

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



RESOLUTION NO. 2016-20

APPROVING A MEMORANDUM OF UNDERSTANDING WITH THE EAST CONTRA COSTA BATTALION CHIEFS ASSOCIATION

WHEREAS, on April 7, 2014, the East Contra Costa Fire Protection District (District) Board of Directors (Board) adopted Resolution 2014-10 to approve the East Contra Costa Battalion Chief Association (Association) as the representative employee organization for the Battalion Chief Unit and to approve a Memorandum of Understanding (MOU) with the Association covering January 1, 2014 through December 31, 2015; and

WHEREAS, the District and the Association have met and conferred in good faith regarding wages, hours, and terms and conditions of employment and reached agreement on a new MOU covering January 1, 2016 through December, 2018, as set forth below; and

WHEREAS, Staff recommends the Board approve the proposed MOU and authorize the Fire Chief to execute the MOU in a form acceptable to Legal Counsel.

NOW, THEREFORE BE IT RESOLVED that the East Contra Costa Fire Protection District Board of Directors hereby approves an MOU with the East Contra Costa Battalion Chief Association containing the following key terms:

- 1 Duration: The duration of the MOU will be January 1, 2016 through December 31, 2018.
- 2 Salaries: Salary Rates will be augmented as follows:
 - a. Increased by 2% effective May 1, 2016,
 - b. Increased by 2.5% effective January 1, 2017, and
 - c. Increased by 2.5% effective January 1, 2018, as follows:

Effective May 1, 2016 - 2.0% Increase

Step 1	Step 2	Step 3	Step 4	Step 5
6,599.89	6,929.89	7,269.60	7,626.31	8,028.02

Effective January 1, 2017 - 2.5% Increase

Step 1	Step 2	Step 3	Step 4	Step 5
6,764.89	7,103.14	7,451.34	7,816.96	8,228.72

Effective January 1, 2018 - 2.5% Increase

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Step 1	Step 2	Step 3	Step 4	Step 5
6,934.01	7,280.72	7,637.62	8,012.39	8,434.44

- Enhanced EMT Differential: Effective June 1, 2016, the District will provide a pay differential equal to 5.0% of the Top Step Fire Captain Classification to all employees who possess and maintain the criteria for an Enhanced EMT license.
- Bereavement: Employees are entitled to up to two shifts (48 hours) of District-paid time due to a death in the employee's immediate family or the death of the employee's domestic partner. Use of additional accruals other than sick leave may be authorized in conjunction with the bereavement leave at the discretion of the Fire Chief.
- FLSA Overtime "Hours Worked" Calculation: Effective April 1, 2016, for the purpose of determining when overtime pay is due to an employee pursuant to the Fair Labor Standards Act, the District will count paid leave time (vacation, sick leave, personal holiday, and compensatory time) as "hours worked."
- LABOR/MANAGEMENT COMMITTEE: The District and the Association will form a Labor/Management Committee to explore various cost containment alternatives for retiree medical coverage.

BE IT FURTHER RESOLVED that the Board authorizes the Fire Chief or his designee to execute the MOU in a form acceptable to Legal Counsel and take any other actions necessary to give effect to this Resolution.

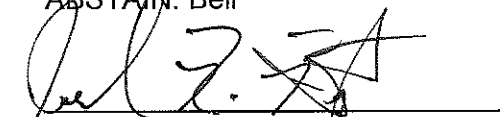
PASSED, APPROVED AND ADOPTED by the Board of Directors of the East Contra Costa Fire Protection District at a regular meeting held on the 11th day of July, 2016 by the following vote:

AYES: Barr, Kenny, Johansen, Pope, Stonebarger, Young

NOES:

ABSENT: Bryant, Morgan

ABSTAIN: Bell



Joel Bryant
President, Board of Directors

ATTEST:



Hugh Henderson, Clerk of the Board