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**Contra Costa County Fire Protection District and United Chief Officers Association
Comprehensive Mediation Agreement**

August 13, 2015

**This mediation agreement addresses all outstanding proposals between the parties.
Final MOU language will be prepared to incorporate the terms outlined below.**

Duration of Agreement (MOU Section 35.4):

- July 1, 2014 – June 30, 2017 (District Proposal D-1, presented 2/2/15)

Salaries (MOU Section 5):

- August 1, 2015 – increase of 6%
- January 1, 2016 – increase of 2%
- July 1, 2016 – increase of 2%

Longevity (MOU Section 26.1):

- Beginning January 1, 2017 – Add 2.5% longevity differential for 20 years of District service.

Retirement (MOU Section 21):

- Adds PEPRA Language
- Establishes a 2% PEPRA COLA as of 1/1/2016

Health and Welfare, Life and Dental Care (MOU Section 14):

- District Proposal D-5 as presented on 2/9/15, modified to move effective date of 50/50 premium cost sharing of medical plan premium increases to January 1, 2017.

Holidays (MOU Section 9):

- Revise holiday language for part-time employees
- Personal holiday can be taken in 1 minute increments

Days & Hours of Work/Timekeeping Waiver (MOU Section 28)

- Add new section defining work schedules, workweeks, automated timekeeping implementation and pay practice waiver.

Overtime Compensation (MOU Section 6.1):

- Clean up 6.1.B. to comply with State Mutual Aid reimbursement
- Add additional situations for overtime at the Fire Chief's discretion
- The Fire Chief's decision on overtime is final, not subject to appeal.

Vacation Leave/Sick Leave (MOU Section 10/Section 11):

- Credits to and charges against sick leave/vacation shall be made in minimum amounts of one (1) minute increments.

Performance Evaluations (MOU Section 5.3):

- Require annual Performance Evaluations.

Uniform Allowance (Section 24):

- Increase monthly allowance from \$50 to \$54.50.

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District Operational Issues (Preamble and Personnel/Operational Policies):

- Revision of MOU preamble reference to Personnel Bulletins, and for revision of MOU to address Personnel Bulletin items.

Pay Warrant Errors (MOU Section 5.14):

- District Proposal D-4, as presented 2/9/15


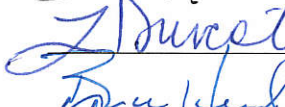
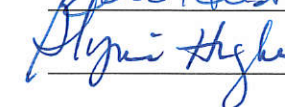
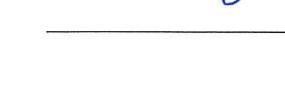
Previously Agreed Upon Tentative Agreements:

- D-13 Continuous Work Hours, signed 2/9/15
- D-14 Deferred Comp Incentive, signed 2/9/15
- D-15 Scope of Agreement, signed 2/9/15
- D-16 Definitions, signed 2/9/15

All other proposals previously presented are withdrawn by both parties.

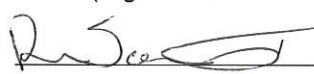
CCC Fire Protection District

(Signature/Printed Name)

 / David Twa
 / Lisa Driscoll
 / Bruce Heid
 / Sylvie Hughes
/

United Chief Officers' Association

(Signature/Printed Name)

 / RICHARD SONSTENG
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