sick leave at the rate of twenty-four (24) hours per month.

Twenty-four (24) hour shift personnel, hired after October 1, 2013, shall accrue sick leave at the rate of twelve (12) hours per month.

Section 12 – Probationary Period

12.1 Duration. All appointments from the official employment lists for original entrance or promotion shall be subject to a probationary period. This period shall be for ~~one~~ eighteen months ~~year~~ unless otherwise noted below. .

Section 18.2 Employee Retirement Contribution

Effective October 1, 2013 the MOU shall be amended to the following:
Employees shall be responsible to make their entire employee retirement contribution.

All other portions of the Memorandum of Understanding (MOU) not mentioned by the amendments (agreed upon proposals or counter proposals) to the MOU shall remain in full force and effective.

4.2 Longevity Pay

Effective October 1 2009, employees are eligible for five percent (5%) Longevity Pay. Longevity Pay shall begin on the first of the month, after completing 25 years of continuous years of service with the District

11.4 Co-pay Reimbursement Pool

Effective January 2013, the District shall contribute \$2,500 to the co-pay reimbursement pool.

For Local 1230

For the District

Rich Voisey 11/6/13
Rich Voisey Date

Glenn Berkheimer Nov 6, 2013
Glenn Berkheimer Date