



**Contra  
Costa  
County**

To: Contra Costa County Fire Protection District Board of Directors

From: David Twa, County Administrator

Date: May 26, 2020

Subject: Memorandum of Understanding between CCC Fire Protection District and United Chief Officers Association (UCOA)

### **RECOMMENDATION(S):**

ADOPT Resolution No. 2020/3 approving the Memorandum of Understanding (MOU) between Contra Costa County Fire Protection District and United Chief Officers Association (UCOA) implementing negotiated wage agreements and other economic terms and conditions of employment beginning July 1, 2020 through June 30, 2023.

### **FISCAL IMPACT:**

The estimated cost of the negotiated contract is: \$221,000 for 2020/21; \$443,000 for FY 2021/22; and \$664,000 for FY 2022/23. The three year contract has an estimated total cost of \$1.3 million.

### **BACKGROUND:**

United Chief Officers Association (UCOA) began bargaining with Contra Costa County Fire Protection District April 14, 2020. An agreement was reached on April 21 and ratified on April 23, 2020.

☒ APPROVE

☐ OTHER

☐ RECOMMENDATION OF CNTY  
ADMINISTRATOR

☐ RECOMMENDATION OF BOARD  
COMMITTEE

Action of Board On: **05/26/2020** ☒ APPROVED AS RECOMMENDED ☐ OTHER

Clerks Notes:

#### **VOTE OF SUPERVISORS**

AYE: John Gioia, Director  
Candace Andersen, Director  
Diane Burgis, Director  
Karen Mitchoff, Director  
Federal D. Glover, Director

I hereby certify that this is a true and correct copy of an action taken and entered on the minutes of the Board of Supervisors on the date shown.

ATTESTED: May 26, 2020

David Twa, County Administrator and Clerk of the Board of Supervisors

Contact: Lisa Driscoll, County  
Finance Director (925) 335-1023

By: June McHuen, Deputy

## BACKGROUND: (CONT'D)

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The resulting Memorandum of Understanding (MOU), which is attached, includes modifications to the bargaining unit, wages, retirement, healthcare, and other benefit changes. In summary, those changes are as follows:

- Term (Section 35.4)
  - The term of the agreement is July 1, 2020 – June 30, 2023.
- Salaries (Section 5.1)
  - Effective July 1, 2020, base rate of pay will be increased by 5%.
  - Effective July 1, 2021, base rate of pay will be increased by 5%.
  - Effective July 1, 2022, base rate of pay will be increased by 5%.
- Premium Payments (Section 14.9)
  - Replaced reference to “Auditor-Controller” with “Human Resources Department – Benefits Division.”
- District Dental Plan Premium Subsidy On and After January 1, 2014 (Section 14.5)
  - Renamed dental plans to remove outdated DeltaCare “PMI” language and other cleanup.
- Battalion Reassignments (Section 28.3)
  - Modified language to remove redundant language and process.
- Schedule Reassignments (Section 28.4)
  - Modified language to remove redundant language and process.
- Sick Leave Utilization for Pregnancy Disability (Section 11.3)
  - Amended Section 11.3 to clarify eligibility and usage of sick leave when used in conjunction with Pregnancy Disability Leave.
  - Included language regarding employee eligibility to utilize leave for child bonding under the FMLA and CFRA.
- Leave of Absence (Section 13)
  - Amended multiple areas of Section 13 to include references to FMLA and CFRA.
  - Clarified language in Section 13.2 regarding process and circumstances where leave without pay may be taken.
  - Amended the process for certification of FMLA/CFRA leaves in Section 11.3 and remove redundant language.
  - Amended definitions and criteria under Section 13.8.
  - Updated Military leave language to align with Federal Uniformed Services Employment & Reemployment Rights Act (USERRA), limiting period to a maximum of five (5) years, plus ninety (90) days.
  - Amended timeframe for reinstatement from FMLA/CFRA leave to a comparable position to sixty days.
- Extended Coverage (Section 14.10)
  - Specified that late payment shall result in cancellation of health plan coverage for employees on an approved leave of absence without pay.
- Re-ordered, re-numbered, and cleaned-up MOU sections as needed.

CONSEQUENCE OF NEGATIVE ACTION:

Employees will be without a contract.

CLERK'S ADDENDUM

**Speaker: Vito Impastato, President United Chief Officers.**

ATTACHMENTS

Resolution 2020/3

MOU UCOA 7-1-20 thru 6-30-23